



**The Influence of Leadership Style on Entrepreneurial Motivation
Among Students of The Faculty of Economics and Business
at UPN 'Veteran' East Java**

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Abstract

In a university, there needs to be a role for leadership and entrepreneurship in encouraging students' interest in developing an attitude of defending the country. Becoming a young entrepreneur is very important for students, especially students at the Faculty of Economics and Business, UPN "Veteran" East Java. In developing an entrepreneur, students need to have a leadership spirit, because the success of an entrepreneur is not just about skills. Having a leadership spirit will bring students or entrepreneurs to achieve success. The purpose of this research is to find out how much leadership a student has, which will have a big influence on increasing entrepreneurial motivation within students at the Faculty of Economics and Business, UPN "Veteran" East Java. With this, the research results show that to build a business, the spirit of leadership is very influential, and at this time democratic and transformational leadership is really needed because this leadership style can foster the enthusiasm of members to complete their work where they are given the opportunity to speak out and the leader brings about change. Better for the group, a strong leader can also motivate his members to do and complete their work well.

Keywords: Motivation, Leadership Spirit, Successful Entrepreneurship.

INTRODUCTION

The influence of leadership spirit on entrepreneurial motivation is an interesting topic to explore. The leadership spirit has a positive and significant impact on entrepreneurial motivation among students at the Faculty of Economics. In this research, data were collected through a questionnaire method with 66 student respondents. The findings indicate that the leadership spirit possessed by students influences entrepreneurial motivation at the Faculty of Economics, UPN "Veteran" East Java. Leadership skills can be acquired theoretically, and each individual has their definition of leadership and what makes a good leader, making it a challenging quality to define (Supriyanto *et al.*, 2023). According to the behavioral leadership theory, outstanding leaders can be created, and motivation driving someone to achieve entrepreneurial goals is termed entrepreneurial motivation. Motivation theories can be categorized into five main groups: needs, reinforcement, justice, expectancy, and goals. The study conducted by Group 7 concludes that an individual's leadership spirit has a positive and significant impact on

entrepreneurial motivation. Therefore, it can be inferred that one's leadership spirit can motivate them to become entrepreneurs.

The term "entrepreneur" originates from the French word "entreprendre," initially used for musicians or show leaders, later adapted in business to refer to individuals capable of seizing opportunities for success (Supriyanto, 2022b). An entrepreneur does not necessarily have to be highly educated; anyone skilled, trained, and, most importantly, possessing the ability to identify entrepreneurial opportunities can become an entrepreneur. The decision to become an entrepreneur arises from the interaction of motivation and leadership among other factors. The factors shaping entrepreneurial interest can be categorized into internal and external factors. Internal factors originate within oneself and drive an individual's interest in entrepreneurship. Motivation is a significant internal factor, serving as an intrinsic drive to achieve entrepreneurial goals and success. Leadership spirit is also an internal factor, emphasizing the ability to lead and manage businesses as a strong foundation for entrepreneurial interest.

On the other hand, external factors involve influences from outside the individual. Support from family is one external factor that can impact an individual's entrepreneurial interest. Positive encouragement and support from family members can provide additional motivation to pursue entrepreneurship. Other external factors include encouragement from friends, social environments, or work experiences that trigger an individual's interest in entrepreneurship. Understanding these two factors allows for the development of holistic strategies to increase entrepreneurial interest and support entrepreneurship's development in society. The motivation of leadership in entrepreneurship can provide positive input and output. Collaborating commitment and good discipline in entrepreneurship results in a resilient spirit, solving problems wisely, and seeking appropriate solutions for every challenge. Leadership also plays a crucial role in business, especially in management and leadership, with structured leadership spirit, businesses are more likely to achieve their goals and aspirations.

Indonesia is an archipelagic country with the largest population in the ASEAN region, boasting diversity in terms of race, ethnicity, religion, and culture. Various sectors in Indonesia are enhanced for the welfare of its people. Small and Medium Enterprises (SMEs) play a crucial role in economic advancement and income distribution. Additionally, SMEs can reduce unemployment rates due to significant job absorption (Rahmat, 2005). The unemployment rate in Indonesia, among the 138.63 million working individuals, reached approximately 5.45% in February 2023, with 13.33% of them being high school diploma and bachelor's degree graduates. The data suggests relatively high job

absorption, indicating that these sectors experience high movement in Indonesia.

Entrepreneurship is considered one of the most effective methods to overcome obstacles hindering intellectual growth. This can be achieved by starting a business or developing new ideas to improve economic well-being for oneself and others. Indonesia lacks entrepreneurs, requiring improvements to boost the economy and welfare. Entrepreneurship development involves actions that lead to change and encourage creativity, innovation, intuition, leadership skills, motivation, and the courage to take risks for the organization's growth. Entrepreneurship education aims to produce resilient, confident, and successful entrepreneurs. Leadership behavior has two components: task-oriented, involving goal setting, planning, and achieving objectives, and people-oriented, focusing on motivating and building relationships with others. A person with good heart and leadership can motivate and engage others, utilizing their skills effectively.

The hope is that the situation in Indonesia will stimulate the public to be more productive through increased export activities, providing foreign exchange for exporters. The more exports a country conducts, the more foreign currency it generates, leading to larger foreign exchange reserves. This situation presents opportunities for the domestic entrepreneurship sector to reduce unemployment rates and maintain a stable exchange rate. Entrepreneurship development is an action that leads to change and encourages creativity, innovation, intuition, leadership skills, motivation, and courage to take risks for organizational growth.

Deciding to become an entrepreneur is the most promising choice for the future. Unfortunately, many of our young generations have not become entrepreneurs. To encourage more entrepreneurs, the role of universities in motivating students to become young entrepreneurs is crucial. Entrepreneurship training can cultivate entrepreneurship among students, creating opportunities to increase production, benefitting exporters by providing foreign exchange as payment. The more exports a country conducts, the more foreign currency it generates, leading to larger foreign exchange reserves. However, upon further consideration, the key to a successful entrepreneur lies in their leadership spirit, not just their skills. A specific leadership style will lead them to success. This research, titled "The Influence of Leadership Spirit on Entrepreneurial Motivation," aims to determine students' entrepreneurial motivation through leadership spirit.

LITERATURE REVIEW

According to (Rahmat, 2005), individuals have a significant influence on the nation's development. In education, one is taught about building a personality

as an Indonesian citizen, understanding the national identity in fostering the spirit of nation-building nationalism. All of this can begin with self-application of capabilities and skills, contributing to the development of mental character, especially among students. Research (Mirwan, 2019) emphasizes the importance of creativity for the progress of the Indonesian nation and state. Creative thinking can be nurtured through the implementation of national defense education by promoting innovation with a spirit of independence, courage, and imagination. These attributes encourage individuals to view failure as delayed success, perceive challenges as opportunities to develop new ideas, and combine the thoughts of several people to enhance new innovations. The noble values of the Indonesian nation will inspire them to cultivate and develop organizations by building synergy through order and collaboration in various aspects. As researched by (Marditama, 2020), motivating young entrepreneurs requires the involvement of universities. The study suggests that a successful entrepreneur not only possesses skills but also exhibits leadership spirit. Leadership spirit significantly influences the success of an entrepreneur, motivating many students in the Faculty of Economics and Business to pursue entrepreneurship (Supriyanto, 2022).

RESEARCH METHODS

The research method employed is a questionnaire method to collect data from students in the Faculty of Economics and Business at the State University "VETERAN" East Java. Data analysis is conducted using statistical approaches to identify relationships and significance between the examined variables. This study utilizes a questionnaire as the data collection technique. A questionnaire is a list of questions used as a research tool to gather information from a series of respondents. The questionnaire consists of a series of written questions presented to respondents, thus making it akin to a written interview (Sugiyono, 2019). A scale range is established to facilitate the assessment of the average variables of "leadership spirit" and "entrepreneurial motivation" in this research.

RESULT AND DISCUSSION

Concept of National Defense Leadership

National defense leadership is leadership grounded in the exemplary application of the values of patriotic struggle, a conscience for the nation, and a willingness to sacrifice. It involves a belief in the ideology of the Indonesian state, which is Pancasila. These values constitute attributes of good citizenship and characteristics that determine the quality of leadership. Exemplifying leadership in national defense includes moral integrity and ethical standards for leaders. Consistency in thinking, speaking, and acting based on universal moral truths is termed moral integrity. Therefore, a leader with integrity should possess at least the following four characteristics: consistency in principles, upholding moral principles, inspiring followers, and having unlimited power to uphold the organization's mission and goals. Integrity is a crucial aspect of the

tradition of moral relativism, where the meaning and understanding of good behavior can vary depending on culture, time, and different values and principles. Hence, moral integrity emerges as an obligation to uphold universal moral principles and not alter them. Even in challenging circumstances, individuals with integrity do not easily succumb to situations, are not absorbed in chaotic morality, and are not ensnared by the pressures of long-term interests.

The Essence of National Defense-Informed Leadership

In this context, leadership possesses an essence that is informed by national defense. Firstly, the ethics of leadership provide a national defense perspective rooted in the values of Pancasila, which are integrated into the Sila Pancasila. Therefore, a leader must possess morality, including devotion to the Almighty, humanity, togetherness and nationalism, as well as community morality. The implementation of policies is characterized by attitudes and behaviors that convey openness (transparency), consistency, and certainty. Moral justice is based on the demands of faith and piety and is marked by fair and honest attitudes and behaviors. Secondly, from the perspective of national defense, leadership must have an ethical foundation representing the implementation of the fundamental values of Pancasila as outlined in the 1945 Constitution. Thirdly, it is crucial for leaders to have integrity from the national defense perspective. Fourthly, national defense-informed leadership must be national in nature. Fifthly, a leader must be committed to defending the nation. National defense requires leadership with the necessary competencies.

Leadership with a National Defense Perspective

Every citizen is a leader with varying levels of leadership. The quantity and quality of problem-solving depend on the level of leadership. To develop one's resilience in facing various challenges in societal, national, and international life, it is necessary to enhance the degree of leadership by continually sharpening one's mind and intellect. Leadership is an effort to influence a large number of people to achieve their goals through communication. This involves influencing people through instructions or commands, actions that cause others to act, react, and bring about positive change. Leaders are dynamic in motivating and coordinating an organization to achieve its goals. The ability to develop trust and support among employees to achieve organizational goals is crucial (Ida Farida and Rostika Anjani, 2018).

"Attitude and integrity" are the most important leadership factors. Integrity can be interpreted as a state of wholeness or mere words and actions. Unlike "image," which is the public's perception of us, "integrity" is who we truly are. Therefore, integrity means building trust, establishing strong values, building a good reputation, and one must be able to embrace oneself before leading others. Leadership is the process of influencing the setting of organizational goals,

inspiring followers to behave in ways that will help them achieve these goals, and influencing the progress of the group and its culture. The art of leadership is persuading others to achieve their goals. More specifically, leadership is a series of organizational behavior that takes the form of the capacity to persuade others to cooperate in achieving goals under certain conditions.

Entrepreneurship that Prioritizes National Awareness

The ability and desire to preserve and improve the quality of existence, both one's own and that of individuals, community groups, nations, and nations, are called "Life Defense." It is important for everyone, regardless of their profession, to have an entrepreneurial spirit so that they can continue to be creative and curious to solve problems without being hindered by their weaknesses. Be careful not to succeed, be poor, neglected, overlooked, and pressed by challenges? Or are you already satisfied, sure you can't take advantage of opportunities, and are not motivated? When it comes to something, what matters is that he is ready to realize his idea. It is important not only to say that there is a way, but also to do it.

Leaders with a strong entrepreneurial spirit have a strong intuition, reliable analytical skills, a high level of creativity and innovation, and the ability to lead and motivate others while taking risks. The success of a manager in carrying out his leadership tasks depends not only on his technical skills (professional skills) but also on his ability to motivate others to work well (leadership skills) and realize innovative ideas through an effective work process (Tuanaya, 2014). Entrepreneurial leaders do not perform operational actions themselves but make decisions, set policies, and mobilize others to implement decisions taken in line with policies. Developing creativity and innovation demonstrates openness to experience, curiosity, acceptance, and adaptation to conflicting things. Independent in thinking, consideration, and action, self-confident and accepting of differences. They are not only willing to take calculated risks, can concentrate, think visually, and diligently generate new ideas but are also subject to group supervision standards.

Intuitive and analytical skills, honed in balanced and complementary applications, provide leaders with current information for their decision-making. Leading and motivating others is aimed at constructive actions with effective stimuli to achieve good performance among individuals or members of the organization. The courage to take risks and consider logical and rational thinking leads to integration in choosing beneficial ideas as priorities for change. Self-leadership gives someone the ability to make decisions, make decisions, and assess their strengths and weaknesses correctly. Entrepreneurs who start new businesses or expand existing businesses require skills in self-strategy and management, as well as a deep understanding of individual differences and how these differences affect entrepreneurial success. The right

leadership skills and goal achievement skills are cultivated by good self-leadership. The goal of leadership is vision and motivation. Interpersonal communication allows someone to motivate others to do good. Strong inner drive to do something is called motivation because fundamentally a person tends to do something because of someone else's motivation (Fatika and Purwanto, 2018).

As interpersonal communication most often occurs both during learning activities and outside learning activities, it can motivate others. The goal of interpersonal communication is to improve student motivation to increase entrepreneurial motivation. Leadership, communication, and entrepreneurship are the goals of entrepreneurship training. Student entrepreneurial motivation can be increased through entrepreneurship training. This is due to (Basrowi, 2011), who states that the goal of entrepreneurship education is to increase the number of quality and useful entrepreneurs, provide them with opportunities to do what they like, and feel motivated to increase happiness in running entrepreneurship, both in theory and practice.

The survival of the nation and the state depends on the creativity of every citizen. The ability to connect seemingly unrelated things is called creativity. Creativity: the ability to develop a new perspective on problems and opportunities (thinking about new things). Innovation is the ability to creatively solve problems and opportunities to improve or enrich community life. Anyone can learn strategies and behaviors to develop more new ideas and insights, then realize them. Creative thinking can be nurtured in the spirit of nationalism by continually innovating not only to give the best for oneself and the group but also to prosper the country and challenge existing traditions, routines, and habits. imaginative, free-spirited, independent, and resilient; becoming a creative soul; Considering a problem from another perspective, identifying several appropriate solutions, seeing setbacks as opportunities for future success, viewing challenges as stepping stones to an innovative concept, and making connections between various concepts that seem unrelated. In this case, imagination is more important than knowledge. With the courage to start with a firm decision: the determination to obtain, maintain, and promise the quality you want; The decision must be implemented immediately. Strong determination must become a habit, not delaying decisions but turning them into new qualities that strengthen the ability to succeed in entrepreneurship.

Based on the questionnaire we distributed, we obtained the following results:

Out of 66 respondents, 100% of them believe that in building a business or company, an entrepreneur must have leadership skills. From the research findings, 13.4% of respondents believe that the role of leadership in the world has an impact, with 89.4% of them considering leadership highly influential in

the business world. Among the five types of leadership, including authoritarian leadership with 0 respondents, 65.2% chose democratic leadership, 6.1% chose delegative leadership, 37.9% chose transformational leadership, and transactional leadership with 6.1% of respondents. This means they do not prefer authoritarian leadership, where authoritarian leadership places a leader in complete control over everything that happens within the group. They tend to dominate and impose their opinions to be accepted by their group.

The majority of respondents lean towards democratic leadership. Unlike authoritarian leadership, democratic leadership provides members with the opportunity to express their opinions, but it has the disadvantage of making decision-making difficult for the leader due to the multitude of ideas to consider. 6.1% of respondents chose delegative leadership, indicating a preference for leadership that delegates decisions to its members. This leadership style may seem passive, but it can foster motivation and trust among team members. The second-highest number of respondents after democratic leadership is transformational leadership, indicating a desire for a leader with a leadership style that is enthusiastic about making changes within the group. This leader should possess qualities such as energy, intelligence, and consistency in inspiring their team. The last leadership style, with 6.1% of respondents, is transactional leadership, which involves rewarding team members for specific achievements. However, if team members fail to meet their targets, they must be prepared to face consequences or punishments.

Respondents agree, even strongly agree, that strong leadership can motivate individuals to become entrepreneurs. Why is that so? Because entrepreneurs require vision, innovation, and the ability to overcome complex business challenges. An effective leader in the entrepreneurial world must be able to inspire and motivate their team to think creatively, take risks, seek new business opportunities, make intelligent strategic decisions, and lead by example, becoming a role model for other members in the group, thus motivating and energizing them in their work (Masitoh and Herdiana, 2017). 1.5% of respondents feel that leadership in the workplace only encourages initiative and creativity by 25%-50%, while 55.4% feel that leadership in the workplace encourages initiative and creativity to a level of 50%-75%, and 44.5% feel that leadership in the workplace encourages initiative and creativity to a level of 75%-100%.

CONCLUSION

The relationship between entrepreneurial motivation and leadership spirit highlights the essential role of leadership. The success of an entrepreneur depends not only on their abilities but also on their leadership style. An individual who is truly motivated, oriented towards development, and interested in being productive. To enhance the capabilities of individuals in

facing various challenges in societal, national, and state life, an elevation of leadership qualities is necessary by continually sharpening one's intellect and mind. In building a business, leadership spirit plays a significant role. Currently, democratic and transformational leadership styles are highly needed because such leadership styles can foster the enthusiasm of team members to complete their tasks. They provide members with the opportunity to voice their opinions, and leaders bring about positive changes for the group. A strong leader can motivate their team to perform well and complete their tasks effectively.

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