

Recruitment of Tenant Entrepreneurship Development Program in Politeknik Negeri Batam

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Abstract—The Entrepreneurship Development Program at the Batam State Polytechnic is a national competition grant from the Ministry of Research and Technology. The implementation of the entrepreneurship development program is in the second year. Tenants in the entrepreneurship development program are students and alumni. Recruitment of tenants is carried out in an integrated manner so that the program can accommodate entrepreneurial development. Tenant candidates come from participants in student entrepreneurship programs, student creativity programs, entrepreneurship curricula and alumni. The tenant recruitment's pattern in 2019 was done through technopreneur competition, the results of the entrepreneurship student program competition, in addition to the recruitment pattern competition using administrative selection and interviews. The recruitment results obtained by description of tenants namely gender, training needs, tenant classification, and origin of the department,

Keywords—*entrepreneurship, tenant, recruitment*

I. INTRODUCTION

Entrepreneurship development in Indonesia must continue to be done to overcome poverty and to improve the nation's economic growth, which in line with the relatively small number of entrepreneurs in Indonesia, around 1.65% of the population of Indonesia [1]. The number is still very small and still far from expectations, efforts need to be increased again through various programs and schemes that support and encourage the development of entrepreneurship, especially among universities, because Indonesia needs around 4.7 million new entrepreneurs to reach and compete with other countries, like the United States (11%), Singapore (7%) or even Malaysia with 5% entrepreneurship [2]

Seeing the success of neighboring countries such as Singapore focused on developing entrepreneurship among young people, the implementation of entrepreneurship education in the country has been started since in educational institutions. In Indonesia, efforts to instill an entrepreneurial spirit in higher education continue to be improved, of course, with various models and ways that

make students interested in entrepreneurial interests. Through Entrepreneurship Priority Universities make entrepreneurship courses the most important thing that must be given to students. Besides courses also through entrepreneurship programs in higher education such as student entrepreneurship program that encourage students' interest in entrepreneurship.

In line with these efforts, universities must develop entrepreneurial program schemes and seek to participate in community service development oriented entrepreneurship development. The program currently implemented by the Batam State Politics is an entrepreneurship development program. According to the Institute for Research and Community Service Directorate, implementing a program with the mission of producing new entrepreneurs from campus, through an integrated program with the creation of methods that are fully submitted to universities through the Entrepreneurship Development Program. The mission of the program is to guide universities to carry out entrepreneurial service units that are professional, independent and sustainable, with a knowledge based economy. The aim of the program is to create new independent science and technology-based entrepreneurs, improve business management skills and create entrepreneurial training methods that are suitable for students and alumni who are starting businesses.

The prospective new entrepreneurs who will be fostered in tenant, tenant is a person or group of people who are building a new start-up and technology-based startups that carry out the incubation process [3]. In accordance with the program scheme of the Ministry of Research and Technology, the tenants of the entrepreneurship development program are students and alumni who are starting a business. The program activities are focused on incubating tenants, incubation activities include developing productive business units, recruiting and selecting prospective tenants from students or alumni [4]. Determinants of success of incubation on shared services and facilities, incubator governance, assistance and business networking [5].

This paper is written based on our experience in carrying out recruitment of entrepreneurship development programs in Politeknik Negeri Batam.

II. LITERATURE REVIEW

Entrepreneurship

This entrepreneurial spirit appears in confident individuals who have initiatives, have a spirit of leadership, and take a chance with the full calculation [8]. Entrepreneurs are people who dare to start a new business because they see an opportunity, expediency and running events with all the risks [9]. Furthermore, Catillon states that entrepreneurs are people who specialize in taking risks [10]. The characteristic is obtained by individuals who want to think creatively and innovatively.

Tenant

Tenant is a person or group of people in building a new start-up and technology-based startup company that goes through the incubation process [3]. Tenants or Incubation Participants are entrepreneurs or prospective entrepreneurs who are undergo an incubation process. Young Entrepreneurs are entrepreneurs who run businesses under the age of 40 year. (Tenant's Guide, 2016)

III RESEARCH METHODS

Descriptive analysis is statistics are used to analyze data in a way describe or describe the data that has been collected as is without intending to make a valid conclusion for general or generalization (Sugiyono, 2014)

IV RESULT AND DISCUSSION

Tenant's Recruitment

The recruitment of tenants in the entrepreneurship development program is through the synergy between entrepreneurship programs in Politkenik Negeri Batam. Candidates for the Entrepreneurship Development Program are from the State Polytechnic Student and Alumni Program. The input of prospective tenants comes from entrepreneurial student programs, Student Creativity Programs, the results of entrepreneurship curriculum courses and technopreneur competition. In addition, prospective tenants came from alumni who started the business

Tenant's Recruitment Process

Tenant candidates are required to agree to participate in the entrepreneurship development program process. Registration is held by filling out the online form provided. The form must be filled in and submitted in the form of softcopy along with other required files. If a candidate tenants have passed the selection process, then prospective tenants have officially become tenants of entrepreneurship development programs

Prospective tenants who come from the results of technopreneur competitions and student entrepreneurship programs, student creativity programs that have been declared as accepted tenants continue to fill out online registration forms to facilitate identification of coaching. On

completing the online registration form, prospective tenants must have agreed to coaching if it has been stated accepted.

Criteria for Prospective Tenants

General requirements to become an Entrepreneurship Development Tenant Program are as follows:

1. Prospective tenants are teams or individuals who have a business running for at least less than one year or prospective new tenants will start a business
2. Prospective tenants are students and alumni
3. Declared tenant
4. Following the series of entrepreneurship development program activities

Tenants are an important part of the entrepreneurship development program. Therefore all behavior tenants must be considered, thus, tenants responsible for taking part in maintaining the name of the entrepreneurship development program by not disturbing behavior, or things that can damage the reputation of the Batam State Polytechnic and the reputation of fellow tenants, or other organizations related to entrepreneurship development. Tenants are expected to be able to maintain attitudes and behavior during the activity:

1. Tenants are willing to participate in program activities well.
2. Tenants must attend technical guidance activities, visits business, and participating in other activities and activities that support business development activities.
3. Tenant must convey the progress of its business development.

Tenant's Description of the Department

The origins of tenants are as much business management 54%, as much as informatics engineering 29%, mechanical engineering 11% and electrical engineering as much 6%.

Tenant's Gender

The most common gender is female and the rest are male.

Origin of Tenant

Tenant input comes from student entrepreneurship programs, student creativity programs, course curricula and the results of technopreneur competitions and alumni.

Coaching Needs

The identification results show that the average tenure requires coaching in the business community, business feasibility studies, marketing, incubation and financial statement management.

V.CONCLUSION

Integrated tenant recruitment process. Tenant follows the recruitment process. The result is an identification of the results of recruitment that is from the needs of coaching, gender, and origin of the department

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