

Contribution of Entrepreneurship Training to Entrepreneur Motivation for Training Partners Pension Preparation in Agency PT Duta Transformasi Insani Bandung

Guruh Rahmat Gumilar

Public Education Studies Program
Universitas Pendidikan Indonesia
Bandung, Indonesia
guruhrahmatgumilar@gmail.com

Abstract—This research is based on the implementation of entrepreneurship training during retirement preparation held at Lembaga Pelatihan Lembaga Pendidikan dan Pelatihan Syariah PT. Ambassador of Transformation Insani followed by employees preparing for retirement or retirement period as additional insights and skills for entrepreneurship upon retirement. Reasons that encourage Researchers to undertake research to find out how the contribution of entrepreneurship training to entrepreneurship motivation for the trainees of the after-work preparation at the institution of PT. Ambassador of Transformation Insani presented in the following research questions: (1) How is the contribution / application of entrepreneurship training to entrepreneurship motivation for the training participants of the after-sales service at PT Duta Transformasi Insani, (2) How is the implementation of entrepreneurship training during pension period in PT Duta Transformasi Institution Insani, (3) How to motivate entrepreneurship before and after entrepreneurship training during retirement preparation period. Theoretical basis used in this research are: The concept of non-school education, the concept of non-education formal, training concept, entrepreneurship concept, the concept of retirement period, basic concept of motivation, Maslow motivation concept and entrepreneurship motivation concept. Research Method using quantitative approach with survey method precisely in the form of correlation and regression. The object of the study is the entrepreneurship training participants of the preparatory period of retirement from the employee of the company to attend the training of entrepreneurship preparation period of retirement, the data collection is done through observation and questioner. The results showed that (1) Training in an understanding of the participants on entrepreneurship plate raises the spirit or motivation of the participants to entrepreneurship in retirement. (2) implementation of training in training institute of PT. Ambassador of Transformation Insani Bandung starting from the preparation stage, implementation and evaluation held on 16 September 2013 - 21 September 2013 which was followed by 26 trainees from employees of PT. Mandiri Bank. (3) entrepreneurship entrepreneur has mean value of entrepreneurship motivation early that is 108,3 happened increase of mean value of motivation finish entrepreneur become.

This means entrepreneurship training have succeed to increase motivation of entrepreneurship of trainee.

Keywords—*contribution; entrepreneurship training; entrepreneurship motivation; preparatory participants of retirement period*

I. INTRODUCTION

Work is an activity to meet personal and family needs with various jobs. Nearly half of the age used in work but gradually the physical condition will decrease. Accessibility in the work will be reduced in the end must undergo a retirement period or retirement. The retirement period that will be passed by all employees who work in the agency or company in accordance with the provisions determined by the government based on applicable government regulations. Based on Government Regulation Republic of Indonesia number 19-year 2013 about the fourth change of government regulation number 32-year 1979 about dismissing of civil servant of civil servant age 58 years old and private employee pursuant to law of republic of Indonesia number 13-year 2003 about worker that is 56 year.

Full time bhakti is a dimension that is very susceptible to mental shifts, physical decline, and decreased work productivity. This is what often trigger the occurrence of interpersonal crisis or known post power syndrome. To overcome the crisis of interpersonal or post power syndrome need an education that adds insight, knowledge and skills of employees who will enter retirement. After entering the post-bhakti period, sometimes the employees are confused about how to get additional income other than the salary of retirement or severance received, to answer the problem of interpersonal crisis or post power syndrome in retirement that is education and training is the right solution to add insight and knowledge. Education is held outside of formal education that is Education outside the school organizes educational programs for the community in accordance with the needs of society, education out of school by type is divided into two non-formal education and informal education. Non-formal and informal education as a supplementary, supplementary, and substitute for formal

education based on the national education system law of 2003 article 26 are [1]:

“Skills education, educational skills and skills education. Non-formal education organizes programs: training and courses that can provide educational skills based on community needs analysis and job-related needs.”

The explanation of the above law explains that non-formal and informal education consists of: skills education, skills education and skill education. Programs held in non-formal education on knowledge and skills such as mechanics, car driving, sewing, entrepreneurship skills, English and skills needed at the present time.

According to Permana, "The entrepreneurship training program for the post-retirement preparatory program is organized to equip the participants of the retirement program with the awareness of entrepreneurship and motivation to change from the concept of dependence to independence and to build an understanding of business ethics and insight and entrepreneurship skills " [2]. The rational and essential reasons that make the researcher interested is about the entrepreneurship motivation of the participant whether after attending entrepreneurship training during retirement trainees who come from the employees who have worked long time in government agencies will enter the retirement period or retirement, whether to increase entrepreneurship motivation after following retired preparation period training institute PT. Ambassador of Transformation Insani Facts in the field that the retirement preparatory training participants sometimes experience an interpersonal crisis or known as post power syndrome is a psychological or emotional symptoms that are less positive.

Gap symptoms in the field during middle age adjustment of work and family according to Hurlock, "Old age people who have prepared themselves to face retirement from income-generating jobs, or end their roles and responsibilities as parents by finding new areas of exciting activity and then binding themselves to the new activities, usually adjust better to their old days than those who do not do this kind of preparation" [3]. Based on the above explanation by following entrepreneurship training during retirement preparation at Daruut Tauhid, participants will gain knowledge, skills and insight about entrepreneurship by looking at various business sectors such as: agriculture, livestock, industry and trade. The reality in the full-time devotional dimension is highly vulnerable to mental shifts, physical deterioration, and decreased work productivity. This is what often trigger the occurrence of interpersonal crisis or often known as post power syndrome.

The entrepreneurship motivation in the training is related to the enthusiasm and enthusiasm of the trainees to participate in the training, as the training is part of an outside school unit that provides the trainees with skills in the hope that the trainees have the skills and expertise after the training held at the Institute. Entrepreneurial motivation that increases or decreases in training will have an impact on the implementation of learning, learning outcomes and understanding of entrepreneurship. Entrepreneurship is an additional income at

retirement age in addition to pensions for civil servants and severance pay for private employees.

II. OBJECTIVES AND BENEFITS

A. Aim

The purpose of this study as follows:

- Gain a picture of how the contribution (implementation) of entrepreneurship training on entrepreneurship motivation participants co- preparation post-service at PT. Ambassador of Transformation Insani Bandung.
- Obtained an overview of the implementation of entrepreneurship training assembling after retirement at the Institute of PT. Ambassador of Transformation Human Bandung.
- Obtain a description of the entrepreneurship motivation of participants before and after entering entrepreneurship training during retirement preparation.

B. Benefits

The benefits of this study are expected to provide insight and input to all parties on entrepreneurship training during retirement preparation to prepare for retirement preparation for public or private employees who will enter retirement or retirement. Entrepreneurship training during retirement preparation fosters entrepreneurial spirit that can generate income by entrepreneurship. The following benefits are derived from this research as follows:

1) *Theoretical benefits*: The results of this study are expected to contribute in the form of testing, adding and developing knowledge (knowledge) about planning, preparation, implementation, evaluation and training results that affect the motivation of learning participants.

2) *Practical benefits (operational)*

a) *For researchers*: The results of the research are expected to increase insight, knowledge and skills for researchers, general in the field of non-school education, especially about insight, knowledge and skills about planning, implementation, evaluation and training results related to participants' learning motivation.

b) *For the implementing party*: The results of the research are expected to be used as reference material and advice input in organizing entrepreneurship training during the preparation of the next pension with the target of different participants to improve the implementation of the next training.

c) *For further researchers*: The results are expected to be used as a comparison material for research - research conducted for further researchers.

III. LITERATURE REVIEW

A. Understanding Training

Training comes from the word "train" train someone with a curriculum that has been set with the aim of training so that

someone is able in a field of expertise to be mastered after graduation able to work in the field studied in training, training is part of non-formal education or outside education schools that empower human resources with the aim to master the field that will be learned by learners. The explanation above explains that the training is a non-formal education unit which is a non-formal education unit that is courses, study groups, ta'lim assemblies, play groups, day care centres, community learning centres, and similar educational units that have the purpose of asking the community to have insight, knowledge and skills. Training is a programmed and structured education because of the curriculum of learning, that will be given and the material curriculum that will be given.

B. Understanding Entrepreneurship

Entrepreneurship is one of self-supporting entrepreneurial programs that means standing under your own feet that has an impact on opening up employment by not being an employee but establishing your own business by trade, farming and fishing. According to Mustafa Kamil in his book of educational and training models citing Drucker that "entrepreneurship will appear to be the nature, character and attributes of one who has a strong will to realize innovative ideas into the real world of business and develop it [4]. Based on the above understanding, the entrepreneurship that is meant for the urban community is a new business activity or improvement and business development that they have as a result of training that is implemented in everyday life - a useful day as a sustained of family life. From the above understanding that entrepreneurship is a new business to improve and develop business that produces income as a sustained family life.

C. The Meaning of Full Service

Full-service period is a period in which dedication, loyalty and responsibility of government or company entity with the age limit specified by the government in accordance with applicable law. According to Budi Permana, the retirement period or retirement period is a dimension that is very vulnerable to mental shifts, physical decline, and decreased work productivity [2]. This is what often trigger the occurrence of interpersonal crisis or often known as post power syndrome". From the above explanation that the retirement period or the retirement period is the period of cessation of work based on the government's decency contained in the law. Demand from your pay site. Based on Law Number 13 Year 2003 regarding Labour and Regulation of the Minister of Manpower no. Per-02 / Men / 1995 on the Normal Retirement Age that "the retirement age of civil servants is age 56 years and for private employees aged 56 years under the policy of the company [5].

D. Understanding Motivation

Understanding motivation according to Hamzah B. Uno reveals that "the term motivation of the word motive that can be interpreted as the strength contained in the individual, which can be interpreted as the strength contained in the individual, causing the individual to act or do" [6]. The above explanation that Motivation is the power that exists in the individual that causes the individual to act or act and underlies a person to act

based on one's thoughts and desires. Motivation according to Hamzah B Uno "based on the angle of the source that caused the motive can be divided into two kinds, namely: intrinsic motives and extrinsic motives [6]. Explanation as follows:

- Intrinsic motives, the emergence does not require external stimuli because it already exists within the individual itself, that is appropriate or in line with his needs.
- Extrinsic motives arise because of the stimulation from outside the individual, for example in the field of education arise because of the benefits. "

The explanation above describes that the intrinsic motive does not require external stimuli k existing arena wish of d a l a m itself and intrinsically stronger motives while extrinsic motives arise due to the stimulation of individual curved that stimulate one's desire to act, act and behave.

E. Entrepreneurship Motivation

1) Understanding entrepreneurship motivation: Understanding Entrepreneurship Motivation is a boost in a person either intrinsic or extrinsic that encourages a person to do entrepreneurship.

2) Indicators of entrepreneurship motivation: The motivation indicators of entrepreneurship, the characteristics of successful entrepreneurs are as follows:

a) Have a clear vision and purpose: This serves to guess where the steps and directions are directed so that can know the steps to be done by the entrepreneur.

b) Initiative and always proactive: Initiative and always proactive is a fundamental feature in which entrepreneurs not only wait for something to happen, but first start and seek opportunities as a pioneer in various activities.

c) Achievement-oriented: Successful entrepreneurs are always pursuing better achievements than their previous achievements. The quality of products, services provided, and customer satisfaction are the main concerns. Every time all business activities are run always evaluated and should be better than before.

d) Dare to take risks: This is a trait that must be owned by an entrepreneur whenever and wherever, whether in money or time.

e) Hard work: The business hours of the entrepreneur are not limited to the time, where there is a chance there he comes. Sometimes a businessman is difficult to manage his working time. His mind is always thinking about his business progress. New ideas always encourage him to work to work on it. No difficult words and no problems that can not be resolved.

f) To be responsible: Responsible for all activities he runs, both now and in the future. Responsibility of a businessman not only in terms of material, but also moral to various parties.

g) Commitment: Commitment to various parties is a trait that must be upheld and must be kept. Commitment to do

something is indeed an obligation to immediately fulfilled the funds realized.

h) Development: Develop and maintain good relationships with various parties, whether directly related to the business run or not. Good relationships that need to be run, among others to: customers, government, suppliers, and the wider community.

IV. METHODOLOGY

In this research use descriptive research with quantitative approach that is express contribution of entrepreneurship training to entrepreneurship motivation expressed in number and explain it by comparing with existing theories and using data analysis technique according to variable in research. The variables studied were contribution of entrepreneurship training as independent variable (x) and entrepreneurship motivation as dependent variable (y).

Methods of data collection using survey method. According Sugiyono, "That the survey method is used to obtain data from a certain place that is natural (not artificial), but researchers do treatment in data collection, for example by distributing questionnaires, tests, structured interviews and so (unlike treatment in experiments)" [7]. The use of survey methods will facilitate researchers to obtain data to be processed with the aim of solving problems that become the ultimate goal of a study. The steps - steps that can be done in the implementation of the survey by Singarimbun are [8]:

- Formulate research problems and determine survey objectives.
- Determine the concept and hypothesis as well as explore the literature.
- Sampling.
- Questionnaire making.
- Field work.
- Data processing.
- Analysis and reporting.

Population in this research is Training Participant in PT. Ambassador of Transformation Insani Bandung, totalling 26 people. Characteristics of the trainees are the employees of Bank Mandiri who will enter the retirement period or retirement age of the majority of participants aged 40-46 years. There were 16 male participants and 10 female participants from various regions in Indonesia. The sample according to Sugiyono is "Part of the number and characteristics possessed by the population" [7]. A simple random sampling technique is used if the population is homogeneous. Simply because the sampling method of all members of the population is carried out randomly regardless of the strata or levels contained in the population. A simple random sampling technique is used when the population is homogeneous, simple because sampling methods from all members of the population are randomly assigned regardless of the extent of the population. Based on the reality of the field that the trainees amounted to 26 people consisting of 16 men and 10 women participants on the

recommendation of Supervisor II and approved by Supervisor I, it was taken 26 people of the entire population to be sampled.

V. RESEARCH RESULTS AND DISCUSSION

A. Research Result

1) Hystoris background PT DTI Bandung: PT. Ambassador of Transformation Insani (PT DTI) is a private training institute that was established October 2001, Lembaga PT. DTI is an institution initiated by Cooperative Pondok Pesantren (Kopontren) Daarut Tauhiid is engaged in education and training of human resources. It was originally called Daarut Tauhiid Syariah Education and Training Institute (LP2ES Daarut Tauhiid), as the time and scope of the wider scheme is now better known as LP2ES Learning Center . The tagline that is lifted is "The Beginning Of Your Success", it means that LP2ES becomes the first step toward success that alumni want to achieve, both world and success since year 2014 LP2ES changed name become PT. Ambassador of Transformation Insani (DTI).

Institution of PT. DTI concentrate on training and education of *entrepreneurship* and *leadership* based *Qolbu* Management (MQ). Training held at Institution of PT. DTI Bandung is based on demand mitigation or government agencies to doing training, the implementation of training tailored to the request of companies or agencies, the implementation of training is carried out for one week with participants in accordance with the recommendations of companies or agencies send employees to follow the training. The learning method that is always used in all training is GELAS, which has the meaning of Gleeful, Emotional, Soluble, Teach, and Spirit. While the principle of learning using the principle of "Glass Empty", which is always ready to receive knowledge by placing themselves always in the condition do not know.

The design of the prepared program curriculum is a simple formula that includes the fulfilment of spiritual, emotional, *leadership* and financial needs in the hope of giving birth to individuals who have *leadership spirits* and *entrepreneurs* who are able to build themselves and run a business based on *qolbu* management by promoting the principles of *shari'ah* professionally. The programs developed are programs related to our main theme, *Entrepreneurship*, *Leadership* and *Sya'riah* Economy. Especially for the *entrepreneurship* program , supported by six business divisions belonging to Kopontren Daarut Tauhiid and dozens of professionally developed and managed training partners, the trainees can observe directly and even go directly to the spaciousness so that the material presented during the training can be applied and better understood as *experiential learning system* with the *applicable* material and the kind of business that can be adopted in their respective environment. PT. DTI Institution organizes education and training for the community with the aim to ask human resources for all ages so that they are empowered to become people with the ability and skills to self-generating income for themselves and their families.

B. Implementation of Retirement Entrepreneurship Training

Implementation Training at PT DTI Bandung organized in accordance with requests from companies or government agencies who want to carry out training. In connection with the place of execution on request d organized in PT. DTI Daruut Tauhid or requested to conduct on-site training by bringing in presenters and facilitators of entrepreneurship training during retirement preparation. Implementation of entrepreneurship training during retirement preparation is carried out at:

Day : Monday to Sunday.
Date : September 16, 2013 to 22 September 2013.

Place of execution: Hotel Marbella Dago Pakar and Pesantren Daruut Tauhid Area

C. Training Implementation Methods and Strategies

The training uses the following delivery methods:

- Lectures are: the delivery of material directly by the speaker.
- The questions are: in the deepening of the material the participants are given the opportunity to ask the presenters.
- *Outdoors* are: participants are invited to directly spaciousness to do the simulation - a light simulation to reflect the preparation needed to fill each participant's pension in every activity.
- Practice namely: where the participants go directly to the field to interact directly according to field instructions.

D. Identity of Respondents

Retirement entrepreneur training participants were attended by trainees from Bank Mandiri employees attended by 26 people. Participants of the training are participants who will enter long-term retirement dedication and dedication to the Company. This study took 26 samples of respondents who participated in the training. The number of men attending the training is 16 people and 10 women.

E. Processing and Analysis of Data

1) Initial motivation of entrepreneurship:

TABLE I. DESCRIPTIVE ANALYSIS OF INITIAL MOTIVATION ENTREPRENEURSHIP

	N	Mean	Std. Deviation	Variance
Intrinsic motivation	26	53, 7	5.39	29.1
Extrinsic motivation	26	54.5	6.36	40, 5
Valid (listwise)	N 26			
Extrinsic and Intrinsic	26	108.3		

Based on table 1 descriptive initial motivation of entrepreneurship amounting to 26 participants have mean value count (mean) that is 108,3.

2) End entrepreneurial motivation:

TABLE II. DESCRIPTIVE ANALYSIS OF END ENTREPRENEURSHIP MOTIVATION

	N	Mean	Std. Deviation	Variance
Intrinsic motivation	26	53, 7	4, 1	17
Extrinsic Motivation	26	57, 4	5.8	34.4
Valid N (listwise)	26			

Based on Table 2 obtained motivation intrinsic entrepreneurship finish with *mean* (mean) of 53.7 and motivation extrinsic motivation entrepreneurship end with an average i.e. 57.4.

3) Test data homogeneity: Implementation of homogeneity test is one of the requirements of the use of regression analysis can be used if the dependent variable has almost the same variance. In this case, intrinsic motivation, and extrinsic variables are the result of the contribution of entrepreneurship training during retirement preparation.

TABLE III. MOTIVATION ENTREPRENEURSHIP

No	Variables			Std. B	Sig
1.	Intrinsic Motivation Pre-Early Training - End	0.263	0.069	0.334	0.194
2.	Extrinsic Motivation Post-Initial Training - End	0.228	0.052	0.247	0.263
3.	Motivation start - end.	0.246	0.061	0.299	0.225

The contribution of entrepreneurship training to the entrepreneurship motivation of the participants is viewed in terms of motivation at the beginning of implementation or at the end of implementation. It is known that neither the initial motivation nor the final motivation has a significant influence on the implementation of entrepreneurship training during preparation at Lembaga PT. DTI Bandung.

4) Data analysis of early entrepreneurship motivation and motivation of entrepreneurship end: The results obtained from the questionnaire motivation of early entrepreneurship and entrepreneurship motivation questionnaire final obtained motivation data entrepreneurship participants as follows:

TABLE IV. MOTIVATION OF EARLY ENTREPRENEURSHIP AND MOTIVATION OF END ENTREPRENEURSHIP PARTICIPANT

No	Motivation entrepreneurship participants	Number of participants	Number of questionnaire results
1	Early entrepreneurial motivation	26	2817
2	Motivation entrepreneurial end	26	2888
Amount			5705
Difference (Δ)			71

Table 4 above illustrates the level of entrepreneurship motivation of trainees with initial entrepreneurial motivation of 2817 there is an increase in entrepreneurial motivation of the end effort of 2888 with the difference of initial and final motivation is 71 with the number of participants 26 people.

F. Discussion of Research Results

1) *How contribution (implementation) training of entrepreneurship preparation of retirement for participants mas a preparation of Purna Bakti at PT. DTI Bandung:* Contribution or contribution of entrepreneurship training during retirement preparation for preparatory participants of retirement / retirement is in the form of training trainees with the aim of participants is expected to have knowledge of skills and insight about entrepreneurship in each entrepreneurship sector which resulted in increased entrepreneurship motivation for entrepreneurship participants. Results obtained from the research conducted by participants have entrepreneurial spirit to become entrepreneurs who are able to meet the needs of life in retirement.

Entrepreneurship training during retirement preparation held in the education and training institutes of sharia economy of PT. DTI Gegerkalong Bandung provides knowledge, insight and entrepreneurship skills to face the preparation period of retirement. knowledge, insight and skill motivate participants to entrepreneurship seen from the measurement of *free test* and *post-test*. With the amount of initial motivation value of entrepreneurship with *free test problem* that is: 2817 and final motivation entrepreneurship with *post-test problem* with amount that is: 2888. There is increasing of motivation participants worth: 71 *points* increase in entrepreneurship motivation of participants who are employees of Bank Mandiri who will enter retirement and retired according to participant data obtained from the questionnaire.

2) *How motivation overview be the initial entrepreneur participants in PT. DTI Bandung:* Entrepreneurship Training Participants Persiap Masa's pension has a value - average (mean) early entrepreneurship motivation ranges from 108.3462 to 111.0769 entrepreneurship motivation that end. The difference between the mean value of the initial motivation and the mean mean of final motivation is 2.7307.so it can be concluded that there is an increase in entrepreneurship motivation with the end increase of 2.7307.

Entrepreneurship training participants during retirement preparation are participants from the company. they are employees who have been working long will enter retirement. therefore, participants participating in entrepreneurship training during retirement preparation follow training, practice directly and end with field visits.

Participants of the training gat took part in the training at PT. DTI Bandung, there are times when certain materials are more active participants in entrepreneurship training during retirement preparation with experienced speakers in their field participants eager to attend entrepreneurship training during retirement preparation. Early entrepreneurship motivation worth 2817 at the beginning before conducting the training of

the participants are eager to have high motivation to attend entrepreneurship training during retirement preparation.

3) *How to motivate entrepreneurship end of training participants preparation period of retirement service:* The motivation of the end entrepreneurship entrepreneurship has increased with an average value of 111,0769. This means that the participants are enthusiastic to entrepreneurship and entrepreneurship training during the preparation period of retirement successfully contributed to the training which has an impact on the motivation of entrepreneurship entrepreneurs who will enter retirement or retirement. Participants were enthusiastic to attend entrepreneurship training during retirement period with total final motivation score: 2817 and total motivation of entrepreneurship end of participants: 2888 increase of 71 entrepreneurship motivation improvement. this means that the entrepreneurship motivation of participants increases after following the entrepreneurship training period per pension retirement in the institution of PT. DTI Bandung. The motivation of the entrepreneur will increase and entrepreneurship become one of the participants choice to generate additional income apart from pension salary.

VI. CONCLUSIONS AND RECOMMENDATIONS

A. Conclusion

The following is the conclusion of the answer of the research question that has been stated:

1) *A description of how the contribution (implementation) of entrepreneurship training on entrepreneurship motivation of trainees in post -service preparation at PT. DTI Bandung:* The contribution or application of entrepreneurship training to the implementation of entrepreneurship training provides participants with knowledge, skills and insight into the entrepreneurship skills of the trainees. The material presented to the participants provides understanding and knowledge about entrepreneurship and spiritual debriefing, morals and health. the following material - mater i which is about entrepreneurship building entrepreneurship spirit, entrepreneurship success story, introduction of cashflow quadrant game, financial and financial freedom, asset productivity and family finance, inspiration of small and medium enterprises, noodle and bread making practices, entrepreneur practicing, group discussion of entrepreneurship practice, and tallent result (entrepreneur interest). Understanding participants about the entrepreneurship of the material presented fosters the spirit and motivation of participants for entrepreneurship in retirement or retirement. While the material of spiritual pembekalan, akhlak and health include: facing purnabhakti with clear heart, mental switches and consultation, healthy life management in the elderly, self-correction, qolbu management cult, alhikam studies, self-sufficient purna and harmonious families. Spiritual debriefing material,morals and health provide participants understanding of the importance of spiritual, moral and health and be provision to undergo retirement or retirement.

2) *Description of the implementation of entrepreneurship training during pension preparation at PT. DTI Bandung:* Implementation of entrepreneurship training during pension retirement at Institution of PT. DTI Bandung runs well from start of preparation that is: making of training curriculum, making of training schedule, procurement of facility of participant facility and determination of good speaker goes. At the time of the training the participants attend the entrepreneurship training in accordance with the specified schedule (attached), enthusiastic and enthusiastic participants in entrepreneurship training during retirement preparation after conducting interviews to two trainees attending entrepreneurship training during retirement period. Enthusiastic entrants attend entrepreneurship training during retirement preparation from the beginning of entrepreneurship training up to the end seen from the results of questionnaires and observations of researchers.

3) *Description of the entrepreneurship motivation of participants before and after entrepreneurship training during retirement preparation:* The description of entrepreneurship motivation of participants is an increase in entrepreneurship motivation of participants who follow entrepreneurship training during retirement preparation by using questionnaire about entrepreneurship motivation given at the beginning and end of training. Obtained average value of (mean) result of entrepreneurship motivation initial trainee that is: 108,3462 there is an increase in entrepreneurship final motivation that is 111,0769 in other words organizing entrepreneurship training during pension preparation successfully generate motivation entrepreneurship training participant in institution pela tih an PT . DTI Bandung. Contribution of entrepreneurship training is viewed from the aspect of motivation at the beginning of implementation and the end of the implementation is known from the questionnaire both the initial motivation or the final motivation is known to give a significant effect on the implementation of entrepreneurship training during pension retirement in the institution of PT. DTI Bandung.

B. Recommendation

Based on the results of research conducted by researchers, researchers put forward some suggestions as follows:

1) Suggestions for PT. DTI Bandung

- After attending entrepreneurship training during retirement preparation, participants are given guidance as follow up for entrepreneurial participants who are

given entrepreneurship consultation about the entrepreneurship challenge, they face.

- Training institutions provide advice on business capital loan from a trusted Bank.
- Training institutions can organize entrepreneurial seminars for graduates of retirement entrepreneurship training.

2) Suggestions for training presenters

- The use of learning methods can be used several methods in one explanation of training materials so that at the time of acceptance of the material more fun.
- Submission of ice breaking and energizer games can be delivered at the beginning, mid and end of the training materials put forward the meaning of the game delivered.

3) *Suggestions for training providers:* Seating training can be in the form of some form of position so as not to be saturated with the purpose of the participants to concentrate on the material submitted and not doing activities outside the learning process.

4) *Suggestions for other researchers:* The authors expect the results of this study to be useful as examples of research on useful training to foster one's entrepreneurial motivation from the beginning of the training and the end of the training.

REFERENCES

- [1] Legislation - Invitation: Law of the Republic of Indonesia Number 20 Year 2003 on National Education System.
- [2] B. Permana, *Entrepreneurship Preparation for Retirement*. Bandung: LP2ES Learning Center, 2010.
- [3] E.B. Hurlock, *Developmental Psychology*. Jakarta: Erland, 1980.
- [4] M. Kamil, *Non Formal Education*. Bandung: Alfabeta, 2009.
- [5] Government Regulation of the Republic of Indonesia Number 19 Year 2013 regarding the Fourth Amendment to Government Regulation Number 32 Year 1979 concerning Dismissal of Civil Servants.
- [6] H.B. Uno, *Motivation Theory & Its Measurement*. Jakarta: Earth Literacy, 2010.
- [7] S. Sugiyono, *Educational Research Methods*. Bandung: Alfabeta, 2009.
- [8] M. Singarimbun and S. Effendi, *Research Methods Survey*. Jakarta: LP2ES, 2001.
- [9] Legislation - Invitation: Law of the Republic of Indonesia Number 20 Year 2003 on National Education System.
- [10] Government Regulation of the Republic of Indonesia Number 19 Year 2013 regarding the Fourth Amendment to Government Regulation Number 32 Year 1979 concerning Dismissal of Civil Servants.