

THE INFLUENCE OF HUMAN RESOURCE COMPETENCE IN SPENCER'S CONCEPT TO ORGANIZATIONAL ENTREPRENEURSHIP

Dyah Pikanthi Diwanti^{1,*}

Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Yogyakarta,
Yogyakarta, Indonesia, dyahpikanthi@umy.ac.id

*Corresponding author

Muhsin Hariyanto²

Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Yogyakarta,
Yogyakarta, Indonesia, dyahpikanthi@umy.ac.id

Abstract

Background – Organizational entrepreneurship is one of the solutions used to maintain the existence and sustainability of an organization oriented towards community empowerment in Indonesia.

Aim – This study aims to analyze the effect of human resource competence using the Spencer model on organizational entrepreneurship.

Design / methodology / approach – The research respondents were all 35 female partners at BUANA. Collecting data using questionnaires and interviews. The modified human resource competency instrument from the Spencer Model, and Organizational Entrepreneurship uses an adaptation instrument from Spencer and Spencer's initial research. The analytical tool used to measure the level of data validity is the correlation coefficient using SPSS17.0 software.

Result and Discussion – The results of the study indicate that the competence of Spencer's human resources concept which consists of motivation, nature, attitude, knowledge and skills has a very important role in the effort to develop Organizational Entrepreneurship. Organizational entrepreneurship is found in various organizations in the community and can increasingly provide space in driving economic activity in the community and groups/organizations.

Conclusion - Based on the results above, the value of HR Competence with Organizational Entrepreneurship shows a linearity significance so HR Competence was linear with Organizational Entrepreneurship. This coherence with HR Competencies affected Organizational Entrepreneurship.

Keyword: Human, Resource, Competence, Organizational, Entrepreneurship

Abstrak

Latar belakang – Kewirausahaan organisasi merupakan salah satu solusi yang digunakan untuk menjaga eksistensi dan keberlangsungan organisasi yang berorientasi pada pemberdayaan masyarakat di Indonesia.

Tujuan – Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi sumber daya manusia

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dengan model Spencer terhadap kewirausahaan organisasi.

Desain / metodologi / pendekatan – Responden penelitian ini adalah seluruh 35 pasangan wanita di BUANA. Pengumpulan data menggunakan kuesioner dan wawancara. Instrumen kompetensi sumber daya manusia yang dimodifikasi dari Model Spencer, dan Kewirausahaan Organisasi menggunakan instrumen adaptasi dari penelitian awal Spencer dan Spencer. Alat analisis yang digunakan untuk mengukur tingkat keabsahan data adalah koefisien korelasi dengan menggunakan software SPSS17.0.

Hasil dan Pembahasan – Hasil penelitian menunjukkan bahwa kompetensi konsep sumber daya manusia Spencer yang terdiri dari motivasi, sifat, sikap, pengetahuan dan keterampilan memiliki peran yang sangat penting dalam upaya pengembangan Kewirausahaan Organisasi. Kewirausahaan organisasi ditemukan di berbagai organisasi di masyarakat dan semakin dapat memberikan ruang dalam menggerakkan kegiatan ekonomi di masyarakat dan kelompok/organisasi.

Kesimpulan – Berdasarkan hasil di atas, nilai Kompetensi SDM dengan Kewirausahaan Organisasi menunjukkan signifikansi linieritas sehingga Kompetensi SDM linier dengan Kewirausahaan Organisasi. Koherensi dengan Kompetensi SDM ini mempengaruhi Kewirausahaan Organisasi.

Kata Kunci : Kompetensi, Sumber, Daya, Manusia, Kewirausahaan, Organisasi

INTRODUCTION

The existence of humans in an organization has a very vital role and central to an organization. The success of an organization is largely determined by the quality of the resources in it. Human resources are potential that used to mobilize other resources to achieve organizational goals because without competent human resources, the achievement of organizational goals has not been achieved fully optimal (Wirawan, 2009) For this reason, the presence of competence as one a reference for organizations in improving the quality of the readiness of their Human Resources determine the success of the organization. One of them is how the body Nasyiatul Aisyiyah (BUANA) Charity Business is a form of

organizational entrepreneurship for Nasyiatul Aisyiyah. This study aims to determine the effect of HR competencies based on the theory of Spencer & Spencer with the variables of motivation, traits / traits, self-concept / attitudes, knowledge/knowledge and skills/skills towards entrepreneurship organization.

As research from Afriapollo Syafarudin et.al 2018 which conveys: his findings that in organizational entrepreneurship analytical and conceptual factors thinking and technical skills are dimensions of competence that are always need to be in the explanation of experts and related in the management of human resources of an organization or an ever-moving community, from Spencer



and Spencer in 1993 to Armstrong and Taylor in 2014. BUANA itself is a business unit that is driven by women in the Naswiatul Aisyiyah Organization. Women have played a role important in the economic system, especially in rural areas, especially controlling a large number of rural markets and trade activities. That's why the real contribution becomes reference for women to keep moving. BUANA becomes a force which makes space for the role of women in developing their potential. So for competence improvement is an ongoing effort to obtain competent human resources quality so that efforts to achieve organizational goals can be carried out.

Human resources who have competencies that contain motivation, nature, attitudes, knowledge and skills are needed by every organization. Each individual has certain competencies which if trained can be a competitive advantage for him. Entrepreneurship can develop and hone the competencies possessed by the potential to survive when entrepreneurship will be greater when the human resources who manage the business are competent people. In Indonesia, research on organizational

entrepreneurship has not been widely carried out, although many organizations have implemented and become part of organizational activities, especially for non-profit organizations. There is no study on the role of human resources competence in efforts to increase organizational entrepreneurship in Indonesia. This study aims to determine how the influence of Human Resources competence in Spencer's concept, which consists of motivation (X1), traits (X2), self-concept/attitude (X3), knowledge (X4), and skills (X5), on organizational entrepreneurship (Y) at the Naswiatul Aisyiyah Charity Business Entity Kendal Regency.

LITERATURE REVIEW

Human Resources Competence

Spencer & Spencer (1993:9-11) competence is part of an individual's personality which is relatively deep and stable and can be seen, measured from the behavior concerned at work or in various situations. What is done in the workplace, the work results obtained and the level of work performance achieved by a person can be sourced from individual



characteristics that are influenced by one or a combination of five different types of competence sources. A person's effective behavior at work or in certain situations is a reflection of his competence. This can be described below (Spencer et al., 1993).

Skills and knowledge are competencies that appear in employees which can be shown in the results of their work on the surface and can be developed through training and education because education is designed for employees to learn about job differences within the organization. Education is part of the learning process that prepares individuals for different jobs in the future, (Bambang Swasto, 2003: 23) quoted from Nadler. While the training results will be associated with the work being done now or in the near future, while the elements of attitude, motive, character, self- concept, are competencies that are not visible and difficult to innovate because they are innate from the employee's personality. The relationship between skills and knowledge that appears in employees with organizational learning, the company will provide education, training, seminars, comparative studies

or other capacity building after considering the self-competence of employees in the organization, as a preparation for the company to maintain organizational survival and regeneration. requires employees who have high competence.

The following are the five characteristics of competence according to Spencer & Spencer:

1. Motive/Motivation is something that people consistently think or want that causes action. Motivation is an individual's drive to act that causes people to behave in a certain way to achieve goals. The measurement was developed based on Herzberg's theory.
2. Traits are physical characteristics and consistent responses to situations or information.
3. Self-concept, is a person's attitudes, values or self-image According to Deaux, Dane & Wrightsman (1993), self-concept is a set of beliefs and feelings a person has about himself. These beliefs can be related to talents, interests, abilities, physical appearance, etc. People then have feelings for the beliefs about



themselves. According to Brooks (in Rakhmat, 2002) self-concept here is understood as an individual's view or perception of himself, whether physical, social, or psychological, where this view is obtained from his experience of interacting with other people who have important meaning in his life. This self-concept is not an innate factor, but a factor that is learned and shaped through individual experiences in dealing with other people, as Grinder (1976) says that people's perceptions of themselves are shaped during their lives through rewards and punishments from the people around them.

4. Knowledge, is information that people have in a specific field Knowledge has become a strategic asset for the 21st century. Organizations that invest in knowledge, knowledge assets and knowledge values will be the most advanced and most successful organizations compared to organizations that do not invest in this knowledge. For that every organization should develop the

best strategy to identify, develop and implement the knowledge assets needed to be successful. Every organization, whether business or public, needs to invest in creating and implementing a network of knowledge, processes, methods, tools and technologies. This allows the organization to learn, create new knowledge, and apply the best knowledge much more quickly. Individuals in organizations who wish to successfully participate in the rapidly growing global knowledge economy should consider developing their personal competence in knowledge management as an essential life skill for the 21st century.

Barclay and Murray (2002) define Knowledge Management as a business activity that has two important aspects, namely (1) treating the knowledge component in business activities which is reflected in the strategies, policies and practices of the company as a whole; and (2) establish a direct relationship between the company's



intellectual assets, both explicit and tacit to achieve company goals. The Knowledge management Forum (1996) quotes Brian Newman as defining Knowledge Management as a series of processes that regulate the creation, dissemination, and use of knowledge. Meanwhile, Bertels (1996) in Anshori (2005) said that KM is an organizational management effort that focuses on continuous renewal of the knowledge resources owned by the company, by designing organizational structures, facilitating organizational members, and utilizing information technology with an emphasis on teamwork and knowledge dissemination. While Gupta and McDaniel (2002) argue that, "Knowledge management is a strategic process, which implies the goal of differentiation from competitors such that a sustainable competitive advantage is forged".

5. Skill, is the ability to do certain physical or mental tasks

According to Lian (2013) skill is a person's ability to perform an activity or job. More about skills,

Dunnett's (quoted by Lian Arcynthia, 2013), skill is the capacity needed to carry out a series of tasks that develop from the results of training and experience. A person's expertise is reflected in how well a person performs a specific activity, such as operating an equipment, communicating effectively or implementing a business strategy. Yuniarsih and Suwatno (2008) also explain that skill is the ability to be able to carry out physical and mental tasks. Meanwhile, according to Murbijanto (2013) explains that skills are the ability to do certain physical or mental tasks. Mental competence or cognitive skills include analytical and conceptual thinking.

Organizational Entrepreneurship

This process includes four stages that are used as indicators of entrepreneurship in organizations" (Baron and Henry, 2011), including (1) Motivation (factors related to what motivates individuals to become entrepreneurs), (2) Opportunity Recognition (factors related to the



probability that individuals will recognize opportunities and the types of opportunities are recognized), (3) Acquiring resources (factors related to individuals' behavior, skills, and actions because they all affect the acquisition of company resources), and (a) Entrepreneurial Success/ Performance (factors related to the level of results/ achievements of the organization.

RESEARCH METHODS

This study uses a quantitative method with an associative approach using the Spencer model of competency measurement of human resources and its effect on organizational entrepreneurship variables. The respondents of this study were all 35 BUANA employees. The human resources competency instrument uses the Spencer model which consists of five indicators, namely motivation, traits, self-concept/ attitude, knowledge, and skills. The testing of the instrument was carried out by testing the validity and reliability. Classical assumption test used is normality test and linearity test. Meanwhile, to test the hypothesis of

the influence between human resources competence and organizational entrepreneurship, a regression test is used

Technique of Data Collection

1. Questionnaire

Syamsul Hadi (Hadi, 2006) stated that the questionnaire is a set of questions that have been prepared and written in advance by the researcher to ask the respondents for answers. Questionnaires are not always in the form of questions but can also be in the form of statements. The method used in this study was through the questionnaire with a Likert scale.

2. Documentation

The documentation method examined data on things or variations in the form of notes, transcripts, books, newspapers, magazines, inscriptions, meeting minutes, agendas, and so on (Arikunto, 1998). This method was used to complete data related to the general description of the company/object being studied.

Operational Variable Definition

Variables, according to Sugiyono, are



"everything called anything that is determined by researchers to be studied so that information is obtained, then conclusions are drawn (Sugiyono, 2012). In this study, there were two independent variables and one dependent variable. An Independent variable is a treatment that is deliberately manipulated to determine its intensity on the Y variable or the dependent variable. In contrast, the variable Y or the dependent variable is a variable that arises as a result of the independent variable. Based on this definition, the variables this study are:

1. The independent variables (X) were the Competence of Human Resources and Spencer's Concept
2. The dependent variable (Y) was Organizational Entrepreneurship

Instrument Test

1. Validity

Validity is the degree to which a measuring instrument measures what should be measured. Thus, researchers can find out how far the respondents answered according to what the researcher wanted. The analytical tool used to measure the level of data

validity is the correlation coefficient using SPSS17.0 software.

2. Reliability

Reliability is an index that shows the extent to which something is relatively consistent if the measurement is repeated twice or more. Testing the reliability of each variable was carried out with Cronbach Alpha Coefficient using SPSS 17.0 software. After the Validity and Reliability Test, it is continued with other tests named the T-Test, ANOVA Test, and others.

Classical Assumption Test

1. Multicollinearity test

The multicollinearity test aims to test whether the regression model found a correlation between the independent variables (independent). A good model should not have a correlation between the independent variables (Ghozali, 2001). Detection of the presence or absence of multicollinearity is by analyzing the correlation matrix of the independent variables. It can also be seen in the tolerance value



and the Variance Inflation Factor (VIF) value. If the VIF value is not more than ten and the tolerance value is not less than 0.1 then it can be said to be free from multicollinearity.

2. Normality test

The normality test aims to test whether the dependent variable and the independent variable in the regression model have a normal distribution or not. A good regression model is one that has a normal distribution or is close to normal.

3. Heteroscedasticity test

One of the important assumptions of the classical linear regression model is that the variance of the residuals that appear in the regression function is homoscedasticity, that is, the variance of the residuals from one observation to another observation (Gujarati, 1995). To detect the presence or absence of heteroscedasticity, the Glacier test was carried out by looking at the level of significance of the regression results of absolute residual value as the dependent

variable with its characteristic variable. Detection of the presence or absence of heteroscedasticity can also be done by looking at the presence or absence of a certain pattern (wavy, widening, and then narrowing) on the graph plot (Scatterplot) between the predicted value of the related variable (ZPRED) and the residual (SRESID).

Technique of Data Analysis

Sugiyono said that the data analysis technique in quantitative research uses statistics. In this study, data analysis will use descriptive statistical techniques. According to (Sugiyono, 2012), descriptive statistics are statistics used to analyze data by describing the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations.

1. Analysis prerequisite test

Analysis of the data was through statistical data analysis. Before doing the analysis, the prerequisite test is carried out so that the conclusions drawn do



not deviate from the truth. Therefore, to meet these requirements, it is necessary to test linearity and test hypotheses.

2. Linearity test

The linearity test is intended to determine whether the relationship of each independent variable that is used as a predictor has a linear or non-fixed relationship to the dependent variable.

RESULT AND DISCUSSION

Respondents' Overview

Based on Table 1 till table 3. the characteristics of the respondents can be explained as follows: The Majority are Bachelor Degree with a percentage of 82.9%. Based on age, respondents of 41-45 years old dominated with a percentage of 28.6%.

Instrument Test

1. Validity test

Based on the validity test, it shows that all questions for the leadership behavior variable initiating structure and consideration for organizational commitment are declared valid because it is seen from the $r\text{-count} >$ from $t\text{-table}$, which is close to a

positive number.

Based on table 4, it is known that the $r\text{-count}$ value for the HR Competency question shows all $r\text{-count}$ values $>$ $r\text{-table}$ (0.334). The results of the $r\text{-table}$ calculation obtained a value of 0.334 which was obtained from the $r\text{-table}$ value for $N-2 = 35-2 = 33$ at a significance level of 5%. So all the questions above can be said to be valid. Relate to table 4, the $r\text{-count}$ value for the Organizational Entrepreneurship question showed all $r\text{-count}$ values $>$ $r\text{-table}$ (0,334). The results of the $r\text{-table}$ calculation obtained a value of 0,334 which was obtained from the $r\text{-table}$ value for $N-2 = 35-2 = 33$ at a significance level of 5%. Thus, all the questions were valid.

2. Reliability test

Based on the reliability test (see table 5), the question items are valid and variable if the answers to each question remain consistent. Therefore, the results of the reliability coefficient of the r variable table data were greater than the $r\text{-table}$, so Cronbach's Alpha was greater than 0,600 and the three



variables were reliable.

Reliability is a tool to measure a questionnaire which is an indicator of a variable or constructs, and a questionnaire is said to be reliable if a person's answer to a statement is consistent or stable from time to time. The reliability of a construct/variable can be seen from the statistical results of

Cronbach Alpha (α). A variable is reliable if it gives a Cronbach Alpha value $> 0,70$ (Ghozali, 2018). Based on the table above, the reliability test obtained the value of all variables greater than 0,70 and was reliable. For further validity result table 6 and 7 describe about each questions eligibility.

Table 1
 characteristics of the respondents based on age

Characteristic	Frequency	Percent	Valid Percent	Cumulative Percent
20 – 25 y.o	1	2,9	2,9	2,9
26 – 30 y.o	7	20,0	20,0	22,9
31 – 35 y.o	7	20,0	20,0	42,9
36 – 40 y.o	8	22,9	22,9	65,7
41 – 45 y.o	10	28,6	28,6	94,3
46 – 50 y.o	2	5,7	5,7	100,0
Total	35	100,0	100,0	100,0

Source : Primary Data Statistical Result

Table 2
 characteristics of the respondents based on position/role

Characteristic	Frequency	Percent	Valid Percent	Cumulative Percent
Member	14	40,0	40,0	40,0
Treasurer	2	5,7	5,7	45,7
Secretary	4	11,4	11,4	57,1
Chairman	3	8,6	8,6	65,7
Head of PCNA	4	11,4	11,4	77,1
PCNA	3	8,6	8,6	85,7
Teacher	1	2,9	2,9	88,6
Cadre Division	1	2,9	2,9	91,4
Education Division	1	2,9	2,9	94,3
Economic Division	2	5,7	5,7	100,0
Total	35	100,0	100,0	100,0

Source : Primary Data Statistical Result



Table 3
 Characteristics of the respondents based on educational background

Characteristic	Frequency	Percent	Valid Percent	Cumulative Percent
High School	4	11,4	11,4	11,4
Associate Degree 1	1	2,9	2,9	14,3
Associate Degree 3	1	2,9	2,9	17,1
Bachelor Degree 1	29	82,9	82,9	100,0
Total	35	100,0		100,0

Source : Primary Data Statistical Result

Table 4
 Validity test statistical result

	N	Minimum	Maximum	Mean	Std Deviation
HR Competence	35	108,0	175,0	151,37	18,76
Organizational Entrepreneurship	35	24,0	40,0	35,26	4,63
Valid N (Listwise)	35				

Source : Primary Data Statistical Result

Table 5
 Reliability test statistical result

Variable	Cronbach's Alpha	Description
HR Competency	0,961	Reliable
Entrepreneurship Organization	0,870	Reliable

Source : Primary Data Statistical Result

Table 6
 Eligibility result for entrepreneurship organization question

Q-Item	Scale Mean if Item Deleted	HR Competence		Cronbach's Alpha if Item Deleted
		Scale Variance if Item Deleted	Corrected Item-Total Correlation	
SDM_1	147.22	326.00	0.66	0.95
SDM_2	148.08	334.13	0.35	0.96
SDM_3	147.05	338.82	0.36	0.96
SDM_4	146.74	337.02	0.60	0.96
SDM_5	146.80	334.40	0.70	0.95
SDM_6	146.74	335.37	0.67	0.95
SDM_7	146.94	333.52	0.56	0.96
SDM_8	146.62	336.18	0.74	0.95
SDM_9	147.17	340.97	0.31	0.96
SDM_10	146.57	340.42	0.56	0.96
SDM_11	146.77	339.77	0.36	0.96
SDM_12	146.65	334.99	0.72	0.95
SDM_13	147.31	332.33	0.46	0.96



Q-Item	HR Competence			
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SDM_14	147.11	334.86	0.54	0.96
SDM_15	146.80	340.57	0.44	0.96
SDM_16	146.88	330.33	0.77	0.95
SDM_17	147.05	325.46	0.81	0.95
SDM_18	146.85	329.12	0.82	0.95
SDM_19	147.14	327.77	0.73	0.95
SDM_20	147.34	321.35	0.72	0.95
SDM_21	146.65	341.76	0.45	0.96
SDM_22	146.85	335.36	0.71	0.95
SDM_23	147.02	330.85	0.82	0.95
SDM_24	147.20	331.87	0.67	0.95
SDM_25	147.22	329.82	0.69	0.95
SDM_26	147.02	330.20	0.79	0.95
SDM_27	147.11	332.81	0.72	0.95
SDM_28	146.71	340.38	0.55	0.96
SDM_29	147.22	326.94	0.82	0.95
SDM_30	147.25	328.43	0.78	0.95
SDM_31	147.20	327.75	0.86	0.95
SDM_32	147.42	321.19	0.73	0.95
SDM_33	147.51	324.19	0.69	0.95
SDM_34	147.22	328.53	0.73	0.95
SDM_35	147.02	328.32	0.71	0.95

Source : Primary Data Statistical Result

Table 7
 Eligibility result for entrepreneurship organization question

Q-Item	Entrepreneurship Organization			
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KO_1	30.80	16.98	0.56	0.86
KO_2	30.77	17.59	0.61	0.85
KO_3	30.62	17.88	0.57	0.86
KO_4	30.88	16.45	0.59	0.85
KO_5	31.14	15.95	0.62	0.85
KO_6	30.85	16.06	0.76	0.83
KO_7	30.94	15.99	0.64	0.85
KO_8	30.77	16.77	0.67	0.84

Source : Primary Data Statistical Result

Classical Assumption Test

1. Normality Test

The normality test aims to test

whether the dependent variable and the independent variable in the regression model have a normal



distribution or not. A good regression model has a normal or close to normal distribution. This test used the One-Sample Kolmogorov-Smirnov Test and can be normal if the significant level is greater than 0.05. The results of the normality test output were as follows:

The purpose of the normality test was to determine whether the data obtained from each of the analyzed variables actually follow a normal distribution pattern. Variable normality tests were carried out using the Kolmogorov-Smirnov formula to determine whether a distribution is normal of $p > 0.05$, and if $p < 0.05$, the distribution is abnormal.

From the classical assumption test to normality test using the Kolmogorov-Smirnov (K-S) test (see table 8), the magnitude of the Asymp value. Sig(2-tailed) was 0.055 and was greater than alpha (0.05). These results indicated that the data is normally distributed (see table 8).

2. Linearity test

The linearity test is intended to determine whether the relationship between the independent variable and the dependent variable is linear or

not. The criteria for linearity testing are if the significance value of Linearity is less than 0.05 and the significance value of Deviation from Linearity is greater ($>$) than 0.05. The relationship between the independent variable and the dependent variable was linear. Based on the table, the value of HR Competence with Organizational Entrepreneurship showed a linearity significance value of $0.000 < 0.05$ and a Deviation from the Linearity value of $0.702 > 0.05$. Hence HR Competence was linear with Organizational Entrepreneurship (see table 9 and table 10). Based on the results, a simple linear regression equation is as follows:

$$Y = 1,684 + 0,222X + e$$

1. The constant value was 1.684. It showed that if the HR Competency variable considered constant (0), then Organizational Entrepreneurship was 1.684.
2. The regression coefficient of the HR Competency variable (x_1) was 0.222. Every increase in HR Competency by 1 unit would also increase Organizational Entrepreneurship by 0.222 units



Hypothesis Test Result

Based on the table, HR Competence had a t count value of $11.761 > t_{table} = 2.035$ with a significant level of $0.000 < 0.05$. Therefore, H_0 was rejected, and H_1 was accepted. In conclusion, HR Competencies affected Organizational Entrepreneurship. Based on the results of the coefficient of determination above, the magnitude of R

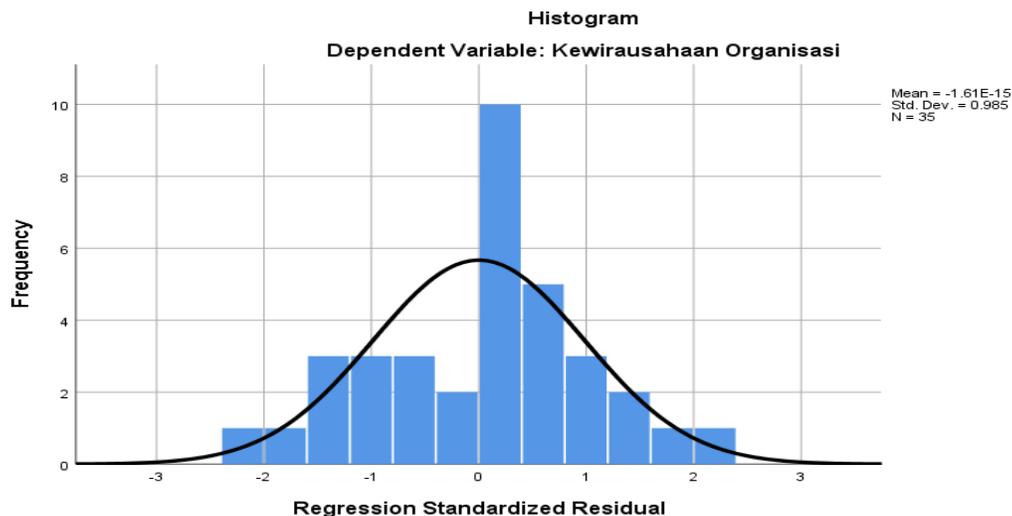
Square was 0.807. The results of this statistical calculation showed that the ability of the independent variable (HR Competency) in explaining changes the dependent variable (Organizational Entrepreneurship) by 80.7%. The remaining 19.3% was affected by other variables outside the analyzed regression model (see table 11).

Table 8
 Normality test result

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Std. Deviation	0,00000000
Most Extreme Differences	Absolute	0.14
	Positive	0.04
	Negative	-.14
Kolmogorov-Smirnov Z		0,15
Asymp. Sig. (2-tailed)		0,55

Source : Primary Data Statistical Result

Pict 1. Graph result



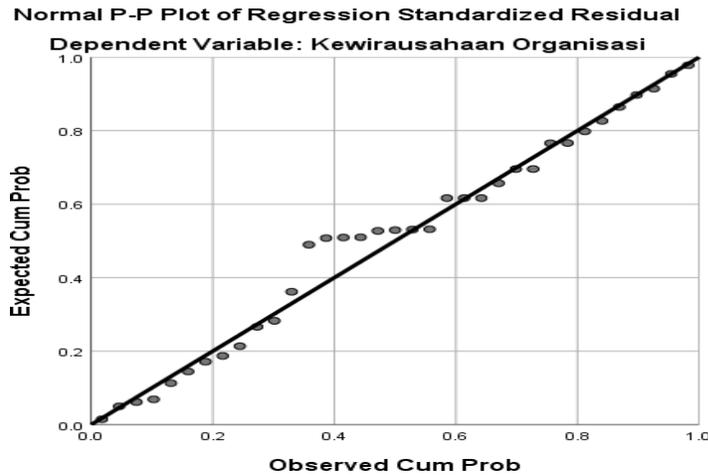


Table 9
 ANOVA analysis result

		Sum of Squares	df	Mean Square	F	Sig.
Between Groups	(Combined)	683.18	25	27.32	5.40	0.006
	Linearity	588.33	1	588.33	116.37	0.000
	Deviation from linearity	94.85	24	3.95	0.78	0.702
Within Groups		45.50	9	5.05		
Total		728.68	34			

Source : Primary Data Statistical Result

Table 10
 Simple linear regression test result

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
Model					
(Constant)	1.68	2.87		0.58	0.56
HR Competence	0.22	0.01	0.89	11.76	0.00

Source : Primary Data Statistical Result

Table 11
 Regression linear coefficient and model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
Model Summary ^b				
1	0.899a	0.807	0.802	2.06229

Source : Primary Data Statistical Result



The results of the validity test show that all indicators of competence in human resources and Organizational Entrepreneurship are declared valid or show all values of $r\text{-count} > r\text{-table}$ (0.334). The results of the $r\text{-table}$ calculation obtained a value of 0.334 which was obtained from the $r\text{-table}$ value for $N-2 = 35-2 = 33$ at a significance level of 5%. Furthermore, the reliability test shows that all variables are reliable or the cronbach's alpha value is greater than 0.07. The variable of human resource competence has an effect on the organizational entrepreneurship variable. This model is said to be successful because the variable of human resource competence is able to explain the variable of organizational entrepreneurship by 80.7%, meaning that the variable of human resource competence with all its indicators is able to influence the implementation of organizational entrepreneurship. The results of this study prove that the competence of human resources does have an influence on increasing organizational entrepreneurship.

First, based on the results above, it is known that the $r\text{-count}$ value for the

Human Resource Competence question shows all $r\text{-count}$ values $r\text{-table}$ (0.334). The results of the $r\text{-table}$ calculation obtained a value of 0.334 which was obtained from the $r\text{-table}$ value for $N-2 = 35-2 = 33$ at a significance level of 5%. So all the questions above can be said to be valid. Second, Based on the results above, it is known that the $r\text{-count}$ value for the Organizational Entrepreneurship question shows all $r\text{-count}$ values $> r\text{-table}$ (0.334). The results of the $r\text{-table}$ calculation obtained a value of 0.334 which was obtained from the $r\text{-table}$ value for $N-2 = 35-2 = 33$ at a significance level of 5%. So all the questions above can be said to be valid. Third, Based on the table above, it can be seen that the reliability test obtained the value of all variables greater than 0.70 which according to the criteria can be said to be reliable. Fourth, From the results of the classical assumption test to test for normality, using the Kolmogorov-Smirnov (K-S) test, the value of Asymp is obtained. Sig(2-tailed) of 0.055 which is greater than alpha (0.05) these results indicate that the data is normally distributed.



Fifth, Based on the results above, the value of human resources Competence with Organizational Entrepreneurship shows a Linearity significance value of $0.000 < 0.05$ and a Deviation from Linearity value of $0.702 > 0.05$, so that human resources Competence with Organizational Entrepreneurship shows linear. Based on the table above, it can be seen that the human resources Competence has a value of $t\text{-count} = 11.761 > t\text{-table} = 2.035$ with a significant level of $0.000 < 0.05$, then H_0 is rejected and H_1 is accepted. So that HUMAN RESOURCES Competence has an effect on Organizational Entrepreneurship. Seventh, Based on the results of the coefficient of determination above, the magnitude of R Square is 0.807. The results of this statistical calculation mean that the ability of the independent variable (human resources Competence) in explaining changes in the dependent variable (Organizational Entrepreneurship) is 80.7%, the remaining 19.3% is explained by other variables outside the analyzed regression model.

CONCLUSION

Human resources competence becomes an absolute thing when an organization is trying to develop entrepreneurship internally. human resources as organizational assets must periodically maintain their competence. Based on a series of tests of validity, reliability to the influence of each item, the following conclusions emerged:

1. Based on the results above, the $r\text{count}$ value for the HR Competency question showed all $r\text{count}$ values $> r\text{table}$ (0.334). The results of the $r\text{table}$ calculation obtained a value of 0.334 obtained from the $r\text{table}$ value for $N-2 = 35-2 = 33$ at a significance level of 5%. Thus, all the questions were valid.
2. Based on the results above, the $r\text{count}$ value for the Organizational Entrepreneurship question showed $r\text{count}$ values $> r\text{table}$ (0.334). The results of the $r\text{table}$ calculation obtained a value of 0.334 obtained from the $r\text{table}$ value for $N-2 = 35-2 = 33$ at a significance level of 5%. Therefore, all the questions are valid.



3. Based on the table, the reliability test obtained a value greater than 0.70, which according to the criteria, was reliable.
4. From the results of the classical assumption test and normality test using the Kolmogorov-Smirnov (K-S), the magnitude of the Asymp value. Sig(2- tailed) of 0.055 was greater than alpha (0.05). These results indicated that the data were normally distributed.
5. Based on the results above, the value of HR Competence with Organizational Entrepreneurship shows a linearity significance value of $0.000 < 0.05$ and a deviation from the Linearity value of $0.702 > 0.05$, so HR Competence was linear with Organizational Entrepreneurship.
6. Based on the table, HR Competence had t count = 11.761 $>$ t table = 2.035 with a

significant level of $0.000 < 0.05$, hence H_0 was rejected, and H_1 was accepted. Therefore, HR Competencies affected Organizational Entrepreneurship.

7. Based on the results of the coefficient of determination, the magnitude of R Square was 0.807. The results of this statistical calculation emphasized that the ability of the independent variable (HR Competency) in explaining changes in the dependent variable (Organizational Entrepreneurship) was 80.7%, and the remaining 19.3% was from other variables outside the analyzed regression model.

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