

**Impact Organization Culture and Motivation on Entrepreneurship Employees At Shipyard Industry in Batam****Fifi Hariani<sup>1</sup>, Muchlis R Luddin<sup>2</sup>, Mahmuddin Yasin<sup>3</sup>**Universitas Negeri Jakarta<sup>1,2,3</sup>**ABSTRACT**

Entrepreneurship is a needed issue for employee at Shipyard Industry in Batam. This is due to termination of employment in the shipyard industry in Batam. The purpose of this study is to conduct a study to determine the effects of organization culture and motivation on entrepreneurship employees. This study used 150 employees at Shipyard Industry in Batam. The results show that organization culture has a significant and positive effect on entrepreneurship employees by 0.345. Motivation also has a significant and positive effect on entrepreneurship employees by 0.685. The implication of the results of this study is expected to create new entrepreneurs and new jobs when there is a termination of employment in the shipyard industry in Batam.

Keywords: Organization Culture, Motivation, Entrepreneurship Employees

**1. INTRODUCTION**

Indonesia is one of the countries that have great potential in the shipping industry. One area in the shipping industry that has not yet received support from various parties, especially the government, is Batam City. Shipyard industry in Batam City had become an economic mainstay. But now the shipyard industry in Batam is a serious problem. Based on data from the Batam Manpower Office (Disnaker), there are 1,889 workers in the shipyard industry that have been fired or terminated. Unemployment is a common problem for developing countries. With unemployment, it will result in the movement of people from one region to another. Research conducted by Ayoade and Agwu (2016), shows that unemployment will occur due to the lack of entrepreneurial skills of the majority of unemployed people in Nigeria.

Other facts are also evidenced by the existence of welding experts (welder) in shipyards owned by national industries who choose to move to similar companies abroad. This is because overseas payments are higher, even though as has been explained that Indonesia also provides high salaries for these experts (Kemenperin, 2019). One of the companies engaged in the shipping industry is PT. BNI In 2010-2013, PT. BNI has more than 500 skilled employees. But along with the crisis the shipping shipbuilding industry began in 2014 until now, PT. BNI in 2018 only has 34 skilled employees. In order to survive, PT. BNI laid off more than 466 skilled employees due to the absence of work carried out while having to continue to pay skilled employees with high salaries. Problems at PT. BNI is certainly an interesting phenomenon in the efforts of corporate leaders to empower (empowerment) so that it can foster entrepreneurship in high-skilled employees at PT. BNI with this empowerment will be able to anticipate the recurrence of termination of employment problems.

As skilled individuals, employees at PT. BNI has no problems becoming unemployed or having difficulty finding income. Where they should be able to have the focus of thought and behavior to deal with change. According to Bustami, Bernadien, Nurlela, Sandra, Ferry (2007), someone who seeks change, but responds in an innovative way, uses it as an opportunity and makes innovation an important part of entrepreneurship. Efficiently, entrepreneurship is essentially an ability to think creatively and behave in an innovative manner that is used as a basis, resources, driving force, goals, tactics, tips for dealing with life's challenges (Hadiyati, 2009). From the explanation above, it can be said that if these employees have a high entrepreneurial spirit, they will be very helpful to them and able to solve problems in the city of Batam.

Entrepreneurship is an interesting topic or topic that can be expected to solve the unemployment problem. Research conducted by Hytti (2005) shows that entrepreneurship is not only for certain groups, but rather for us as ordinary people. The meaning of entrepreneurship for individuals is not a prior gift, but entrepreneurship is defined as an active agent who builds entrepreneurial identity by applying certain identities and positions, past and present individual experiences and future perspectives (Hytti, 2005).

## **2. LITERATURE REVIEW**

### **2.1 Organization Culture**

According to Robbins & Judge in Karinda, Noermijati, Amanu, & Maski (2016) said that organizational culture is a system of shared meaning held by members that distinguishes the organization with other organizations. According to Kormondy & Brown in Abdullah, Musa, & Azis (2017) that organizational culture is a form of beliefs, values, and ways that can be learned to live with within the organization, where the manifestation of the organizational culture tends to be realized by the organization's members. In general, large organizations have a dominant culture and a number of sub-dominant cultures. Abdullah, Musa, & Azis (2017) also said the strength of organizational culture can be measured by the extent to which the culture is believed by all members, and the extent to which members of the organization believe it. Organizational culture also may significantly relativize and reduce conflicts in the organizations. In this context, different attitudes of employees can be managed more efficiently, thus representing a minor problem when bringing management decisions. Culture can influence employees' attitudes and behaviour at work (Paunovic & Dima, 2014).

### **2.2 Motivation**

Huczynski & Buchanan (2013) mentioned that motivation is a board concept that includes preferences for particular outcomes, strength of effort and persistence. Managers need to appreciate these factors for motivating employees to behave according to organizational guidelines. With many disciplinary boundaries such as organizational development, HRM psychology, economics and sociology work motivation is a complex process. In organizational point of view, this process consists of organization itself, individual and environment factors. Hence effective organizational or work motivational program depends on not only individual or country level but also analysis of local, regional and facility or that organization. (Devasass, 2011).

Motivation has been defined as the psychological process that gives a direction and how behavior will act, an internal drive to satisfy an unsatisfied need, unmet needs, a tendency to behave in a purposive manner in order to achieve specific goals (Lindner in Yusof, Said, & Ali, 2016).

### **2.3 Entrepreneurship**

The term entrepreneurship comes from the French language "entreprendre" which means adventurer, creator and manager of the business. This term was first introduced by Richard Cantillon in 1755. Then the development of knowledge about entrepreneurship continued to develop along with economic development. Coulter in Suryana and Bayu (2011) suggested that entrepreneurship is often associated with the process, formation or growth of a new business that is oriented to profitability, value creation and the formation of new products or services that are unique and innovative. Entrepreneurial activity is increasingly gaining attention from graduate graduates because of its potential as an economic driver and source of economic growth (Chaston & Scott, 2012).

Suryana and Bayu (2011) define entrepreneurship as enthusiasm, behavior and ability to give positive responses to opportunities to gain benefits for themselves and / or better service to customers / society; by always trying to find and serve more and better customers, as well as creating and providing more useful products and implementing more efficient ways of working, through the courage to take risks, creativity, innovation and management skills. According to Sudjana in Isa (2011), entrepreneurship is an entrepreneurial attitude and behavior. Entrepreneur is an innovative, anticipative, initiative, risk-taking and profit-oriented person. According to Untoro and the Indonesian Teachers Team (2010), entrepreneurship is a courage to make efforts to meet the needs of life carried out by someone, on the basis of ability by utilizing all the potential possessed to produce something that is beneficial to himself and others. Whereas the understanding of orientation according to Hariandja (2007), orientation is a program to introduce new employees to their roles, organization, policies, values, beliefs and to their colleagues. Entrepreneurship (entrepreneurship) is developed based on instinct, personal, and natural because in ancient times there was no clear concept of entrepreneurship.

### 3. RESEARCH METHODOLOGY

#### 3.1 Data

This study uses primary data by collecting data using questionnaires and interviews to support the results of the questionnaire.

#### 3.2 Population And Sampling

The population used in this study were employees of PT BNI. The questionnaire will be distributed to 150 employees from a total population of 240 employees at PT. BNI.

#### 3.3 Analytical Technique

This research is a quantitative research which use multiple regression analytical. Organization culture dan motivation is an independent variable meanwhile entrepreneurship employees is dependent variable. The analytical method used is multiple regression using SPSS tools.

### 4. RESULT AND DISCUSSION

#### 4.1 Hypothesis Testing

This study aims to test 2 hypotheses, namely (1) the effect of organizational culture variables on employee entrepreneurship, and (2) the influence of motivation variables on employee entrepreneurship. The following is table 1 used for hypothesis testing:

**Table 1 Coefficients**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	-.542	.355	-1.526	.129
	X1	.345	.057	.361	.000
	X2	.685	.062	.662	.000

a. Dependent Variable: Y

The results of the hypothesis test in table 1 show that both hypothesis tests were accepted because they have a significance value below 0.05 which is 0.00. The organizational culture variable has an influence on employee entrepreneurship by 0.361, while the motivation variable has an influence on employee entrepreneurship by 0.662.

#### 4.2 Discussion

Organizational culture and motivation are proven to be able to influence the entrepreneurial attitudes of PT BNI employees. The results of this study are in line with research conducted by Karinda, Noermijati, Amanu, & Maski (2016) who say that organizational culture has a significant and positive influence on the character of entrepreneurship. In addition, research conducted by Iffan (2018) says that motivation has a significant effect on entrepreneurship.

### 5. CONCLUSION

This study examines the influence between organizational culture and motivation on the entrepreneurial attitudes of PT BNI employees. The test results show that organizational culture and motivation succeed in influencing the attitude of entrepreneurship, the test results also show that motivation has a greater influence on the attitude of entrepreneurship compared to the influence given by organizational culture. It is expected that the company can form a program that can increase employee motivation and also some training so that it can directly improve the attitude of entrepreneurship in PT BNI employees

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