

Entrepreneurship Mindset Training For Students of Mano Vocational School, West Manggarai, East Nusa Tenggara

Lena Ellitan¹, Lina Anatan²

¹Universitas Katolik Widya Mandala Surabaya

²Universitas Kristen Maranatha Bandung

E-mail : lena@ukwms.ac.id, lina.anatan@maranatha.edu

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Abstract: *The younger generation has an important role in realizing Golden Indonesia 2045, therefore creativity and innovation are needed to support changes towards progress. In other words, the younger generation needs to have an entrepreneurial mindset that is able to create its own business field. Therefore, investment in education and training is necessary in developing an entrepreneurial mindset for the younger generation. This entrepreneurial mindset training activity was conducted on Mano Vocational School students who were undergoing an internship program at one of the plantations in Liang Ndara Village, West Manggarai, East Nusa Tenggara Province. The method of implementing service is divided into three activities including presentation of material from the speakers, focus group discussions (FGD), and sharing sessions. In general, service activities are conducted as an effort to transfer knowledge from academic sources to student interns on plantations to strengthen relations between academics and the world of business. In particular, service activities are conducted to provide an understanding of the importance of entrepreneurship, increase motivation, and foster an entrepreneurial mindset among students, the majority of whom are children of local farmers. Based on the evaluation results, it can be concluded that this activity conducted well and provided significant benefits for the participants so that it was deemed necessary to conduct further activities to support the younger generation in entrepreneurship.*

INTRODUCTION

East Manggarai Regency is a fertile agricultural area. One of the things needed to improve community welfare is to accelerate economic development by developing growth centers through agropolitan areas. In one of the areas, namely Mano, there is an agricultural vocational school that educates children by providing agricultural and livestock skills in East Manggarai in

particular. For this purpose, this school sends its students to apprentice at one of the plantations in Melo village, Liang Ndara, West Manggarai.

For April to June 2024, SMK Mano sent 30 students consisting of female and male students of SMK Mano to undergo an internship program at the XXX Farm. During the internship period, students are taught to be independent, responsible, disciplined in working and managing plantations and livestock. It is expected that through this program, young generation students can become drivers of agriculture, plantations and animal husbandry in their home areas. The general description of the Mano area is that it is an area that has relatively good accessibility to be used as an "Entrance Gate" for East Manggarai Regency and is one of the production centers for superior commodities (coffee and cloves). In the Mano area there are also supporting facilities available in the form of Agricultural Vocational Schools which can become the embryo of a center of innovation for superior commodity agribusiness and also have a relatively high level of community self-reliance and social capital.

From the management aspect, this community service activity focuses more on increasing the entrepreneurial mindset and trying to build an entrepreneurial spirit from an early age. The agricultural, livestock and plantation skills they have will become more meaningful if vocational school students are given the basics of entrepreneurship as early as possible. The Community Service activities carried out for Mano Vocational School students who are taking part in an internship program at XXX Farm this time aim to: 1. Develop an entrepreneurial spirit for Mano Vocational School students 2. Provide insight into starting a business and provide insight into models its development. 3. Provide the basics for conducting feasibility studies in agricultural, livestock and plantation businesses.

LITERATURE REVIEW

Entrepreneurial Mindset

An entrepreneurial mindset is a framework of thinking that encourages individuals to see the world as a source of various opportunities and space for innovation that continues to develop. Hmieleski and Baron (2019) explain that entrepreneurs usually have strong beliefs in their ability to influence desired outcomes through their actions. More than that, they have a high sensitivity to identify opportunities that may not be visible to others, especially in situations where most people see challenges or obstacles. This mindset is not just about the ability to recognize opportunities; it also involves the ability to survive difficult situations and adapt to uncertain changes and face often significant risks.

This entrepreneurial mindset also includes the courage to take carefully calculated risks. Krueger (2020) states that this mindset is fundamentally related to orientation towards innovation which is an important element in achieving success. Innovation, in the context of entrepreneurship, is not only regarding introducing something new but also about how to create sustainable value for various stakeholders. Therefore, entrepreneurs with this mindset are constantly looking for new and better ways to achieve their goals, even if they have to navigate a path full of uncertainty.

Study conducted by Santos and Liguori (2021) highlights that an entrepreneurial mindset is closely related to a proactive action orientation. It means that individuals with this mindset not only react to changes that occur in the environment around them, but also tend to be the main movers in creating these changes. In other words, they not only respond to market dynamics, but also play an active role in shaping them. This tendency makes them more responsive and flexible in facing rapid changes and able to maintain competitive advantages through continuous

innovation.

The entrepreneurial mindset also views failure as an inseparable part of the learning and self-development process. In the view of Shepherd and Patzelt (2022), failure is not the end of the entrepreneurial journey, however rather an important phase that provides valuable insights and lessons. Individuals with a growth mindset can use the experience of failure to reevaluate their strategies, improve weaknesses, and better prepare themselves to face future challenges. This confirms that mental resilience and the ability to bounce back after experiencing failure are important aspects of an entrepreneurial mindset.

It can be concluded that the entrepreneurial mindset is seen as a cognitive mechanism that encourages individuals to always look for new ways to create value and innovate, even when faced with risk and uncertainty. This mindset allows them to persevere, adapt, and keep moving forward, even in the face of failure. This kind of mindset is the key for entrepreneurs to not only survive in a competitive business environment, but also to thrive and lead change that has far-reaching impacts.

Business Planning

Business planning is a structured process that involves developing strategies and actions to achieve business goals, both short and long term. As stated by Williams and Manley (2020), business planning functions as a map that guides entrepreneurs in recognizing market opportunities, allocating resources, and setting company direction. This process not only supports strategic decision making, but also provides an obvious framework for measuring performance and managing possible risks.

Study conducted by Jones and Butler (2021) states that an effective business plan is important in attracting investment and gaining support from stakeholders. A good business plan usually includes market analysis, marketing strategies, financial projections, and detailed operational plans. This allows entrepreneurs to obviously communicate their vision and goals to potential investors, business partners, and employees.

Thompson and Martin (2019) emphasize that business planning is not only regarding setting goals, but also about flexibility and the ability to adapt to changes in the business environment. Thus, the business plan must be dynamic enough to allow for adjustments as market conditions or technology change, which may affect business operations.

Study conducted by Carter and Jones-Evans (2022) also shows that comprehensive business planning can help new companies reduce failure rates during their early years of operation. By detailing every aspect of the business, from finances to marketing strategies, entrepreneurs can identify potential challenges and develop effective mitigation strategies.

Referring to previous study, it can be concluded that business planning is a crucial element that not only provides direction and structure for a company, but also functions as a strategic tool in identifying opportunities, managing risks, and attracting support from stakeholders. With effective and adaptive planning, companies can be better prepared to face dynamic and complex market challenges, and reduce the risk of failure, especially in the early operational stages. Therefore, comprehensive and flexible business planning is an important foundation for the long-term success of a business.

Feasibility Studies

A feasibility study is an evaluation process that aims to determine whether a project or business can be run well before it is implemented. Bhatti and Kumar (2020) stated that a feasibility study involves an in-depth analysis of various aspects of the project, including financial, technical, legal and operational aspects, to ensure that the project has a high chance of success. Thus, a feasibility study serves as a tool to identify potential risks and benefits before

resources are allocated.

Anderson and Parker (2021) emphasize the importance of comprehensive feasibility studies in making investment decisions, since these studies help investors and managers understand all the variables involved and provide a strong basis for project planning and management. These studies typically include market analysis, technical studies, environmental assessments, and financial projections, all of which are used to assess the feasibility of a project.

Johnson and Mueller (2022) also emphasize that feasibility studies should not only assess economic and technical feasibility, but also conduct risk and social impact analyzes to ensure that the proposed project is not only profitable but also sustainable in the long term. This holistic approach is essential in ensuring that all aspects that can influence the success of the project are taken into account.

In addition, Lee and Han (2019) stated that feasibility studies are very important in managing high-risk projects, especially in industries with high uncertainty such as technology and construction. They emphasized the need to assess potential obstacles and prepare mitigation strategies to reduce negative impacts that may arise during project implementation.

Overall, feasibility studies are an important tool in the planning and decision-making process for complex and high-risk projects. By conducting a comprehensive analysis of various aspects of a project, a feasibility study helps ensure that the project is not only economically viable, but also sustainable and well-managed. This study plays a role in identifying potential risks and obstacles and provides a solid basis for effective planning and management, thereby enabling the project to achieve optimal results.

METHODS AND IMPLEMENTATION OF THE COMMUNITY SERVICE

Training: by providing material on building an entrepreneurial mindset, business planning, and the basics of business feasibility studies. Community Service Activities, especially for Mano Vocational School students, in improving their Entrepreneurial Mindset, especially for agricultural, plantation and livestock businesses.

1. Providing material by resource persons at the following times:

08.30 to 08.45: Opening of the event

08.45 to 10.00: Presentation of material regarding the Entrepreneurial Spirit

10.00 to 11.30: Presentation of material regarding Business Planning and Business Feasibility.

11.30 to 12.15: Q&A

12.15 to 13.00: Rest and lunch

13.00 to 14.30: Focus Group Discussion (FGD) of participants

14.30 to 16.00: Presentation of FGD results

16.00 to 17.00: Conclusions by the speakers and delivery of several important notes.

2. Focus Group Discussion: participants were divided into 7 groups who discussed the role of leadership in organizations followed by sharing leadership experiences by Mano Vocational School students.

3. Implementation

a. XXX Plantation for Internship students from Mano

b. Participants were 24 students

c. Accompanied by 2 teachers and 2 XXX Farm administrators

Community Service Activities conducted at the XXX Farm located in Kampung Melo,

Liang Ndara Village, West Manggarai Regency were held on May 9 2024. This activity was conducted from 08.00 am to 16.00 WITA.

The following are Leadership Training Participants, namely Mano Vocational School Students who are interning at the XXX Kampung Melo Plantation, Liang Ndara Village, West Manggarai Regency including 24 participants with the following names: Marsiana Celsi Ngamul, Marselina Daima, Jesika Ailan Rinus, Elsiana Marisa, Muliana A . Ampu, Kristina Usung, Yunita Tesa Sumanti, Fridolin Muiiana Dedi, Fransiska Mamut, Anjela A. Lita, Jumianus F. Gai, Fansiskus K. H, Aldianus Arsi, Laiviingsius Gonsales, Benediktus Nombos, Gregorius Baka Magut, Yohanes Matius Wajong, Eivantris J. , Agnes Femajus Santur, Yohana Advianty Jerudi, Sisilia N. D. Sedu, Sp, Marselinus J, Wilibrodus Cengka, Damianus E. J.

RESULTS AND EVALUATION

After conducting the activities, the participants were given space and time related to carrying out training activities on Building an Entrepreneurial Mindset. The participants' responses were as follows:

1. In my opinion, it is important for you to explain the material that has been presented to us, since it can be useful for us in the future and has provided broad insight related to entrepreneurship and leadership
2. The delivery of the material is very good so it is easy to understand. And there are also words that can motivate me and from their explanations related to entrepreneurship it has awakened our entrepreneurial spirit
3. The way the material is presented is very good. The words used are easy to understand. The explanation given is very detailed
4. It is important to give us material so that what we get through today's material explanation can be applied to entrepreneurship such as farming and business
5. Thank you to the speakers who gave me the material.
6. I think today's activities are very good and the explanations are easy for all of us to understand. This can foster a sense of entrepreneurship in all of us and make us open our own businesses
7. The way the material is presented is very good and the words are easy to understand and comprehend. The explanation given is very detailed.

Furthermore, general suggestions from students participating in the training to build an entrepreneurial spirit are as follows:

1. My advice to the speakers in the future is to remain enthusiastic in carrying out activities and provide clearer examples or material.
2. My suggestions, I want to know more about entrepreneurship. I want to explore the soul of an entrepreneur so that in the future I can become an entrepreneur. I want to understand more deeply and broadly about entrepreneurship more clearly/effectively.
3. My suggestion is to provide clearer/more effective examples and explanations of the material
4. In the future, I want to be given material about initial ways to start a business and want to know how to become an entrepreneur
5. I want to understand more deeply and broadly about entrepreneurship
6. My input during the conversation was very enjoyable because the explanation was easy to understand and quick to understand
7. Regarding time, because the implementation time needs to be longer

PROOF OF IMPLEMENTATION

A. DELIVERY OF MATERIALS



Figure 1. Presentation of material by speakers
Source: Committee Documentation (2024)

B. FOCUS GROUP DISCUSSION



Figure 2. Focus Group Discussion
Source: Committee Documentation (2024)

C. SHARING SESSION



Figure 3. *Sharing Session*
Source: Committee Documentation (2024)

D. TOGETHERNESS AND CLOSURE



Figure 4. *Togetherness and Closure*
Source: Committee Documentation (2024)

CONCLUSION

Community service activities with the theme of entrepreneurial mindset training are one form of realization of knowledge transfer activities from universities to business. Through this activity, it is expected that the university as a knowledge producing institution will be able to contribute to the development of knowledge to increase creativity and innovation abilities, especially for the younger generation, in this case students who are currently interning at one of the plantations in Kampung Melo, Liang Ndara Village, Nusa Tenggara East. Community service activities carried out in the form of material presentations, FGDs, and sharing sessions aim to increase students' knowledge and understanding of the importance of entrepreneurship, build an entrepreneurial mindset by relying on creativity and innovation skills so that in the future they will be able to open their own business fields. Through FGDs and sharing sessions, students were invited to discuss and share with each other to find problems that occurred, especially related to agriculture and plantations and how to solve these problems. By recognizing problems and finding solutions, it is expected that they can utilize the knowledge gained to develop the

potential of the agricultural land owned by their respective parents to be utilized and managed well.

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