

The Effect of Self-Learning, Entrepreneurship Competence and Entrepreneurship Orientation on Micro Business Performance in the Special Province of Yogyakarta

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Abstract

This research aims to empirically study the effect of self-learning, entrepreneurship competence, and entrepreneurship orientation on micro business performance in the special province of Yogyakarta. The research design used a quantitative approach through research instrument. The unit of analysis was 1,767 business units. The population of this microenterprise is individual; the number of samples in this study is 165. The data were gathered through face to face distribution by the researcher. Random sampling technique was used to collect the respondents of this study. The result of this study showed that all exogenous variables; self-learning, entrepreneurial competence, and entrepreneurial orientation have positive and significant effects on entrepreneurial behavior. All of these findings are proven by probability value < 0.05 . The most significant influence is entrepreneurial orientation (0.504), and the second is entrepreneurial competency (0.466), and the lowest is self-learning (0.057). That is, the three exogenous variables can directly enhance entrepreneurial behavior. All exogenous variables, namely self-learning, entrepreneurial competence, and entrepreneurial orientation, do not affect the performance of micro-enterprises. All of these findings are proven by probability value < 0.05 . That is, the three exogenous variables cannot directly improve the performance of micro-businesses. Since entrepreneurial behavior has a positive and significant direct effect on micro-business performance, all exogenous variables can indirectly improve micro-business performance through efforts to increase entrepreneurial action, which acts as a variable intervening. □

Keywords: self-learning, entrepreneurship competence, entrepreneurship orientation, micro business performance.

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1. Introduction

One business that is always resistant and adaptive to various economic crises is micro-enterprises. One of the advantages of micro-enterprises is to absorb a lot of labor. Microenterprises are relatively unhindered (barriers) to enter and exit the business, so this business is very popular with the community. The government is also very concerned about the development of micro-enterprises because it can significantly reduce poverty. Microtransactions can be built only with very little capital, without a formal organizational structure, full of innovation and creativity, so micro-businesses usually represent their owners (Brock and Evans, 1986; Acs and Audretsch, 1990). □

One of the success factors of microenterprises according to Gibbons (2002) is because of the existence of self-learning as an increase in knowledge, abilities, and development of individuals where individuals choose and determine their own goals in learning, and try to use methods that support their activities. The next important factor is entrepreneurial competence. Entrepreneurship competence is the incorporation of behavioral elements, characterization, personality traits, knowledge, social roles, individual desires, and expertise. These factors underlie his actions in creating, fostering, and developing his business. The success of micro-enterprises in increasing company growth also depends on entrepreneurial ability. Only micro-enterprises have a robust entrepreneurial orientation that can bring improvement to the company (Hill and McGowan, 1999). According to Miller (1983), entrepreneurial orientation (entrepreneurial orientation) is a way to see how micro-business management can uncover and exploit existing opportunities. The are three dimensions, namely, innovativeness, proactivity, and propensity, for risk-taking form exploitation ability. □

Entrepreneurial behavior is a set of corporate activities in terms of innovation, the search for new ventures (venturing), and strategic renewal (Guth and Ginberd, 1990). Meredith (2002) argues that the intrinsic value of

entrepreneurship is self-confidence, task-oriented and results-oriented, courage to take risks, leadership, future-oriented and originality of creativity and innovation. □

This study will explore the performance of micro-enterprises in Yogyakarta Special Province, especially those that are guided by the Revolving Fund Management Institution - Micro, Small and Medium Enterprises Cooperatives (LPDB-KUMKM) from the Ministry of Cooperatives of the Republic of Indonesia. The formulation of the research problem is: "Is there a mediating role for entrepreneurial behavior on the effect of self-learning, entrepreneurial competence, and entrepreneurial orientation on the performance of micro-enterprises?" □

2. Review of Related Literature

Some literature (Rae, 2005; Rae, 2004; Prasad, 2004; Ofstein and Renko, 2011) recommend the theory of experience and social learning as a self-learning model. The results of the study indicate that self-learning is a continuous reciprocal interaction between cognitive, behavioral, and environmental factors. Many experts have examined the mechanism of sustainable competitive advantage in accordance with the theory of Resource-Based View (RBV); including core competence (Hamel and Prahalad, 1994), dynamic capability (Teece et al., 1997), capability lifecycle (Helfat and Peteraf, 2003), and routines and skills (Nelson and Winter, 1982). However, there are still few RBV concepts developed to examine the role of entrepreneurship as a vital source of competitive advantage, even though the ability of entrepreneurs is undoubtedly the primary human resource owned by the company (Tokuda, 2005). □

The results of the study by Shenura et al. (2016) stated that entrepreneurial behavior requires specific strategic skills to function profitably. The factors in question are initiative, seeing and acting on opportunities, perseverance, knowledge, attention to high-quality work, work commitment, orientation to efficiency, systematic planning, problem-solving, self-confidence, firmness, use of influence strategies, monitoring and caring employee welfare. Kaur and Bains's research (2013) states that for business success, the skills, knowledge, and abilities needed by entrepreneurs are required to gain business competencies in competition. □

Amin et al. (2016) show that Entrepreneurship Orientation has a significant relationship with market orientation and Entrepreneurship Orientation has a substantial relationship with the performance of Micro and Small Enterprises. Sajilan and Tehseen's research (2015) states that entrepreneurial competence is crucial for the success of micro and small businesses in a competitive and rapidly changing business environment. Minello et al. (2014) show that entrepreneurial competence influences entrepreneur behavior, and this, in turn, is reflected in organizational success or failure. □

Compared with entrepreneurial learning based research (Rae, 2005; Prasad, 2004; Ofstein and Renko, 2011) this study uses the theory of RBV (resource-based view) as the parent theory to examine the effect of self-learning, entrepreneurial competence, entrepreneurial orientation on the performance of micro-entrepreneurial behavior as an intermediate variable. According to Rumelt (1984), resource-based view theory is an economic tool for translating strategic resources that are by the company, as a basis for determining the company's competitive advantage. The theory of RBV (resource-based view theory) states that companies can achieve sustainable competitive advantage and gain profits by owning or controlling strategic assets, both tangible and intangible. The resource-based view strategy provides solutions for companies to make sustainable competitive advantage through a unique set of resources from the company. The companies depend on strategic resources / strategic assets that are characterized by valuable, awareness, imperfectly imitable), and non-substitutable to create a sustainable competitive advantage. □

Entrepreneurial behavior is a set of corporate activities in terms of innovation, the search for new ventures (venturing), and strategic renewal (Guth and Ginberd, 1990; Zahra, 1996) whereas Meredith (2002) argues that the intrinsic value of entrepreneurship is self-confidence, task-oriented and results-oriented, courage to take risks, leadership, future-oriented and originality of creativity and innovation. Argues that entrepreneurial-oriented companies can potentially produce variations in performance that are more profitable in the long run, if integrated with the strategy. Ndubisi and Ikhtifar (2012) suggest that entrepreneurship as a centralized business characterized by innovation. The five categories describe entrepreneurial behavior, namely the introduction of new goods, the introduction of new production methods, the opening of new markets, the opportunity of new supply sources and industrial organizations. □

Micro-enterprises need to improve their ability to compete globally by formulating adaptive and easily adapted strategies to keep abreast of the changes that occur (Hill and Jones, 1995). Micro-enterprises need RBV (Resource-

Based View) concept, where companies can develop a competitive advantage by creating values in a unique form and manner that cannot be imitated by competitors (Barney and Wright, 1998). By using RBV (Resource-Based View), micro-enterprises can achieve competitive advantage. □

According to Gibbons (2002), self-learning is an increase in knowledge, ability, or development of individuals. The theory of self-learning (self-regulated learning) and social learning (social learning) is one approach that is widely recommended as in the research of Rae (2005), Rae (2004), Prasad (2004), Ofstein and Renko (2011), Bandura (1989), Oakley (2004), Ofstein and Renko (2011), Mcleod (2011), Ormrod (2006), Cherry (2012), Choi (2009), Dewey (1938), Brockett and Hiemstra (1991); and Gibbons (2002)

According to Drucker (2002), entrepreneurship is the ability to create something new and different through creative thinking and innovative action to create opportunities. Entrepreneurship competency is the incorporation of behavioral elements that underlie its efforts in creating, fostering, and developing a business venture (Bird, 1995). Harris (2000), Ahmad, et al., (2009), Suryana (2003), Prihadi (2004), Spencer and Spencer (1996) has done previous research on entrepreneurial competency. □

Entrepreneurial orientation is a company that has principles in efforts to identify and exploit opportunities. According to Miller (1983), entrepreneurial orientation is a way to see how company management can uncover and use existing opportunities. The dimensions of entrepreneurial orientation have three dimensions, namely innovativeness, proactivity) and propensity for risk-taking. Previous research on entrepreneurial orientation has been done, among others, by Zhou et al. (2005), Lumpkin and Dess (2005), Al Saed et al. (2011), Pichardo et al. (2010), Knight (2000), Gholami and Birjandi (2016), Messaghem (2003), Lee and Tsang (2001), Littunen (2000), Olson (2002) and Hisrich et al. (2008) □

According to Kirton (1989), individuals who have a strong will (self-will) tend to show things that are thing-oriented and explorative (innovative). Adherent and adherent individuals tend to maintain peace with other individuals. Previous research on entrepreneurial behavior includes Stenberg and Lubart (1996), and Kirton (1989). □

As'ad (2001) states that job performance is a successful role achievement obtained by a person or group from their actions. Sudarmanto (2009) describes the performance as a result produced during a specific period. Performance is a set of behaviors that are relevant to the objectives of the workplace organization. Research on organizational performance was also carried out by many researchers including Aziz and Mahmood (2011), Simpson et al. (2004), Brown (2003), Tjiptono (2008), Shoham et al. (2005), Cano et al. (2004), Kirca et al. (2005), Matsuno and Mentzer (2000), Cokins (2009), Gaspersz (2007); and Yuwono (2006). □

This research was conducted to provide scientific information in policymaking to improve the performance of microenterprises. This research is also expected to contribute to the development of theoretical models that can be used to increase entrepreneurial behavior for micro business owners (managers). Most studies relating to the development of human resources are associated with elements of education and training. This study attempts to apply entrepreneurial theory to the resource-based view (RBV) in strategic management, namely understanding RBV from an entrepreneurial perspective.

3. Hypothesis Development

Effect of Self-learning on Entrepreneurship Behavior in Micro-Entrepreneurs

Self-learning is an observational learning process, where one learns behavior by systematically observing the rewards and punishments given to others. In the analysis of Bandura (Mcleod, 2011), there are several observational learning phases, namely attention, memory, reproduction, and motivation. A person can learn by observing others. Learning is an internal process that will influence behavior and how to achieve goals (Ormrod, 2006). The self-learning process is a response to one's own experience and observing the behavior of others. In Ofstein and Renko (2011) mentioned social learning theory views individual behavior not only as automatic reflexes (stimulus responses) but also reactions that arise from environmental interactions with unique mental processes. □

To do innovation, companies must take risks, and change will succeed if the products are innovated according to customer needs (Matsuno et al., 2002). The existence of a market-oriented company strategy will encourage the

improvement of micro business performance. Micro-businesses develop their innovations continue to adapt to all changes through the learning process. One dimension of entrepreneurial behavior is proactivity, namely seeking opportunities and entering new marketing areas (Matsuno et al., 2002). Thus it can be concluded that there is a positive relationship between self-learning and entrepreneurial behavior. □

H₁: Self-learning has a positive effect on entrepreneurial behavior of micro-entrepreneurs

Effect of Entrepreneurship Competence on Entrepreneurship Behavior of Microentrepreneurs

Palan (2007) said the organization must continue to improve the competencies of its employees so that they achieve and succeed. Competencies are as criteria for employee performance evaluation and promotion. The human resource management system produces more directed employee performance, develops by increasing knowledge, skills, expertise, and level of competence (Long and Ismail, 2008; Lertputtarak, 2012). Competencies possessed by individuals must be able to support the implementation of organizational strategies and be able to help any changes made by management (Setyowati, 2010). Individual competence in entrepreneurship needs to have four dimensions: technical skill, marketing competence, financial competence, and human relations competence. Competitive advantage depends on the actions of individuals who are qualified to achieve organizational goals (Hofrichter and Spencer, 1996). □

This study uses the theory of RBV (resource-based view) as the parent theory to examine the effect of self-learning, entrepreneurial competence, entrepreneurial orientation on the performance of micro-enterprises through entrepreneurial behavior. According to Rumelt (1984), RBV is as an economic tool for translating strategic resources that are by the company. The RBV theory states that companies can achieve sustainable competitive advantage by possessing or controlling strategic assets, both tangible and intangible. To create a sustainable competitive advantage, companies dependent on vital resources / strategic assets: valuable, awareness, imperfectly imitable, and non-substitutable. Therefore, every manager must know precisely the company's resources which are the core strengths and weaknesses (Barney, 1991) □

Prayitno and Suprpto (2002) say competency standards are specifications, contain minimum requirements that must be owned by someone who will do work to have the ability to carry out work with excellent results. Referring to the notion of competence consisting of technical expertise, analysis, decision making, communication, independent work and group, leadership, and managerial. Someone who has high knowledge in a particular field will work better and better. Based on the description above, the hypotheses as follows: □

H₂: Entrepreneurship competence has a positive effect on entrepreneurial behavior of micro-entrepreneurs

Effect of Entrepreneurship Orientation on Entrepreneurial Behavior

Entrepreneurial orientation refers to processes, practices, and decision making. Entrepreneurial orientation has three dimensions, namely taking the risk, acting proactively, and always being innovative (Lumpkin and Dess, 1996). Daring to take risks is the attitude of entrepreneurs whose results are full of uncertainty (Keh et al., 2007). Proactivity reflects entrepreneurial willingness to dominate competitors through a combination and dynamic and proactive movements. The resources referred to in the RBV theory are the insertion of assets, organizational processes, company attributes, information, or knowledge controlled by the company. The KBV view (knowledge-based view) is a new extension of RBV (resource-based view). The KBV approach forms the basis for building human capital involvement in corporate routines. Based on a knowledge-based perspective, companies develop new knowledge that is important for the competitive advantage of unique combinations of experience. The theory of RBV and KBV is relevant to the role of entrepreneurial behavior in mediating the effect of self-learning, entrepreneurial competence, and entrepreneurial orientation on the performance of micro-enterprises. □

When the effects of entrepreneurial orientation and market orientation are developed in a model simultaneously, entrepreneurial orientation does not have a direct impact on company profitability as well as market orientation (Matsuno et al., 2002). Companies must be able to run innovations that are part of entrepreneurship by getting clear market information (Barringer and Bluedorn, 1999). The existence of a market-oriented company strategy will encourage the emergence of organizational learning processes that will ultimately promote the improvement of the company's innovation capabilities. One dimension of entrepreneurial behavior is proactive, and the dynamic aspect is to look for opportunities and enter new marketing areas (Matsuno et al., 2002). Thus it can be concluded

that there is a positive relationship between market orientation and entrepreneurial behavior. The hypothesis is as follows: □

H3: Entrepreneurial orientation has a positive effect on the entrepreneurial behavior of micro-entrepreneurs

The Effect of Self-learning on Micro Business Performance

Self-regulated learning is the process of taking individual initiative in planning, implementing, and evaluating the learning system. According to Gibbons (2002), self-learning is an increase in knowledge, abilities, or individual development.

Regarding performance as a behavior, performance is a set of actions that are relevant to the goals of the organization or organizational unit where people work. Brown (1996) emphasizes every company has an interest in knowing the market performance of its products, as a mirror of the success of its business. The measurement of performance is the manager's perceptions of organizational performance, actual earnings, sales growth, market share, and performance indicators (Tjiptono, 2008). Market orientation helps companies to identify and react to changes in customer needs as performance indicators (Shoham et al., 2005). From the description above, the following hypotheses

H4: Self-learning has a positive effect on the performance of micro-enterprises

Impact of Entrepreneurship Competence on Micro Business Performance □

Competency-based human resource management is a combination of skills, knowledge, attitudes, and behaviors that individuals have. Prihadi (2004) suggests competencies produce effective and superior performance. Appropriate competency-based employee development provides opportunities for employees to be able to improve work performance and develop as individuals. Baum et al. (2001) define individual competencies as individual characteristics such as knowledge, skills, and abilities needed to carry out a particular task. Explains that entrepreneurial competence (cognitive skills, organization skills, decision skills, opportunity skills, experience industries, and technical skills) has a positive effect on business growth. The argument of Baum et al. (2001) that competency, motivation, and competitive strategies have a direct influence on business growth. Emphasizes the importance of building new skills for small companies and the need to build strong competencies to reach the level of business growth. From the description above, the hypothesis proposed is as follows: □

H5: *Entrepreneurship competency has a positive effect on the performance of micro-enterprises*

Effect of Entrepreneurship Orientation on Micro Business Performance

According to Porter (2008), entrepreneurial orientation as a strategy for corporate benefits to compete more effectively in the same market place. Entrepreneurial orientation can only grow in organizations that have an adaptive work culture. Entrepreneurial orientation will have an optimal impact on the performance of micro-enterprises if supported by a dynamic organizational culture. According to Denison and Mishra (1995), corporate culture is an integral part of the regulatory adaptation process. O'Reilly et al. (1991) found that organizational values have a significant effect on individual attitudes and attitudes within the organization. Individuals who are in an excellent corporate culture environment tend to have high job satisfaction and commitment so that ultimately it significantly affects the performance of microenterprises through increased productivity and quality output. □

According to Lumpkin and Dess (1996) and Wiklund and Shepherd (2005) entrepreneurial orientation and organizational culture are strictly related to the process of drafting strategies that will provide a basis for decision making and business implementation of organizations. Entrepreneurial orientation has a vital role in improving business performance (Keh et al., 2007). A high entrepreneurial orientation is closely related to the main drivers of profit so that an entrepreneur has the opportunity to take advantage, which ultimately has a positive effect on business performance (Wiklund, 2003). Covin and Slevin (1991); Smart and Conant (1994); Wiklund (2005), states that an increasingly entrepreneurial orientation can increase a company's ability to market its products. According to Gosselin (2005), there is a significant relationship between entrepreneurial orientations determined by the performance of micro-enterprises. Therefore it can be concluded that the higher the entrepreneurial orientation possessed, the higher the performance of the micro-enterprise. □

H6: Entrepreneurial orientation has a positive effect on the performance of micro-enterprises

Effect of Entrepreneurship Behavior on Micro Business Performance

Entrepreneurial behavior is as a set of company activities in innovation, the search for new businesses (venturing), and strategic renewal (Guth and Ginberd, 1990; Zahra, 1996). Whereas Meredith (2002) argues that the intrinsic value of entrepreneurship is self-confidence, task-oriented and results-oriented, courage to take risks, leadership, future-oriented, and horizon of creativity and innovation. Entrepreneurial behavior cannot be separated from the cultural values of society as a habit, norms, customs that prevail in a downward manner in an area. According to Molen (in Kirton, 1989), individuals who have a strong will (self-will) tend to show behavior that is think-oriented and explorative (innovative). The RBV theory helps companies understand why competence can be considered the most critical company asset. The resources referred to in the RBV are the inclusion of assets, organizational processes, company attributes, information or knowledge controlled by the company to develop and implement company strategies (Learned et al., 1969; Barney, 1991). □

Ndubisi and Ikhtifar (2012) suggest that innovation is a crucial business in entrepreneurship. Five categories of entrepreneurial behavior, namely the introduction of new goods, the introduction of new production methods, the opening of new markets, the opening of new supply sources and industrial organizations. Thus, organizational members can be entrepreneurial, and organizations can have their respective entrepreneurial structures that complement each other for synergy. The better entrepreneurial behavior of the company will be able to increase its profitability, be able to increase its income so that overall, the performance of micro-enterprises will be better (Guth and Ginberd, 1990). □

H7: Entrepreneurial behavior has a positive effect on the performance of micro-enterprises.

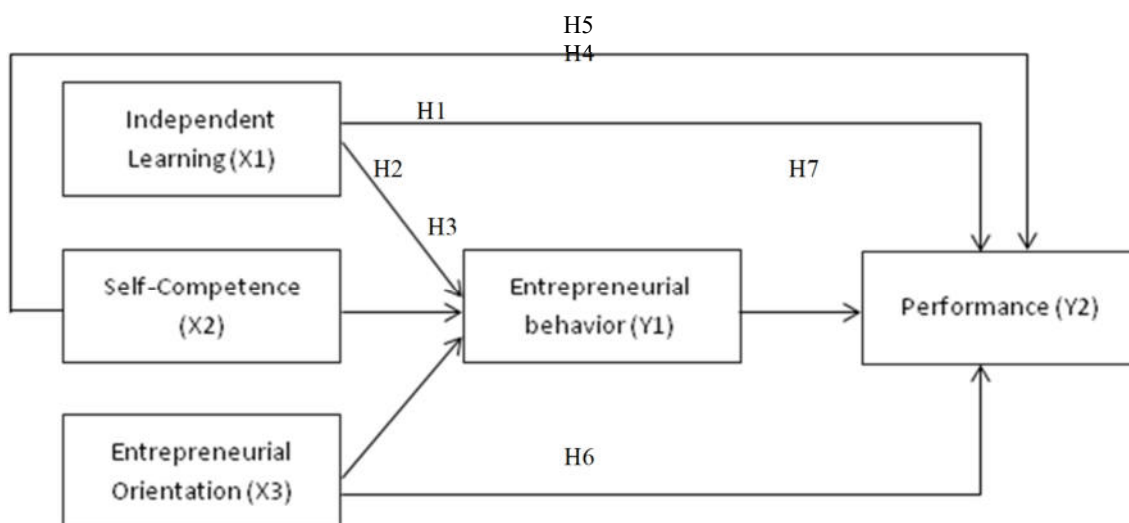


Figure 1. The theoretical framework of the study □

4. Research Methodology

This research has five variables: 3 exogenous variables are independent learners (X1), entrepreneurial competence (X2), and entrepreneurial orientation (X3). The intervening variable is entrepreneurial behavior (Y1), and the

endogenous variable is the performance of micro-enterprise organizations (Y2). The analysis in this study was based on 165 respondents using the Structural Equation Modeling (SEM) method with AMOS 22. SEM was generated from the fit model that was by the Goodness of Fit (GOF) test. After the model is declared fit, validity, and reliability will be tested based on the value of loading factors. The subsequent analysis is direct, indirect, and total effects. The measurement of variables with the Confirmatory Factor Analysis (CFA), each an un-observed variable is directly measured by an indicator. Development of instruments for each variable as follows:

Self-learning is the high or the intensity of one's willingness (micro-entrepreneurs) to carry out activities (learning) independently that can provide additional knowledge. The measurement of self-learning variables refers to the opinions of Pintrich and Elisabeth (1990) and Guglielmino (1977). There are seven indicators of self-learning: Ask yourself whether something that has been learned is truly understood (X1.1.), Willing to leave time to study (X1.2), Ability to utilize experience as learning (X1.3), Intensity of will learning (X1.4), taking the time to study, even though it is as busy as (X1.5), learning hard also though it is less likable (X1.6) and the wealth of information sources for learning (X1.7). □

Entrepreneurship competencies are factors that are ideally owned by someone to support the success of entrepreneurship. The high and low level of one's entrepreneurial competence can be measured by the following indicators (Jenni in Bhukori, 2006). There are six indicators of entrepreneurial ability: Knowledge about entrepreneurship (X2.1), Business is part of self-enjoyment (X2.2), Awareness that doing business is the right job (X2.3), Self/family experience in industry (X2.4), Enthusiasm towards success (X2.5) and Knowledge face business risk (X2.6). □

Entrepreneurial orientation is a vision-oriented vision, the courage to face risk, innovative, proactive, and able to create a better corporate performance. Thus, entrepreneurial orientation is a process, practice, and business decision-making activities (Li et al., 2008) Li et al., (2008) and Hisrich et al., (2008). There are six indicators of entrepreneurial orientation: Support for innovation (X3.1), Business strategy development (X3.2), Courage in facing challenges (X3.3), Aggressiveness in exploiting opportunities (X3.4), Activities promoting business (X3.5), Proactive in dealing with competitors (X3.6) and customer satisfaction orientation (X3.7). □

Entrepreneurial behavior is an action or reaction applied by someone to run a business. According to Dominica Leon et al., (2008). There are six indicators of entrepreneurial behavior: Self-confidence (Y1.1), Orientation on tasks and results (Y1.2), Courage to face risks (Y1.3), Idea renewal (Y1.4), Persistent realization of business goals (Y1.5) and the ability to find quality information for the right decision (Y1.6). □

Micro Business Performance is the result of work or outcome of efforts to carry out a business carried out by someone. Measurement of organizational performance can use instruments with approaches from the Balance Scorecard (BSC). The aspects measured in the BSC are four perspectives, namely financial, customer, internal business, and learning and growth (Cokins, 2009; Yuwono, 2006 and Mulyadi, 2007). There are seven indicators of entrepreneurial behavior: Smooth payment of short-term obligations (Y2.1), Increased sales turnover (Y2.2), Increased number of consumers (Y2.3), Smooth cash flow (Y2.4), Increased profitability (Y2.5), Increased HR requirements (Y2.6) and employee welfare (Y2.7). □

Population and Sampling Technique

The population is all micro-business units which are guided by the Rolling-Cooperative Funds, Micro, Small and Medium Enterprises Management Institutions (LPDB-KUMKM) in the Special Province of Yogyakarta. The criteria for micro-enterprises according to Law Number 20, 2008 if assets owned are not more than IDR 50,000,000, with a turnover of no more than IDR 300,000,000. The number of micro businesses assisted by LPDB-KUMKM in the Special Province of Yogyakarta (2015) is 1,767 business units. The population of this microenterprise is individual, or the number of samples in this study is 165 derived from 5 x 33 amount of indicators of research instruments. □

5. Results and Discussion

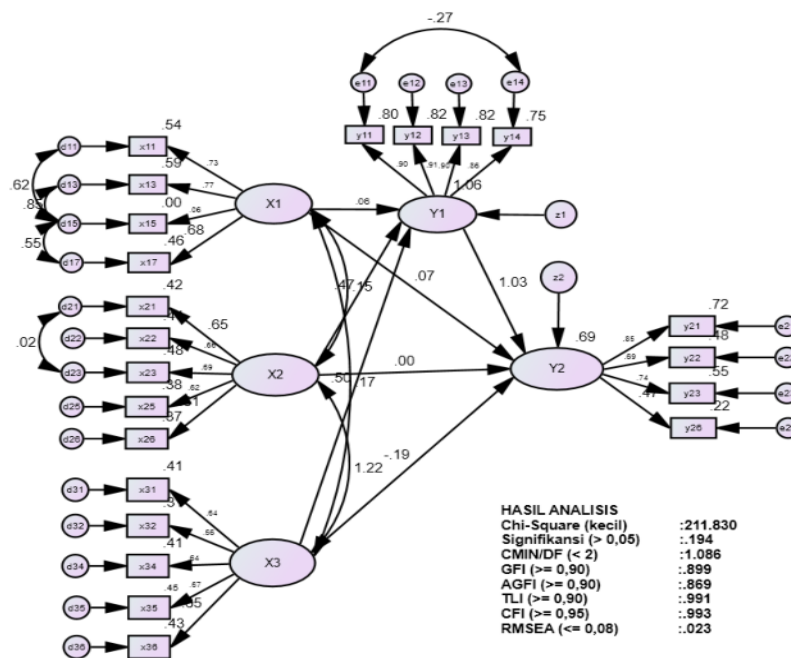


Figure 2. SEM Final Model That Has Fit
 The model has been fit by comparing the critical value of the goodness of fit index. □

Table 1. The goodness of Fit Test Results

Creteria	Cut off Value	Results	Conclusion
<i>Chi-Square</i>	< 228.60	211,83	Significant
Signifikansi	> 0,05	0,19	Significant
CMIN/DF	< 2,00	1,09	Significant
GFI	≥ 0,90	0,90	Significant
TLI	≥ 0,90	0,99	Significant
CFI	≥ 0,95	0,99	Significant
RMSEA	≤ 0,08	0,02	Significant

Table 2. Test Results for Validity and Construction Reliability

Variabel	Indicator		Estimate	λ	λ^2	ε	P	Construct Reliability	
Self-learning	X1.1	←	X1	13.886	0.733	0.537	0.463	0.04 1	0.675
	X1.3	←	X1	14.396	0.767	0.588	0.412	0.04 3	
	X1.5	←	X1	1.000	0.058	0.003	0.997	***	
	X1.7	←	X1	12.67	0.678	0.460	0.540	0.04 2	
	X2.1	←	X2	1.061	0.646	0.417	0.583	***	0.782

Self-Competence	X2.2	←	X2	1.140	0.661	0.437	0.563	***	
	X2.3	←	X2	1.143	0.692	0.479	0.521	***	
	X2.5	←	X2	1.000	0.619	0.383	0.617	***	
	X2.6	←	X2	1.026	0.611	0.373	0.627	***	
Entrepreneurial Orientation	X3.1	←	X3	0.833	0.638	0.407	0.593	***	0.769
	X3.2	←	X3	0.711	0.558	0.311	0.689	***	
	X3.4	←	X3	0.895	0.639	0.408	0.592	***	
	X3.5	←	X3	1.000	0.669	0.448	0.552	***	
	X3.6	←	X3	0.896	0.654	0.428	0.572	***	
Entrepreneurial behavior	Y1.1	←	Y1	1.000	0.897	0.805	0.195	***	0.941
	Y1.2	←	Y1	1.028	0.907	0.823	0.177	***	
	Y1.3	←	Y1	1.041	0.904	0.817	0.183	***	
	Y1.4	←	Y1	0.966	0.865	0.748	0.252	***	
Performance	Y2.1	←	Y2	1	0.851	0.724	0.276	***	0.789
	Y2.2	←	Y2	0.77	0.69	0.476	0.524	***	
	Y2.3	←	Y2	0.752	0.744	0.554	0.446	***	
	Y2.6	←	Y2	0.549	0.47	0.221	0.779	***	
					2.755	1.975	2.025		

Based on table 2, all useful indicators of self-learning, entrepreneurial competency, entrepreneurial orientation, entrepreneurial behavior, and micro-business performance have probability p values < 0.05 and Construct Reliability (CR) > 0.6. Thus it can be concluded that the measuring instrument of self-learning variables can produce valid and reliable data. □

Table 3. Results of Regression Coefficients and Probability of Structural Model Equations

Endogenous Variable	Exogenous Variable	Standardized direct effect	p-value	Hypothesis
Entrepreneurship Behavior (Y1)	Entrepreneurial learning (X1)	.057	0,000	Accepted
	Entrepreneurship competency (X2)	.466	0,000	Accepted
	Entrepreneurial orientation (X3)	.504	0,000	Accepted
Micro Business Performance (Y2)	Entrepreneurial learning (X1)	.075	.341	Rejected
	Entrepreneurship competency (X2)	-.002	.988	Rejected
	Entrepreneurial orientation (X3)	-.194	.292	Rejected
	Entrepreneurial behavior (Y1)	.029	.003	Accepted

From table 3 a regression equation can be obtained: $Y1 = 0.057.X1 + 0.466.X2 + 0.504.X3$, and $Y2 = 0.075.X1 - 0.002.X2 - 0.194.X3 + 0.029.Y1$.

Testing the hypothesis based on Table 3 is done by comparing the value of Probability with Critical Ratio (CR) at 5% level. The results of hypothesis testing are as follows:

Hypothesis 1:

Self-learning has a positive effect on entrepreneurial behavior of micro-entrepreneurs "can be accepted (proven).

Hypothesis 2:

Entrepreneurial competence has a positive effect on entrepreneurial behavior of micro-entrepreneurs "can be accepted (proven).

Hypothesis 3:

Entrepreneurial orientation has a positive effect on entrepreneurial behavior of micro-entrepreneurs "can be accepted (proven).

Hypothesis 4:

There is no effect of self-learning on the performance of micro-enterprises.

Hypothesis 5:

There is no influence of entrepreneurial competence on the performance of micro-enterprises.

Hypothesis 6:

There is no influence of entrepreneurial orientation on the performance of micro-enterprises.

Hypothesis 7:

Entrepreneurial behavior has a positive effect on the performance of microenterprises □

Table 4 shows the results of the coefficient of indirect influence: □

Table 4. Direct Effects, Indirect Effects, Probability Value, and Intermediate and Dependent Variable Test Results

Arah Pengaruh	Koefisien Pengaruh Langsung	Koefisien Pengaruh Tidak Langsung	P.Val	Hasil Uji
$X_1 \rightarrow Y_1$	0,057	--	0,000	Be accepted
$X_2 \rightarrow Y_1$	0,466	--	0,000	Be accepted
$X_3 \rightarrow Y_1$	0,504	--	0,000	Be accepted
$X_1 \rightarrow Y_2$	0,075	--	0,341	Rejected
$X_2 \rightarrow Y_2$	-0,002	--	0,988	Rejected
$X_3 \rightarrow Y_2$	-0,194	--	0,292	Rejected
$Y_1 \rightarrow Y_2$	0,029	--	0,003	Be accepted
$X_1 \rightarrow Y_1 \rightarrow Y_2$	--	0,059	0,000	Be accepted
$X_2 \rightarrow Y_1 \rightarrow Y_2$	--	0,479	0,000	Be accepted
$X_3 \rightarrow Y_1 \rightarrow Y_2$	--	0,518	0,000	Be accepted

Table 4 shows the schematic diagrams of research findings based on full model SEM

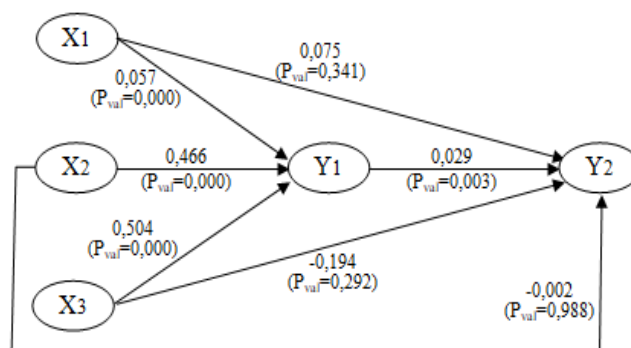


Figure 3. Schematic Diagram of Research Findings

6. Conclusion

All exogenous variables, namely self-learning, entrepreneurial competence, and entrepreneurial orientation, have a positive and significant effect on entrepreneurial behavior. This is evidenced by the probability value < 0.05 . The most significant influence is entrepreneurial orientation (0.504), and the second is entrepreneurial competency (0.466), and the lowest is self-learning (0.057). That is, the three exogenous variables can directly enhance entrepreneurial behavior. □

All exogenous variables, namely self-learning, entrepreneurial competence, and entrepreneurial orientation, do not affect the performance of micro-enterprises. This is evidenced by the probability value > 0.05 . That is, the three exogenous variables cannot directly improve the performance of micro-businesses. □

Since entrepreneurial behavior has a positive and significant direct effect on micro-business performance, all exogenous variables can indirectly improve micro-business performance through efforts to increase entrepreneurial action, which acts as a variable intervening. □

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