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The Influence of Education, Training and Local Culture on the Performance of Young Entrepreneurs in the New Normal Era in Minahasa District

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ABSTRACT

Quality human resources are human resources who have good knowledge, abilities, skills and attitudes at work. Entrepreneurs are human resources who are directly involved in carrying out their business activities. To create that, entrepreneurs need to get education, training and pay attention to their local culture so they can improve their performance in maintaining and developing their business. This is of course in line with the current phenomenon, where many businesses are bankrupt, closed, out of business (bankrupt) in the current era of the Covid 19 pandemic, including in Minahasa Regency, where there are ± 250 young entrepreneurs involved in various different types of businesses affected by the outbreak. The purpose of this research is to analyze and study and develop a variable and instrument that is able to identify what influences the performance of young entrepreneurs in Minahasa Regency. The stages of the method used in the approach and achievement of this research are observation, identifying samples in this case respondents (entrepreneurs) in Minahasa Regency, using survey methods, distributing questionnaires and providing open-ended questions to get accurate results, then processing data and evaluate the results obtained for seminars and publication. After the results are obtained, the results of this study will make a positive contribution to all stakeholders (Academition, Businessman, Government). Then,

Keywords: Education, Training, Local Culture, Performance of Young Entrepreneurs, New Normal Era, Minahasa Regency

INTRODUCTION

Technological and information developments are increasingly advanced from time to time, making competition in the business world increase (Dessler, 2011). A business must be supported by capable human resources because human resources play a very important role in running a business or activity in the business world. Entrepreneurs are human resources who are directly involved in carrying out their business activities (Mathis, 2010). To create that, entrepreneurs need to get education, training and pay attention to their local culture so they can improve their performance in maintaining and developing their business. This is of course in line with the current phenomenon, where many businesses are bankrupt, closed, out of business (bankrupt) in the current era of the Covid 19 pandemic, including in Minahasa Regency, where there are ± 250 young entrepreneurs working in various different types of businesses affected by the outbreak. This is of course in line with the rise of business competition among young entrepreneurs that have emerged, including in Minahasa Regency, where there are ± 250 young entrepreneurs who are involved in a variety of different businesses. However, as time went on and the number of young entrepreneurs began to fall, there were several other phenomena that also emerged amidst competition for entrepreneurs in this new normal era, where young entrepreneurs became oblivious to the existing competition, they did not realize that the business they were wrestle just like that, not experiencing development. They lack creativity and innovation in maintaining or developing their business. They don't think about the long term, but only think about the present, especially in the new normal era when people's purchasing power is decreasing, so that in fact the last few years there has been a lot of decline in the performance of these young entrepreneurs, this can be proven by the many entrepreneurs young people who are inconsistent in their field of business and even go bankrupt so they try to open other businesses, whereas without them knowing it, newcomers and competitors appear almost every day who are clearly a threat to themselves. Based on the data obtained, there are many young entrepreneurs who have closed their businesses due to the current outbreak of the Covid 19 pandemic. According to data from the Indonesian Young Entrepreneurs Association, until now, only 3% of Indonesian youth are engaged in or become entrepreneurs of the total population of Indonesia, which is ± 270 million people. That means that there are only around ± 7,800,000 young entrepreneurs in Indonesia, even though we have an extraordinary demographic bonus in the current new normal era. This presentation is not growing, when compared to neighboring countries, where neighboring countries have reached 5 to 7%. (Republica.co.id, 2020). This of course needs to be handled by these business actors by implementing a strategic approach to education, training and paying attention to local culture so that they can be creative, innovative and have local wisdom. even though we have an extraordinary demographic bonus in the current new normal era. This presentation is not growing, when compared to neighboring countries, where neighboring countries have reached 5 to 7%. (Republica.co.id, 2020). This of course needs to be handled by these business actors by implementing a strategic approach to education, training and paying attention to local culture so that they can be creative, innovative and have local wisdom. even though we have an extraordinary demographic bonus in the current new normal era. This presentation is not growing, when compared to neighboring countries, where neighboring countries have reached 5 to 7%. (Republica.co.id, 2020). This of course needs to be handled by these business actors by implementing a strategic approach to education, training and paying attention to local culture so that they can be creative, innovative and have local wisdom.The development of technology and information that is increasingly advanced from time to time,

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makes competition in the business world increase, this is due to globalization and modernization. If a business cannot respond to this, then the continuity of business activities in the business world will be hampered. For this reason, it is necessary to have a good system that must be owned by every business. A business must be supported by capable human resources because human resources play a very important role in running a business or activity in the business world, then it is necessary to realize that to keep pace with changes and progress in various aspects that affect workload, it is required to have a workforce available at any time. can meet the needs. Therefore, an entrepreneur must be able to manage resources effectively and efficiently, especially in the management of human resources. Under these conditions, entrepreneurs are also required to always have new strategies to be able to develop and maintain existing businesses so that the goals of an established business can be realized. Quality human resources are human resources who have good knowledge, abilities, skills and attitudes at work. Therefore, entrepreneurs need to take steps in order to develop and improve the quality of their respective businesses. Entrepreneurs are human resources who are directly involved in carrying out their business activities. Therefore, entrepreneurs must pay maximum attention to the businesses they are engaged in. To create that, entrepreneurs need to get education, training and pay attention to their local culture so they can improve their performance in maintaining and developing businesses in this new normal era. It should be noted that human resource management is the science and art of managing the management of human resources appropriately and efficiently in achieving the goals set through planning, organizing, directing, controlling over procurement, development, compensation, integration and maintenance (Handoko, 2012). Furthermore, education in general is any effort that is planned to influence other people, whether individuals, groups, or society so that they do what is expected by educational actors according to Soekidjo Notoatmodjo (2003: 16).

One of the factors that influence the performance of Young Entrepreneurs is training. Intensive training programs need to be implemented in order to have optimal performance human resources. With training activities, entrepreneurs have the opportunity to absorb new knowledge or new values, so that with this new knowledge entrepreneurs can improve their profession in carrying out their main tasks and functions as entrepreneurs. Development of human resources through training is an effort to improve the quality of human resources. Training is a process of systematically changing entrepreneurial behavior to achieve goals. Training is related to the skills and abilities of entrepreneurs to be able to compete today. Training has a current orientation and helps entrepreneurs to achieve certain skills and abilities to be successful in carrying out their work according to (Rivai 2008). Local culture, which contains local wisdom from an area, contributes to improving the performance of young entrepreneurs, especially in the era of the Covid 19 pandemic during this new normal era.Culture is a system of shared meaning held by people who live in a business environment and then distinguishes one business environment from another (Robbins, 2006:721). Culture is a condition where it is able to collect and deflect the impact of changes in a business environment that has been carefully planned (Schein, 1992). Basically, culture manifests itself in various forms and therefore can support or hinder change. Culture is a pattern of beliefs and values in the business environment that is understood, imbued and practiced by people in a business environment so that the pattern gives its own meaning to the business environment concerned and becomes the basis for rules of conduct (Sobrin, 2005). Proper management of local culture and wisdom can contribute to young entrepreneurs in developing their

businesses. Performance in a business unit is the answer to the success or failure of the objectives of a business that has been set. Performance is the quality and quantity of an individual or group work result in a particular activity caused by natural abilities or abilities obtained from the learning process and the desire to excel. Education, training and local culture are very important for entrepreneurs in terms of improving their performance. The performance of an entrepreneur can be determined through their abilities as seen from education, training and local culture, every entrepreneur will always try to improve their performance,

In connection with the importance of the performance of young entrepreneurs in the Minahasa Regency, it is necessary to have research that examines and analyzes education, training and local culture. make a positive contribution to each existing stakeholder.

LITERATURE REVIEWS

Human Resource Management

Malayu SP Hasibuan (2007:6) argues that Human Resource Management is a science and an art that regulates the relationship and role of the workforce so that it is effective and efficient to help realize company and community goals. According to Dessler (2011: 5), human resource management is defined as policies and practices that determine human or human resource aspects in management positions, including recruiting, screening, training, rewarding, and assessing. Companies or organizations certainly want to have quality human resources at any time in the sense that they meet the competency requirements to be utilized in an effort to realize the vision and achieve medium- and short-term goals.

Education

Education is an activity or human endeavor to develop innate potentials, both physically and spiritually, to obtain results and achievements. In other words, education can be interpreted as a result of national civilization, which is developed on the basis of the nation's outlook on life (society values and norms), which functions as its educational philosophy or as the ideals and statement of its educational goals. An educational process occurs as a human effort to preserve his life. Based on research results from Riza Rezita (2015), his research shows that education has a positive and significant effect on employee performance, so there is a significant influence of education on performance.

Training

Training is a systematic process of changing the behavior of employees in order to improve organizational goals. In training, an environment is created where employees can acquire or learn specific attitudes, abilities, skills, knowledge, and behaviors related to work. Training usually focuses on providing employees with specific skills or helping them correct weaknesses in their performance (Simamora 2006:342). Based on the results of Awang's (2010) research entitled "Training Impact on Employee Job Performance: A Self Evaluation," which examines the impact of job training on the performance of workers with various kinds of work backgrounds using a four-level job training evaluation system by Kirkpatrick,

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Local Culture

Culture is a system of shared meaning held by people who live in a business environment that then distinguishes one business environment from another (Robbins, 2006:721). Culture is a condition that is able to collect and deflect the impact of changes in a business environment that have been carefully planned (Scheins, 1992). Basically, culture manifests itself in various forms and therefore can support or hinder change. Culture is a pattern of beliefs and values in the business environment that is understood, imbued, and practiced by people in the business environment so that the pattern gives its own meaning to the business environment concerned and becomes the basis for rules of conduct (Sobrin, 2005). This means that each business environment has a different system of meaning. This difference causes each business environment to have unique and different characteristics and responses when facing the same problem. Besides that, differences in this meaning system can lead to differences in the behavior of members of the organization and the behavior of people in the environment itself.
One of the successes of cultural change depends on whether or not the existing culture is strong, so it can be said that changing culture is not an easy job. From a time, standpoint, change can take 5 to 10 years, and even then, the level of success is still questionable because the response of business actors (entrepreneurship) to change varies greatly (Sobirin, 2005). Another factor that influences the success of cultural change is the willingness of business actors (entrepreneurship) to participate in it.

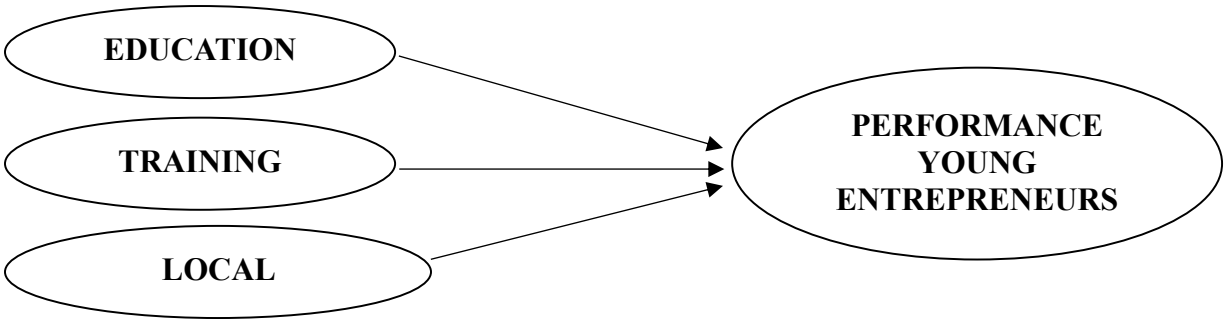
Performance of Young Entrepreneurs

The term performance comes from the words job performance or actual performance (work achievement or actual achievement achieved by a person). The definition of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Anwar Prabu Mangkunegara, 2001:67).
Performance is the result of work that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities in order to achieve the goals of the organization concerned legally, without violating the law, and in accordance with morals and ethics (Suradji 2003: 2).

Entrepreneurs

The term entrepreneur has many words that are often interpreted the same, namely entrepreneur, businessman, entrepreneur, technopreneur, social technopreneur, entrepreneur, trader, merchant, an entrepreneur, which refer to words from English. namely entrepreneur, which means trying or trying independently, especially referring to someone who is trying or opening a new business. In theory, entrepreneurship is a process in which a person can create something new and different that can be of added value and useful to people and society by implementing a strategy of analysis, imitation, and modification (McClelland in Trang, 2016).

HYPOTHESES AND RESEARCH MODELS

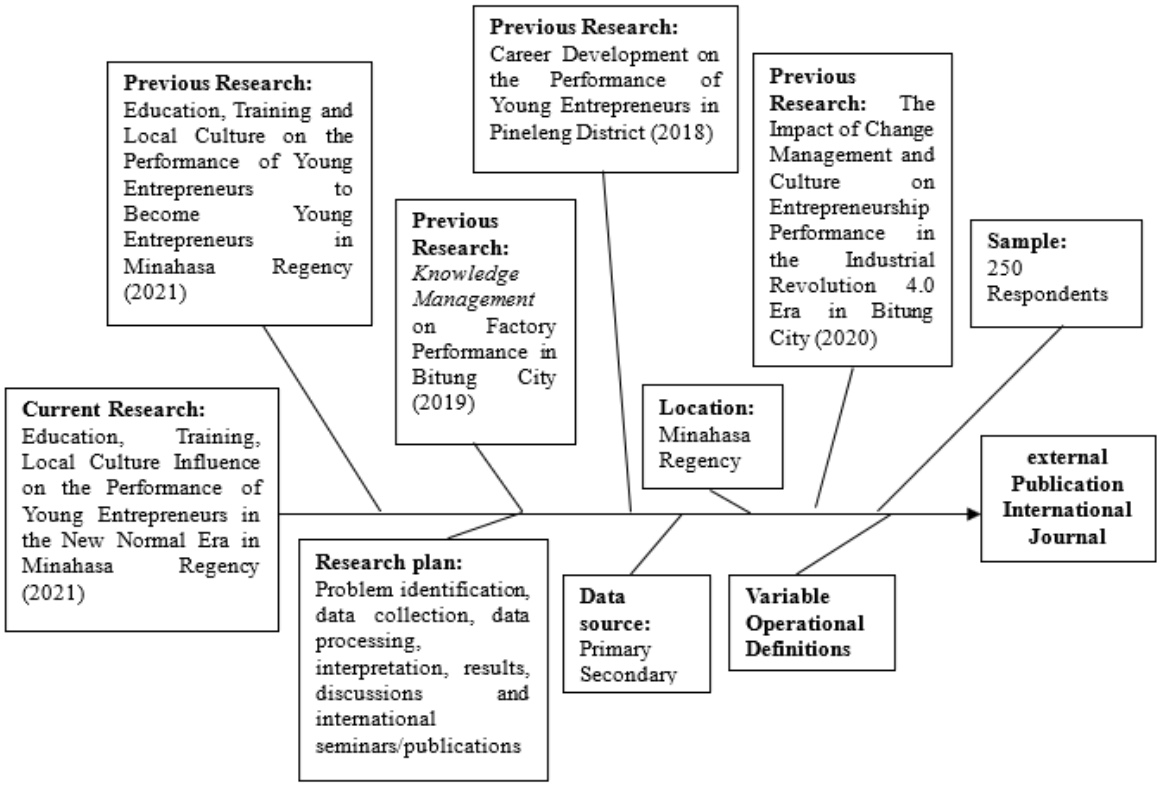


Source: Research, (2021)

RESEARCH METHODOLOGY

This research method is equipped with a research flowchart that describes what has been implemented and achieved previously according to the higher education research roadmap, as shown in the image below.

Research Flow Chart



Based on the flowchart above, this study applied a survey method using a research instrument in the form of a questionnaire consisting of a number of structured questions or statements. This research is located in Minahasa Regency, North Sulawesi Province. The choice of research location was based on the number of young entrepreneurs who were still in their productive

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years, fresh graduates, motivated, and highly enthusiastic. The population is the total of the research subjects. In this study, the population that became the subject were young entrepreneurs in Minahasa Regency. The sample is part of the total population and the characteristics possessed by that population. Samples taken from the population must be truly representative so that the conclusions obtained from the research can be applied to the population (Sugiyono, 2013). The population in this study is estimated to be all young entrepreneurs who are of productive age in Minahasa Regency. Furthermore, the sampling technique used was a saturated sample where the entire population was sampled, with the sample criteria being that the respondents were all young entrepreneurs in Minahasa Regency.

The measurement instrument in this study uses instruments specifically designed to measure the cognitive level of a person (psychometric instruments). This instrument is based on the theory of planned behavior (TPD) developed by Ajzen (Mintardjo, 2010). The questions on the AIK use a Likert scale type, namely a 5-point Likert scale, which, according to Nunnally (1978), makes multi-item scales more reliable than single-type scales (single-item scales). The 5-point Likert scale generally ranges from 1 to 5, namely: (1) Strongly disagree; (2) Disagree; (3) neutral; (4) Agree; (5) Strongly agree. The operational definition is the translation of research variables into dimensions, indicators, items, or points so that the dimensions of these variables can be known. The operational definition of this research is:

Education is an experiential process. Because life is growth, education means helping humans' inner growth without being limited by age. The growth process is the process of adjusting to each phase and increasing skills in one's development through education. Educational indicators adapted from Heijerrahman and Suad Husnan (2002):

1. goal factor
2. Educator factor
3. tool factor

Training is any effort to improve worker performance on a particular job. Which is being responsible, or a job that is related to his job (Gomes 2003:197).
According to Hasibuan (2005:66), training indicators include:

1. Coach
2. Training method
3. Training facilities
4. Training time

Local Culture is a system of shared meaning held by people who live in a business environment that then distinguishes one business environment from another (Robbins, 2006:721).

Local Culture Indicator:

1. Innovation and risk-taking
2. Attention to detail
3. Result orientation
4. People orientation
5. Team orientation
6. Aggressiveness

7. Stability

Young Entrepreneur Performance is the result of work in quality and quantity achieved by an entrepreneur in carrying out his duties in accordance with the responsibilities given to him (Anwar Prabu Mangkunegara 2009: 67).

Young Entrepreneur Performance Indicators, according to Robinson (2006):
1. Quality
2. Quantity
3. Punctuality
4. Effectiveness
5. independence

Multiple linear regression is an appropriate analytical method when the research involves one dependent variable that is thought to be related to one or more independent variables. The aim is to estimate changes in response to the dependent variable based on several independent variables (Hair et al., 1995; Yamin and Kurniawan, 2009). The multiple linear regression analysis model used to test the hypothesis is as follows:

$$\mathbf{V = b0 + \grave{u}1X1 + \grave{u}2X2 + \grave{u}3X3 + It}$$

Information:
b0 = Constant
E1 = regression coefficient for x1
E2 = regression coefficient for x2
E3 = regression coefficient for x3
H = standard error
Y =Young Entrepreneur Performance
X1 =Education
X2 =Training
X3 =Local Culture

RESULTS

Description of the Research Object

Minahasa Regency is one of the regencies in the province of North Sulawesi, Indonesia. The district capital is located in Tondano. This regency has an area of 1,025.85 km2. On February 25, 2003, the Minahasa Regency was divided into Minahasa Regency, South Minahasa Regency, and Tomohon City based on Law No. 10/2003. On December 18, 2003, the Minahasa Regency was split again into Minahasa Regency and North Minahasa Regency based on Law No. 33/2003.

Minahasa Induk Regency currently consists of 25 sub-districts, namely:
1. East Lembean district
2. East Tombariri district
3. West Kakas district
4. North Langowan district

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5. North Kawangkoan district
6. Langowan Selatan District
7. Tombariri district
8. West Tompaso district
9. South Tondano District
10. East Tondano district
11. Sonder district
12. West Langowan district
13. Kaka's district
14. Pineleng District
15. Eris district
16. Remboken district
17. Kawangkoan district
18. East Langowan district
19. Tombulu district
20. Kombi district
21. North Tondano district
22. West Tondano district
23. Mandolang district
24. Tompaso District
25. West Kawangkoan district

The capital city of Minahasa Regency is Tondano, with an area of 4,626 km2. The current population in Minahasa district is ± 342,110 people. The administrative division includes 25 districts. Currently led by Regent Dr. Ir. Royke Octavian Roring, M.Si., and Deputy Regent Robby Dondokambey, S. Si., Minahasa Regency has one State University, namely Manado State University (UNIMA), Tounsaru Tondano Selatan Blue Campus, and one Private College, namely the Pineleng Seminary School of Philosophy. In terms of education, the City of Tondano has eight Senior High Schools (SLTA); in several cities and sub-districts, there are an average of only two to three High schools; and then there are also SLA (Adventist Advanced Schools), which are very famous for the Sabbath Day in the holy book and are the only Adventist Advanced school. Next, talking about art and sports, there are famous artists like JE. Tatengkeng, Mr. Dajoh, Yessy Wenas, Maya Rumantir, Chintya Maramis, and Angel Karamoy. In the field of art, a male and female contest between Se-Minahasa Waraney and Wulan Minahasa was held. The Football Club in this area is named Persmin. famous football players from Minahasa, such as Ronny Pangemanan and Yopie Lumoindong (Tondano) at PSM Makassar, and so on.

Characteristics of Respondents

Respondents Based on Gender:

No	Gender	Amount	Percentage
1	Men	141	56,4
2	Woman	109	43,6
Total		250	100%

Source: SPSS 2021 Data Processing

There were 141 male respondents with a percentage of 56.4% and 109 female respondents with a percentage of 43.6%. The data shows that the majority of respondents are male.

Respondents Based on Ushe Respondent:

No	Age	Amount	Percentage
1	< 20 years	82	32,8
2	20-25 years	107	42.8
3	25- 30 years	37	14,8
4	> 30 years	24	9,6
Total		250	100%

Source: Data Processing, 2021

From the age table of the respondents above, it can be seen that the highest respondents are aged between 20 and 25 years, as many as 107 respondents (42.8%), and at least aged> 30 years, as many as 24 respondents (9.6%).

Respondents Based on Education Level:

No	Education	Amount	Percentage
1	Elementary-Junior High School	30	12
2	SMA/SMK	145	58
3	Diploma/Bachelor Degree	70	28
4	Other	5	2
Total		250	100%

Source: Data Processing, 2021

From the education table of the respondents above, it can be seen that the majority of respondents had high school or vocational school education (as many as 145 respondents, or 58%) followed by diploma or bachelor's educated respondents (as many as 70 respondents, or 28%), and elementary-junior high school education (as many as 30 respondents, or 12%).

Respondent's Occupation:

No	Work	Amount	Percentage
1	Government employees	56	22,4
2	Private sector employee	24	9,6
3	Entrepreneur / Entrepreneur	61	24,4
4	Farmer/Livestock/Worker	30	12
5	Professionals (doctors, priests/priests, etc.)	5	2
6	Student/Student	42	16,8
7	Other	32	12,8
Total		250	100%

Source: Data Processing, 2021

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From the education table of the respondents above it can be seen that the highest number of respondents with jobs as entrepreneurs/entrepreneurs as many as 61 respondents or 24.4%, followed by the lowest are professionals as many as 5 respondents (2%)

Validity and Reliability Test

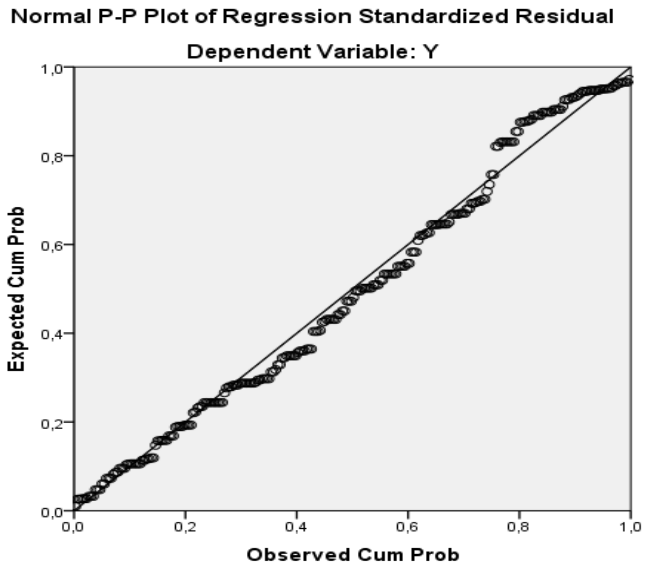
Before the research data can be processed for multiple linear regression analysis, the research instrument needs to be tested for its validity and reliability. Table 5.5 below is a test of the validity and reliability of the study.

Variable	Statement	Pearson Correlation	Sig	Status	Cronbach Alpha	Status
EDUCATION (X1)	X1.1	0.842	0.000	Valid	0.926	Reliable
	X1.2	0.911	0.000	Valid		
	X1.3	0.919	0.000	Valid		
TRAINING (X2)	X2.1	0.748	0.000	Valid	0.852	Reliable
	X2.2	0.925	0.000	Valid		
	X2.3	0.860	0.000	Valid		
	X2.4	0.749	0.000	Valid		
LOCAL CULTURE (X3)	X3.1	0.881	0.000	Valid	0.953	Reliable
	X3.2	0.971	0.000	Valid		
	X3.3	0.899	0.000	Valid		
	X3.4	0.886	0.000	Valid		
	X3.5	0.899	0.000	Valid		
	X3.6	0.886	0.000	Valid		
	X3.7	0.913	0.000	Valid		
YOUNG ENTREPRENEUR PERFORMANCE (Y)	Y1.1	0.901	0.000	Valid	0.949	Reliable
	Y1.2	0.946	0.000	Valid		
	Y1.3	0.905	0.000	Valid		
	Y1.4	0.909	0.000	Valid		
	Y1.5	0.912	0.000	Valid		

Source: Processed Data Results, 2021

Based on the table above, it shows that all statement items for variables are valid because the average calculated r value obtained is higher than the critical value (> CR) of 0.30. Based on the table above, it can be seen that the significant value for each statement is <alpha, namely 0.05, so it can be concluded that each statement is said to be valid. Cronbach's alpha value for each statement is > 0.6, so it can be concluded that each statement is said to be reliable.

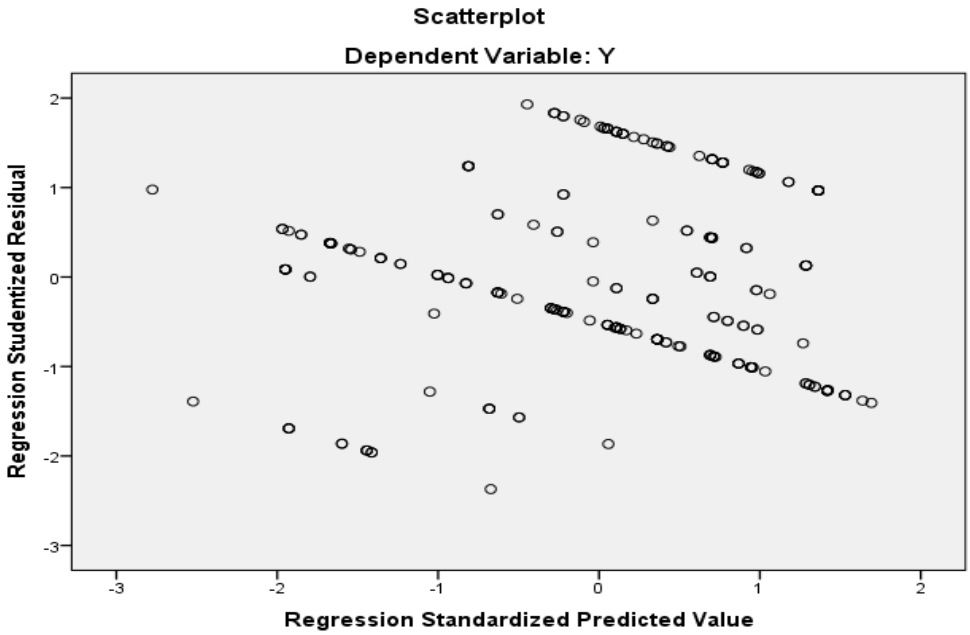
Classical Assumption Test
Normality Test:



Source: Processed Data Results, 2021

Figure 5.1 shows that the PP Normal graph of Regression Standardized Residual illustrates the distribution of data around the diagonal line, and the distribution follows the direction of the diagonal line of the graph, so the regression model used in this study fulfills the assumption of normality.

Classical Heteroskesdastis Assumption Test:



Source: Processed Data Results, 2021

URL: http://dx.doi.org/10.14738/abr.119.15396

Figure 5.2 The Scatterplot graph displayed for the heteroscedasticity test shows points that spread randomly, and no clear pattern is formed. In the distribution, the points spread below and above the number 0 on the Y axis. This indicates that there is no heteroscedasticity in the regression model, so the regression model is feasible to use to predict the Young Entrepreneur Performance variable (Y).

Multicollinearity Classical Assumption Test:

Model	Collinearity Statistics	
	tolerance	VIF
(Constant)		
Education	,975	1.026
Training	,944	1.059
Local Culture	,968	1.033

Source: Processed Data Results, 2021

Based on the results above, it can be seen in the output coefficient model that there are no multicollinearity symptoms if the VIF value is 10. The calculation results produce VIF values for Education (X1), Training (X2), and local culture (X3) below 10, so it can be concluded that there were no symptoms of multicollinearity in the regression model.

Multiple Linear Regression Analysis

Based on the results of calculations using the SPSS program, as shown in the table below, it can be seen that the regression model obtained is:

Model	Unstandardized Coefficients	
	B	std. Error
1 (Constant)	10.331	1,867
Education	,223	.065
Training	,398	.058
Local Culture	, 193	.050

Source: Processed Data Results, 2021

Regression Equation:

$$Y = 10.331 + 0.223\ X1 + 0.98\ X2 + 0.193\ X2 + e$$

Illustrating that the independent variables (independent) of Education, training, and Local culture are in the regression model, it can be stated that if one independent variable change by 1 (one) and the other is constant, then the change in the dependent variable (dependent) Young Entrepreneur Performance (Y) is equal to the value coefficient (b) of the value of the independent variable.

A constant (α) of 10.331 means that if Education (X1), Training (X2), and Local Culture (X3) simultaneously or together do not change or equal zero (0), then the magnitude of Young Entrepreneurial Performance (Y) is 10.331.

If the value of b1, which is the regression coefficient of Education (X1), is 0.223, which means it has a positive influence on the dependent variable (Y), it means that if the Education variable (X1) increases by 1 unit, then Young Entrepreneurial Performance (Y) will also increase by 0.223 units, assuming other variables remain constant.

If the b2 value, which is the regression coefficient of Training (X2), is 0.398, which means it has a positive influence on the dependent variable (Y), it means that if the Training variable (X2) increases by 1 unit, then Young Entrepreneurial Performance (Y) will also increase by 0.398 units, assuming other variables are fixed or constant. This variable is the one that has the highest influence on young entrepreneurs Performance compared to the other two variables.

If the b3 value, which is the regression coefficient of Local Culture (X3), is 0.193, which means it has a positive influence on the dependent variable (Y), it means that if the Local Culture variable (X3) increases by 1 unit, then Young Entrepreneurial Performance (Y) will also experience an increase of 0.193 units, assuming other variables remain constant.

5.1.6 Correlation Coefficient (R) and Coefficient of Determination (R2)

Summary modelb					
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	, 467a	,218	,209	2,295	1,429
a. Predictors: (Constant), X3, X1, X2					
b. Dependent Variable: Y					

Source: Processed Data Results, 2021

Based on the results of calculations using the SPSS 23 program as shown in the table above, it can be seen that the resulting R value is 0.467, meaning that there is a strong relationship. The R square value is 0.218, or 21.8%. This means that the influence of all independent variables (education, training, and Local culture) on the independent variable Young Entrepreneurial Performance is 21.8%, and the remaining 0.782, or 78.2%, is influenced by other variables.

Hypothesis Testing

The formulation of the hypothesis tested with a significance level used in this study is 5%, or α = 0.05, and the results of testing the hypothesis are as follows:

Test F

In the table below, you can see the F test to test all the effects of the independent variables where Education (X1), Training (X2), and Local Culture (X3) will affect the Young Entrepreneur Performance variable (Y).

F	Sig.
22,899	,000b

Source: Processed Data Results, 2021

The results of the regression analysis using SPSS 23 obtained a significant p-value of 0.000 <0.05. It can be concluded that H0 is rejected or Ha is accepted, which means that Education,

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training, and Local Culture together have a significant effect on young entrepreneurs' performance.

Test T

The t test is used to test the significance of the effect of the independent variables on the dependent variable in the resulting regression model. Then the t test is used to test each independent variable against the dependent variable.

Model	t	Sig.
1 (Constant)	5,534	,000
Education	3,425	,001
Training	6,902	,000
Young Entrepreneur Performance	2,849	,006

Source: Processed Data Results, 2021

The results of the t test in Table 5.10 show that Education significance (X1) p-value = 0.001 < 0.05, so it can be concluded that Ha is accepted and rejects H0, or Education (X1) has a significant effect on Young Entrepreneurial Performance (Y).

In the results of the t test in Table 5.10, it can be seen that the significance of Training (X2) is p-value = 0.000 <0.05, so it can be concluded that Ha is accepted and rejects H0, or Training (X2) has a significant effect on Young Entrepreneurial Performance (Y).

The results of the t test in Table 5.10 show that the significance of Local Culture (X3) (p-value = 0.001 <0.05) can be concluded that Ha is accepted and rejects H0 or Local Culture (X3) has a significant effect on Young Entrepreneur Performance (Y).

DISCUSSION

The Influence of Education, Training, and Local Culture on the Performance of Young Entrepreneurs

Education, local culture, and Training are the ways in which someone perceives being able to improve their performance in their business. This is evidenced by the existence of research results that show that these three variables simultaneously influence and have a significant positive impact on increasing the performance of Young Entrepreneurs. Education, training, and Local Culture, if considered, contribute positively to improving the performance of young entrepreneurs in the Minahasa district, so the central or regional government should pay attention to these three factors so that they can increase national economic growth in general and regional economic growth specifically in the new normal era during the Pandemic. COVID-19 at the moment

The Influence of Education on the Performance of Young Entrepreneurs

Education is the perception of a person as a valuable asset to be used as a provision for someone to do business or personal business, whether the perception of doing business is positive or negative. The role of education is important in motivating someone to have the capacity and ability to support the performance of today's young entrepreneurs. The importance of education was found in the results of this study of respondents in Minahasa Regency, who were

taken from 250 respondents spread across 25 sub-districts in Minahasa Regency. Based on the results of the study, it was found that community education in Minahasa Regency was positive and had a significant effect on improving entrepreneurial performance. This, of course, can be seen from various supporting indicators such as the existence of the goal factors that have been set, the educational factors that support the systematic education, and the tool factors that support the education, so that education is an asset and is one of the determining factors in improving the performance of young entrepreneurs in the current new normal era.

The Effect of Training on the Performance of Young Entrepreneurs

Training is the perception of a person as a valuable asset to be used as a provision for someone to do business or personal business, whether the perception of doing business is positive or negative. The role of training is important in motivating someone to have the capacity and ability to support the performance of today's young entrepreneurs. The training consists of the trainers used, how to obtain training methods, the existence of adequate training facilities, and the effective and efficient use of training time.

The importance of training was found in the results of this study of respondents in Minahasa Regency, who were taken from 250 respondents spread across 25 sub-districts in Minahasa Regency. Based on the results of the study, it was found that training to become young entrepreneurs in Minahasa Regency was positive and had a significant effect on improving the performance of young entrepreneurs in Minahasa Regency in the current new normal era. This means that views from the surrounding environment encourage or motivate someone to take part in various kinds of training to become a young entrepreneur. In this study, training is also the most dominant variable influencing the performance of young entrepreneurs, which indicates that training is the most important variable.

The Influence of Local Culture on the Performance of Young Entrepreneurs

Local culture is a mirror and system of shared meaning held by people who live in a business environment that then distinguishes one business environment from another. The local culture of an area will determine the progress of a business environment due to the business competition that exists in that area with other regions. The importance of the role of Local Culture was found in the results of this study of respondents in Minahasa Regency, who were taken from 250 respondents spread across 25 Districts in Minahasa Regency. Based on the results of the study, it was found that the role of local culture in the community in Minahasa Regency is positive and has a significant effect on improving the performance of young entrepreneurs in Minahasa Regency. existing in an area, application Innovation and risk-taking in an area, attention to detail by local government, results orientation, people orientation, team orientation, aggressiveness, as well as cultural stability in an area

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