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Analysis of Factors Affecting The Self-Efficacy of Entrepreneurs in The Young Agricultural Entrepreneur Development Program (PWMP) at The Agricultural Development Polytechnic of Medan

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ABSTRACT

The Ministry of Agriculture is committed to producing millennial farmers to regenerate farmers in Indonesia. The Young Agricultural Entrepreneur Development Program (PWMP) invites the younger generation to choose a profession as a young entrepreneur in the agricultural sector. One of the determining factors for a person's success in doing something is self-confidence or self-efficacy. Self-confidence or self-efficacy is a person's belief in their ability to do and complete something. This study uses a quantitative descriptive research method. The population of this study was 185 entrepreneurs with a purposive sampling determination of 75 entrepreneurs. The data collection technique in this study was interviews and questionnaires. The data analysis technique used a Likert scale and multiple linear regression tests. The results showed that the self-efficacy of entrepreneurs in the PWMP Program was relatively low, namely 46.97 percent. The lowest self-efficacy indicator is the belief in completing various tasks and responsibilities in managing their business at 46.52 percent. The results of multiple linear regression tests show that entrepreneurial experience and business turnover have a positive and significant effect on entrepreneurial self-efficacy. Age factors do not have a significant effect on entrepreneurial self-efficacy. For entrepreneurial self-efficacy to increase, entrepreneurial experience is needed. In addition, it is necessary to provide special material on strategies for increasing business turnover in the implementation of Technical Guidance for PWMP Program participants.

1. INTRODUCTION

Indonesia is an agricultural country that geographically has great potential in the agricultural sector. The large potential of the agricultural sector means that the majority of Indonesian people work as farmers. Farmers should be able to live prosperously and prosperously because they are supported by fairly large and promising agricultural land. However, in reality, the majority of farmers in Indonesia still do not live a prosperous life (Arifah et al., 2023). Farmers can improve their welfare by developing the existing agricultural sector and also supported by the use of technology and information in their agricultural businesses (Efrida et al., 2023). The government, through the Ministry of Agriculture, also continues to strive to improve the welfare of farmers, namely by branding the agricultural sector. This commitment is outlined in the 2020-2024 National Medium Term Development Plan (RJPMN) targeting 2.5 million new millennial farmers in Indonesia. According to Aziza et al., (2022) stated that currently Indonesia really needs millennial farmers who have potential and are supported by knowledge and understanding in mastering information technology. Apart from that, millennial farmers also have the potential to develop a wider agricultural business network so that they can support the development of the agricultural sector and improve the national economy. The existence of millennial farmers who represent successful young farmers who have the understanding and ability to access markets can be used as an attraction for the younger generation so that they are interested in getting involved in the agricultural sector (Widianto & Salawati, 2023).

The Agricultural Extension and Human Resources Development Agency (BPPSDMP) has established the Agricultural Young Entrepreneur Development Program (PWMP). The PWMP program aims to produce young entrepreneurs who have knowledge and understanding of entrepreneurship and have an innovative spirit in the agricultural sector. This program is also designed to develop and improve the entrepreneurial skills of young entrepreneurs as well as empowerment activities for the younger generation so that they can take advantage of the enormous potential that exists in the agricultural sector. Apart from that, with the PWMP Program it is hoped that it can build awareness, growth, development and independence of the younger generation in entrepreneurship in the agricultural sector. The younger generation can develop existing potential and business opportunities so that they can ultimately become job creators in the agricultural sector (Apriliani et al., 2024). An entrepreneur's ability to build awareness, growth, development and independence in entrepreneurship is also influenced by his or her own efficacy. According to Prayoga & Laily, (2022) states that an entrepreneur who has high self-efficacy can help and encourage himself in realizing the business goals that have been set.

Self-efficacy is a person's belief in their ability to do something with self-control (Hermansyah, 2022). According to Bandura, (1997) Self-efficacy is a description of a person's belief in their abilities that the person is able to do something according to what is needed so that they can achieve success. A behavior that will be carried out when someone tries to realize their goals is greatly influenced by the existence of self-efficacy within themselves (Maryadi, 2021). Bandura, (1997) suggests that there are three dimensions of

self-efficacy, namely : (1) level of difficulty (magnitude) refers to a condition that describes a person's confidence in their ability to complete a difficult task. A person will act to choose something that is considered capable and avoid something that is considered incapable. (2) strength refers to a person's self-confidence which remains strong in achieving its goals even though the person is faced with various difficulties. (3) generality refers to a person's self-confidence that the person is capable of carrying out and completing various tasks and responsibilities.

Entrepreneurs feel confident that they will be successful in entrepreneurship because they have tried or have experience in completing something in their business. Apart from that, the number of successful entrepreneurs can also increase an entrepreneur's confidence in being successful in entrepreneurship. This is in line with research conducted by Shelda & Handayani (2020) which states that successful experiences from other people can shape a person's self-efficacy through the process of changing a person's abilities with a role model who serves as an example for himself. The existence of self-efficacy is very important for an entrepreneur because having high self-efficacy can encourage entrepreneurs to complete various tasks and difficulties that are often faced in managing a business.

When viewed from the context of PWMP Program entrepreneurs, the self-efficacy of PWMP Program entrepreneurs is still relatively low due to a lack of social support from those closest to them. The family as the closest person wants the PWMP Program entrepreneur to work and earn a steady income like a clerk and employee rather than becoming an entrepreneur. Apart from that, the large number of PWMP Program entrepreneurs whose businesses are no longer running also has an impact on the formation of entrepreneurial self-efficacy. This condition makes entrepreneurs unmotivated to become successful entrepreneurs because there are no entrepreneurs who can serve as role models. Therefore, it is important to carry out research related to the self-efficacy of entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic. This research aims to determine and analyze the self-efficacy of entrepreneurs in the PWMP Program and analyze the factors that influence the self-efficacy of entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic. It is hoped that the results of this research can provide useful information to increase entrepreneurs' self-efficacy through training related to the formation of entrepreneurs' self-efficacy in the PWMP Program at the Medan Agricultural Development Polytechnic.

2. RESEARCH METHODS

This research was conducted in January - July 2024 at the business location of the PWMP Program alumni of the Medan Agricultural Development Polytechnic. The research method used is quantitative descriptive. The research population is entrepreneurs who joined as PWMP participants at the Medan Agricultural Development Polytechnic in 2021-2023, totaling 185 entrepreneurs. The sampling technique was carried out using a purposive sampling method in accordance with predetermined criteria, namely the PWMP Program participants who were alumni of the Medan Agricultural Development Polytechnic numbering 75 entrepreneurs. The data collection technique was carried out by distributing

questionnaires and interviews to PWMP Program participants, alumni of the Medan Agricultural Development Polytechnic for 2021-2023. Test the validity and reliability of the research questionnaire using Pearson Product Moment correlation. The data analysis technique for the first objective uses descriptive results from Likert scale measurements by scoring. The second objective uses multiple linear regression analysis. Before carrying out the multiple linear regression test, the classical assumption test is first carried out including the normality test, multicollinearity test, heteroscedasticity test, linearity test and then the multiple linear regression test. The framework for this research can be seen in Figure 1.

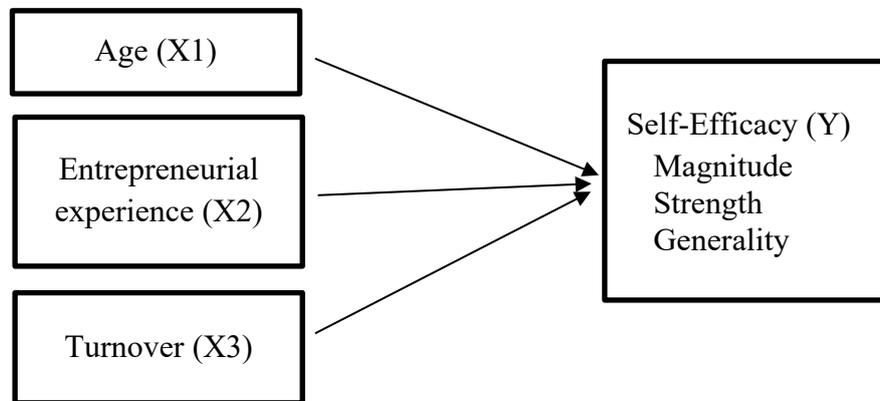


Figure 1. Framework of Thought

Based on Figure 1, it is known that the framework for drawing each variable of age (X1), entrepreneurial experience (X2) and turnover (X3) will be tested for influence analysis. The influence analysis test is carried out between variable X individually on variable Y and all variables X together on variable Y.

3. RESULTS & DISCUSSION

3.1. General Description of the PWMP Program at the Medan Agricultural Development Polytechnic

The Young Agricultural Entrepreneur Development Program (PWMP) is implemented through several stages. The process begins with the preparation stage, including the formation of an implementation team at the Medan Agricultural Development Polytechnic. Furthermore, this program was socialized to alumni of the Medan Agricultural Development Polytechnic who were potential participants. PWMP participants are alumni who have passed the selection, prepared a business plan, and received recommendations from the Medan Agricultural Development Polytechnic. The PWMP program itself consists of four stages, namely: awareness and growth, development, independence, and incubation. After participants are declared to have passed, they are required to submit business reports periodically, either monthly or annually, in accordance with the agreement with their supervisor.

Table 1. Characteristics of Respondents

No.	Classification	Frequency(Person)	Percentage (%)
1	Gender		
	Man	53	70
	Woman	22	30

2	Age (years)		
	16-27 Years	73	98
3	28-37 Years	2	2
	Entrepreneurial experience (years)	50	67
	0.5 - 2 Years	12	16
	2.1 – 3.5 Years	6	8
	3.6 – 5 Years	2	3
	5.1 – 6.5 Years	2	3
	6,6, - 8 Years	1	1
	8.1 – 9.5 Years	1	1
	9.6 – 11 Years	1	1
	11.1 – 12 Years		
4	Turnover (million)		
	< 300	75	100
5	> 300	-	-
	Business description		
	The business is running	32	43
	The business is not running	43	57
	Amount	75	100

Source: Primary Data Analysis (2024)

Based on Table 1 it is known that the majority of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic are 53 men (70 percent) while 22 female entrepreneurs (30 percent). The majority of PWMP Program entrepreneurs at the Agricultural Development Polytechnic are 73 people aged 16-27 years (98 percent) while 2 people aged 28-37 years are entrepreneurs (2 percent). Furthermore, the average PWMP Program entrepreneur has entrepreneurship experience of 0.5 – 2 years, namely 50 people (67 percent). According to Ananda & Fitri (2023) states that entrepreneurs who have been running a business for a long time will gain entrepreneurial experience so that when they are faced with the dynamics that occur, entrepreneurs tend to be able to easily adapt to these changes.

All PWMP Program entrepreneurs have generated turnover from managed businesses reaching < 300 million/year. According to Wilujeng et al., (2024) stated that obtaining business turnover is the goal of a business. Increasing business turnover can be done by increasing competence in managing business capital. Working capital is also a part that must be considered so that business operational activities are guaranteed continuity and sustainability. Currently, there are 32 PWMP Program businesses that are still running (43 percent) while there are 43 businesses that are no longer running (57 percent). This shows that most of the businesses managed by PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic are no longer running.

3.2. Analysis of Self-Efficacy of Entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic

The distribution results of the PWMP Program entrepreneur self-efficacy questionnaire at the Medan Agricultural Development Polytechnic are presented in Table 2

Table 2. Entrepreneurial Self-Efficacy of the PWMP Program at the Medan Agricultural Development Polytechnic

No	Indicator	Score Intervals	Average Achievement	Indicator Level (%)
1	Magnitude	1-70	2.37	47.45
2	Strength	1-30	2.32	46.58

3	Generality	1-45	2.32	46.52
	Amount		2.34	46.85

Source: Primary Data Analysis (2024)

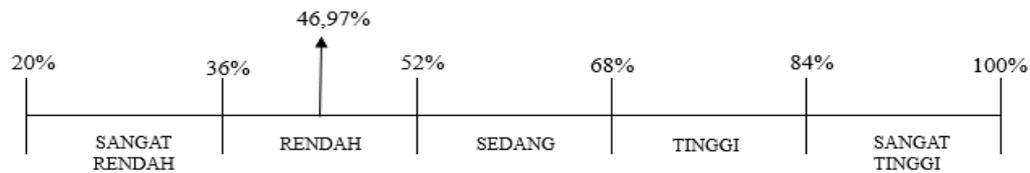


Figure 2. Continuum Line

Based on the results of the analysis, it is known that the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic is 46.85 percent (low). The lowest indicator of self-efficacy is confidence in completing various tasks and responsibilities in managing a business (generality) at 46.52 percent. This can be seen from the lack of ability of entrepreneurs to complete tasks and responsibilities in managing business production processes and changing marketing strategies quickly and according to the dynamics that occur. Apart from that, the low self-efficacy of PWMP Program entrepreneurs is due to the limited experience that entrepreneurs have in managing a business. This limited experience has an impact on his ability to make the right decisions in running a business.

PWMP Program entrepreneurs are not used to dealing with various problems or difficult situations so that entrepreneurs are unable and unprepared to face unexpected business situations. According to Aini & Widyaffendi (2019) An entrepreneur's self-efficacy can influence the quality of his performance in realizing business goals. In line with this, according to Aprilianti & Abidin (2021) believes that the difficulty of entrepreneurs in improving and developing managed businesses is the impact of the entrepreneur's low self-efficacy. The worst impact of low entrepreneurial self-efficacy is that the managed business fails. Furthermore, the low self-efficacy of PWMP Program entrepreneurs is due to the large number of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic whose businesses are no longer running.

Based on the data obtained, it is known that of the 75 PWMP Program businesses at the Medan Agricultural Development Polytechnic, there are 43 businesses that are no longer running. According to Bandura (1997) states that the formation of a person's self-efficacy, either high or low, is due to, among other things, observing other people's experiences (vicarious experience). The large number of businesses that are no longer running makes entrepreneurs tend to feel less optimistic about running their businesses. This is also supported by research Shelda & Handayani, (2020) which states that experiences from other entrepreneurs can shape an entrepreneur's self-efficacy. Based on the results of interviews conducted with research respondents, it is known that PWMP Program entrepreneurs do not receive enough support from their families as the people closest to them in running their business. The majority of parents want their children to have jobs with a steady

income, such as Civil Servants (PNS), employees and so on. This condition also causes low self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic. According to Prasetyaningsih et al., (2022) Family support contributes to the formation of a person's self-efficacy. According to Rosdianto (2023), family involvement in providing support to entrepreneurs has a good impact on entrepreneurs. Having support from the family for him in running a business makes entrepreneurs more motivated to become entrepreneurs.

3.3. Analysis of Factors that Influence the Self-Efficacy of Entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic.

The results of the analysis of factors that influence the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic can be seen in Table 2.

Table 3. Result Of Analysis Factors that influence the self-efficacy of PWMP Program

No	Variable	Coef. regression	tcount	Sig	Information
1	Age	0.390	0.242	,809	No significant effect
2	Entrepreneurial experience	2,678	2,192	0.032	Significant influence
3	Turnover	1,045	9,845	0,000	Significant influence
R			0.760		
R square			0.577		
Adjusted R square			0.559		
Constant			31,929		
Ftable			2.73		
Fcount table			32,313		
			1,993		

Source: Primary Data Analysis (2024)

To analyze the influence between the independent variable and the dependent variable, multiple linear regression equations can be used. The multiple linear regression equation in this research is as follows:

$$Y = \alpha + 0.390X_1 + 2.678X_2 - 1.045X_3 + e$$

a) Coefficient of Determination (R Square)

The coefficient of determination is a measure that shows the extent to which the independent variable can explain variations in the dependent variable. The results of the regression analysis obtained an R Square value of 0.577 or 57.7 percent. This shows that variations in the independent variables (age, entrepreneurial experience, and turnover) can explain 57.7 percent of the variations in the dependent variable. Meanwhile, the remaining 42.3 percent was influenced by other factors not included in this research model.

b) F Test (Simultaneous)

F Test Analysis (simultaneous) aims to determine the influence of all independent variables (X) together (simultaneously) on the dependent variable (Y). The results of multiple linear regression analysis obtained an F Count value of 32.313 > an Ftable value of 2.73, so H0 was rejected and H1 was accepted. This means that there is a significant influence of the

variables age, entrepreneurial experience, and turnover simultaneously on the self-efficacy of PWMP Program entrepreneurs.

c) t Test (Partial)

The t test was carried out to see the influence of the independent variable partially on the dependent variable. The strength of influence that occurs between each independent variable on the dependent variable is as follows:

The Influence of Age on Entrepreneurial Self-Efficacy in the PWMP Program at the Medan Agricultural Development Polytechnic

Based on the results of the regression analysis, it shows that age has no significant effect on the self-efficacy of entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic. It can be seen that the age variable has a t value of $0.242 <$ from a t table value of 1.993 and a significant value of $0.809 >$ from a significance level of 0.05 is obtained. Therefore, it can be concluded that H₀ is accepted and H₁ is rejected, so age does not have a significant effect on the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic. The results of this research are in line with research by Mulvaney, (2020) which states that age has no effect on a person's self-efficacy. This shows that the level of an entrepreneur's self-efficacy is not based on the entrepreneur's age. This is also supported by data obtained in the field showing that entrepreneurs who have low self-efficacy are under 27 years old and there are those over 27 years old. Therefore, it can be said that young age is not a benchmark for low entrepreneurial self-efficacy and old age is also not a benchmark for high entrepreneurial self-efficacy.

The Influence of Entrepreneurial Experience on the Self-Efficacy of Entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic

Based on the results of the regression analysis, it shows that entrepreneurial experience has a significant effect on the self-efficacy of entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic. It can be seen that the entrepreneurial experience variable has a t value of $2.192 >$ from a t table value of 1.993 and a significant value of $0.032 <$ from a significant level of 0.05 is obtained. . Therefore, it can be concluded that H₀ is rejected and H₁ is accepted, then entrepreneurial experience has a positive and significant effect on the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic. The regression coefficient for the entrepreneurial experience variable is 2.678, meaning that for every one unit increase in the value of entrepreneurial experience, the entrepreneur's self-efficacy increases by 2.678 provided that the age and turnover variables are constant or 0. This shows that the more entrepreneurial experience, the higher the PWMP Program entrepreneur's self-efficacy. Conversely, the less entrepreneurial experience, the lower the self-efficacy of PWMP Program entrepreneurs.

The results of this research are in line with research by Syandianingrum & Wahjudi, (2021) that with the amount of experience one has, one tends to increase one's self-confidence in one's abilities. A person is confident that with his abilities, he is able to face and resolve the various obstacles he faces. The large amount of experience that PWMP Program entrepreneurs have in entrepreneurship can increase their knowledge and skills in

managing a business so that when faced with difficulties or problems, entrepreneurs are better prepared and more confident in their abilities to face these difficulties or problems. However, if the entrepreneur does not have much experience, the entrepreneur tends to be unprepared to face difficulties or problems because of his lack of knowledge and ability to manage the business.

The Effect of Turnover on the Self-Efficacy of Entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic

Based on the results of the regression analysis, it shows that turnover has a positive and significant effect on the self-efficacy of entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic. It can be seen that the turnover variable has a t value of 9,845 > from a t table value of 1.993 and a significant value of 0.000 < from a significance level of 0.05 is obtained. . Therefore, it can be concluded that H_0 is rejected and H_1 is accepted, then turnover has a significant effect on the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic. The regression coefficient for the turnover variable is 1.045, meaning that for every one unit increase in turnover value, the entrepreneur's self-efficacy increases by 1.045 provided that the age and entrepreneurial experience variables are constant or 0. This shows that the higher the turnover obtained by the entrepreneur, the higher the entrepreneur's self-efficacy. PWMP Program. On the other hand, the lower the turnover obtained by entrepreneurs, the lower the self-efficacy of PWMP Program entrepreneurs. The results of this research are in line with research conducted by Gultom et al., (2024); Alfian & Andriansyah (2022) which states that income has a positive and significant effect on self-efficacy.

Based on the data obtained, it is known that the majority of PWMP Program entrepreneur turnover at the Medan Agricultural Development Polytechnic is IDR 10,000,000/year. The low turnover obtained by entrepreneurs in a year has an impact on self-confidence in their abilities and entrepreneurs feel they have limited abilities, thereby limiting their motivation and efficacy to improve and develop their business. According to Syahrudin (2022) in his research stated that an entrepreneur will be more motivated when his business earns high income. When an entrepreneur earns a high income, his self-confidence will increase. This is because entrepreneurs feel more confident in their ability to manage and develop their business. The self-confidence that is formed because they have succeeded in obtaining a high income will encourage entrepreneurs to be braver in taking bigger business risks and brave in facing the various difficulties they face.

4. CONCLUSION & SUGGESTION

Based on the results of the data analysis obtained, a conclusion can be drawn, namely: the self-efficacy of entrepreneurs in the PWMP Program at the Medan Agricultural Development Polytechnic is in the low category, namely 46.97 percent. The lowest indicator of self-efficacy is confidence in completing various tasks and responsibilities in managing one's business (generality) at 46.52 percent. This shows that entrepreneurs' low confidence in their ability to manage their business has an impact on the ability of PWMP Program entrepreneurs to make the right decisions, their courage in taking risks and their

ability to face and resolve various business difficulties and obstacles. Apart from that, the factors that influence the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic are entrepreneurial experience factors and turnover factors, while the age factor does not influence the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic. The age factor does not have a significant effect on the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic. This shows that The entrepreneur's age does not have an impact on the formation of his or her self-efficacy. Young age is not a benchmark for low entrepreneurial self-efficacy and old age is also not a benchmark for high entrepreneurial self-efficacy.

Furthermore, the entrepreneurial experience factor has a positive and significant effect on the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic. This shows that PWMP Program entrepreneurs, when they have a lot of experience in entrepreneurship, tend to be more confident in their ability to manage their business and are able to face and resolve various difficulties in their business. Having a lot of experience makes entrepreneurs better prepared to run their business. Then, the turnover factor has a positive and significant effect on the self-efficacy of PWMP Program entrepreneurs at the Medan Agricultural Development Polytechnic. This shows that the business turnover obtained has an impact on the formation of entrepreneurs' self-efficacy. When business turnover is high, entrepreneurs tend to be more confident in their ability to manage the business. The suggestion from the results of this research is that the PWMP Program implementing committee at the Medan Agricultural Development Polytechnic can add entrepreneurial mental training activities that are oriented towards increasing self-efficacy in technical guidance activities for PWMP Program participants. It is hoped that these training activities can increase entrepreneurial experience so that it can encourage increased self-efficacy of entrepreneurs. Apart from that, it is necessary to provide special material regarding strategies for increasing business turnover in implementing technical guidance for PWMP Program participants at the Medan Agricultural Development Polytechnic:

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