

## ENTREPRENEUR MANAGEMENT IN GROWING THE ENTREPRENEURIAL SOUL OF STUDENTS

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### ABSTRACT

*One of the problems in Indonesia is the increasing unemployment as a result of the mindset that after graduating from Islamic boarding schools they are still confused about finding work, not creating jobs. As we all know, the development of the world era is increasingly modern and the competition will be even greater. Just to survive, there is no guarantee that all Islamic boarding school graduates will become scholars or kiai and can choose jobs in the religious field, so the students must be given other skills. such as life skills, before the students plunge into society. So, in addition to strengthening religious knowledge, faith and sharia in Islamic boarding schools, of course, it must be balanced with other general knowledge so that students also have competitive and competent qualities . The researcher aims to find out 1. To know entrepreneurship management at the Darussalam Puncak Siliragung Islamic boarding school, Banyuwangi 2. To know the supporting and inhibiting factors of entrepreneurship management at the Darussalam Puncak Siliragung Islamic boarding school, Banyuwangi . This study uses a qualitative approach with data collection techniques through interviews, documentation, and observation. Data analysis is adjusted to the acquisition of data based on objective reality. Data validation techniques, data presentation using triangulation, including: data triangulation, technical triangulation, and time triangulation. In this study it can be concluded as follows 1. The management of Darussalam Puncak Islamic Boarding School in Building the Entrepreneurship Spirit of Santri is carried out by carrying out 4 (four) management functions, namely planning, organizing, implementing and supervising. 2. Supporting the entrepreneurial management of the Darussalam Puncak Islamic Boarding School, namely team cohesiveness, involvement of caregivers, administrators, motivation of students and community support. while the inhibiting factors are facilities, lack of mentors and lack of funds. Keywords: Entrepreneurship Management, Islamic Boarding Schools, Student Entrepreneurs.*

### A. Introduction

One of the problems in Indonesia is the increasing increase in unemployment as a result of the mindset that after graduating from Islamic boarding school you are still confused about finding work, not creating jobs. As we know, developments in this world are increasingly modern and competition will be greater. Just to survive, there is no guarantee that all Islamic boarding school graduates will become ulama or kiai and can choose jobs in the religious field, so the students must be given other skills, such as life skills, before the students enter society. So, apart from strengthening religious knowledge, faith and sharia in Islamic boarding schools, of course it must be balanced with other general knowledge so that students also have competitive and competent qualities.

Developing creativity and innovation as a basis for school entrepreneurship is a new icon for school principals and the school community. School entrepreneurship is understood as a creative and innovative ability that is used as the basis for tips and resources to seek and exploit opportunities for success. As stated by Dharma & Akib (2009), the essence of school entrepreneurship is the ability of the principal and the school community to create something new, unique, different or meaningful (valuable) through creative thinking and innovative actions to create opportunities, space and money. Three of the four strategies for developing creativity and innovation are other than strategy Relevant minority influences applied in schools are elective strategies, power coercion strategies and participatory strategies. Kemal, I., & Hasibuan, RA (2017 )

Islamic boarding schools as one of the oldest educational institutions in Indonesia have an important role in introducing entrepreneurship to students. Islamic boarding school entrepreneurship

education is expected to be able to improve entrepreneurial abilities and skills and encourage students' interest in becoming entrepreneurs as one of the provisions in earning a living after studying at Islamic boarding schools. Islamic boarding school entrepreneurship is one of the stages of introduction to the world of business and one of the efforts to motivate students to be interested in the world of entrepreneurship as a provision to prepare themselves to face life in the future. Many students who become entrepreneurs while studying at Islamic boarding schools also offer many new job opportunities. If there are more job opportunities in society, it will reduce the unemployment rate in society.

But a Students especially students who are already his seniors usually not ashamed to do any work. Whether it's trading, being a farmer, a construction worker, a businessman, a company employee, etc. because a student is required to be ready to be anything when he or she goes into society and be a role model for those who don't study in the community, they can even be used as a role model by the general public as if that society puts them in their place. great hopes for a student, especially in the field of Islamic religion.

Entrepreneurial management is an effort to organize and control a business so that it is well organized. Being an entrepreneur means having the desire and ability to find an opportunity and evaluate that opportunity, gather the necessary resources and act to profit from that opportunity. They dare to take pre-calculated risks and like challenges with risks that will occur later. Entrepreneurs to believe and believe in your beliefs and abilities to make correct and careful decisions.

Skills that students must have to become entrepreneurs. Physical, mental and social health. In this case, entrepreneurs must have proactive techniques to solve various business problems, both in the form of

problems and other risks in entrepreneurship. To meet these needs, Islamic boarding schools should provide facilities for students to develop their skills or entrepreneurial talents. One of them with exists optimization of owned business units cottage boarding school . One of Islamic boarding school started develop potency economy through business units that is Cottage Darussalam Islamic Boarding School Puncak Siliragung Banyuwangi.

There is a need to handle and manage the economic potential of students at the Darussalam Islamic Boarding School Puncak Siliragung Banyuwangi through existing business units in it by making the business unit a learning medium and training for students in entrepreneurship. The Darussalam Puncak Islamic Boarding School is one of the boarding schools that implements a real work school for its students by providing existing Islamic boarding school business unit facilities, with the aim that in the future, when its students have graduated, they will have the capital to be independent and equipped with the skills to survive side by side with a community that does not all accept their existence. they. So not only are they equipped with religious knowledge but they are also educated to learn to work, the students will not be surprised when they return home what work they have to do and what skills they have because they already have experience at the boarding school, namely by participating in entrepreneurial activities.

Allah SWT says in the Koran, Surah Al Qasas verse 77

وَابْتَغِ فِيمَا آتَاكَ اللَّهُ الدَّارَ الْآخِرَةَ وَلَا تَنْسَ نَصِيبَكَ مِنَ الدُّنْيَا  
وَأَحْسِنْ كَمَا أَحْسَنَ اللَّهُ إِلَيْكَ وَلَا تَبْغِ الْفُسَادَ فِي الْأَرْضِ إِنَّ اللَّهَ لَا يُحِبُّ الْمُفْسِدِينَ

*Meaning: "And, seek what Allah has bestowed upon you (rewards) in the land of the afterlife, but do not forget your share in this world. Do good (to*

*others) as Allah has done good to you and do not cause harm on earth. Indeed, Allah does not like those who do damage."*

In the Darussalam Islamic Boarding School at the top of Siliragung Banyuwangi there are several economic business units including cottage cooperatives, furniture, goat farming, coffee production, BLK, photographer services and wooden souvenir making services. This business not only meets the needs of students but also sells to the general public. The Darussalam Islamic boarding school Puncak Siliragung Banyuwangi also has its own plantation area to meet the needs of the boarding school. The benefits of these financing efforts as a means of student learning also include improving the welfare of Islamic boarding schools. However, the financial efforts of the Darussalam Islamic Boarding School Puncak Siliragung Banyuwangi still have several obstacles. However, at the Darussalam Islamic Boarding School Puncak Siliragung, Banyuwangi, physical education is more intensive, while the others still receive less portions.

Apart from that, the financial efforts of Pondok Darussalam Puncak Siliragung Banyuwangi lack human resources (HR) because of the number of male students only a few students have potential and entrepreneurship. Lack of management skills is also an obstacle, both in terms of communication, analysis, management skills and other skills. The lack of management concepts also hinders the development of students' skills at the Darussalam Islamic Boarding School Puncak Siliragung Banyuwangi.

In order to be able to keep up with the increasingly rapid developments of the times, Islamic boarding schools really need entrepreneurial and entrepreneurial touches, so that all plans that have been made can be implemented and achieved in accordance with what

is needed in society. It is not only human resources that are the main thing, but Islamic boarding schools must also have the courage to apply the concept of entrepreneurship to support the entrepreneurial spirit of students. Islamic boarding school leaders or kyai must provide motivation regarding the entrepreneurial spirit of the students. So that the activities carried out can be accepted by the students and can become provisions for the future, especially after the students graduate from the Islamic boarding school, later they can apply it at home or in the community if they want to start a business they want to start at home.

The facilities and infrastructure of the business units owned by the Darussalam Islamic Boarding School Puncak Siliragung Banyuwangi can of course be maximized. Of course, there are still many other potentials that must be realized, honed, and can be developed economically, at least developing the business unit that is being run, so that it can increase the boarding school's income and be useful for students' entrepreneurial learning. Based on the initial analysis, researchers are interested in carrying out research entitled "Entrepreneurial Management of Islamic Boarding Schools in Cultivating the Entrepreneurial Spirit of Santri at the Darussalam Islamic Boarding School Puncak Siliragung Banyuwangi".

## B. Methodology Study

approach is qualitative research. Meanwhile, according to Sugiyono (2019: 18) qualitative research methods are research methods that are based on the philosophy of postpositivism, used to research the conditions of natural objects, (as opposed to experiments) where the researcher is the key instrument, data collection techniques are carried out in a triangulated (combined) manner. ), data analysis is inductive/qualitative, and qualitative research results emphasize the

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meaning of generalizations. According to other experts , qualitative research is research that aims to gain a deep understanding of human and social problems, not describing the surface part of reality as is done by quantitative research and positivism ( Gunawan, 2017: 85).

Researchers research about Management Entrepreneurship Boarding school In Growing the Entrepreneurial Spirit of Santri at Pondok Darussalam Puncak Siliragung Banyuwangi In 2023. An overview of the design in the field is that the sowan researcher first asked the Islamic boarding school administrators for permission to carry out research and directions, after that they carried out a field survey first to see the conditions in the environment regarding what was in the Islamic boarding school. Then look for accurate information with method do interview to chairman foundation , head boarding school and one of them Senior student then document activities in Islamic boarding schools the .

The method used to obtain primary data is the interview and observation method. Interviews can be conducted with the head of the workshop, front desk, spare parts department and observation activities which will then be processed by researchers.

As for analysis the data use Miles and Hubberman interactive that is : data reduction , data presentation and withdrawal conclusion .

### C. Results and Discussion

Based on the results of research and studies conducted by researchers regarding Management Entrepreneurship Boarding school In Growing the Entrepreneurial Spirit of Santri at Pondok Darussalam Puncak Siliragung Banyuwangi In 2023 you can concluded that Daru Islamic Boarding School Management , Greetings The Peak in Building the Soul Santri *Entrepreneurship* is implemented by carrying out 4 (four)

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management functions, namely planning, organizing, implementing and supervision. The types of activities held to build the *entrepreneurial spirit* of students at the Darussalam Islamic Boarding School Puncak Siliragung Banyuwangi are Puncak Coffee Business, Wood Carving Art and BLK Multimedia. The supporting factors in building the *entrepreneurial spirit* of students at the Darussalam Islamic Boarding School Puncak Banyuwangi are: team cohesion, involvement of administrators and caregivers in entrepreneurial activities, motivation of students and community support. Meanwhile inhibiting factors in building the *entrepreneurial spirit* of students in Islamic boarding schools Greetings Daru Peak Siliragung Banyuwangi , namely: limited financing , facilities and lack Guide .

### **1. Management Cottage Darussalam Puncak Islamic Boarding School Siliragung Banyuwangi**

#### **a. Planning in Building the *Entrepreneurial Spirit* of Santri in Dar Ussalam Islamic Boarding School Peak**

Planning is also a step to setting goals, policies, procedures, budgets and organizational programs. Planning in building the *entrepreneurial spirit* of students at the Pondok The Darussalam Puncak Islamic Boarding School was carried out by the Islamic Boarding School caretaker, the head of the Islamic boarding school together with the management through meetings and then produced several decisions as a form of mutual agreement. Next, prepare a report containing the programs that will be implemented in the short and long term, including the type of program, implementation objectives, person in charge, and the size of the budget required for each entrepreneurship program implemented at the Darussalam Puncak Islamic Boarding School.



Figure 1: SKN Darussalam peak

Statement the in accordance with opinion (Siagian, 1989:108) that Planning or what is called planning can reflect all activity procedures in the form of ideas and detailed determination of activities related to things planned to be implemented in the future in accordance with the goals that have been set. Also opinions from (Burhanudin, 1994:167) understanding that planning is an activity in making decisions about the goals to be achieved, what activities or efforts need to be taken to achieve these goals and who needs to carry out the various tasks.

From the statement above can concluded that the planning made in relation to building the *entrepreneurial spirit of students at the Darussalam Puncak Islamic Boarding School* is categorized as simple planning, because it only prepares the core aspects of entrepreneurial activities, such as the type of business that will be carried out, who is responsible for each each business activity, budget, coaching methods, number of students in each group.

b. Organizing in Building the Entrepreneurial Spirit of Santri at the Darussalam Puncak Islamic Boarding School

Management in building the *entrepreneurial spirit of students at Pondok Daru Assalam Islamic Boarding School Puncak* also

implements organizing stages. The organization carried out is said to be very simple because The organization here aims to group students so that they can carry out entrepreneurial activities alternately and according to schedule with their respective groups and by type entrepreneurship which interested by each student. Judging from the organizational structure of the Darussalam Puncak Islamic Boarding School so authority or responsibility in building the *entrepreneurial spirit* of students is the authority of the Islamic boarding school sector . Head of the Islamic boarding school division assigned to compile and groups students according to the entrepreneurial activities they are interested in Students. After selecting the students based on the type of entrepreneurial activity they are interested in, the students are then grouped into several groups and then given assignments in turns according to the schedule to carry out entrepreneurial activities according to their interests, for example carrying out wood carving activities, or carrying out peak coffee business activities at the Islamic Boarding School. Darussalam Puncak Siliragung Banyuwangi.

Statement the in accordance with opinion from (Terry, 1992: 82) means a process by grouping various activities to achieve certain goals based on the assignment of each group to a person called a manager. Likewise according to (Sutrisno, 2002:205) The organizing process has the aim of uniting and organizing the various resources needed, including human resources, with the aim of the desired work being carried out successfully. The organizing process is related to the implementation process of arranging formations to create connectivity between parts so that

harmony is achieved in order to achieve the desired common goals. Furthermore according to (Purwanto, 2001:15) provides a definition of organizing as a series of activities to organize and create work relationships between several individual so it's connected A integrity of efforts to achieve the goals to be achieved i .

c. Implementation in Building the Entrepreneurship Spirit of Santri in Darussalam Puncak Islamic Boarding School

Entrepreneurship Requiring experience, for example, direct practice in the field, the students of the Darussalam Puncak Islamic Boarding School carry out entrepreneurial activities on a daily basis and no less important in entrepreneurship, the students are guided and directed by the Pondok caretaker. Education and experience are the keys to entrepreneurial success. As said (Saiman, 2009: 20). The theory of entrepreneurship as an effort to get results is based on the stages of recognizing business opportunities, managing risks, and through message delivery skills to mobilize individuals, money and raw materials needed to get a project to run properly Development and development of the *entrepreneurial spirit* of Pondok students The Darussalam Puncak Islamic Boarding School is organized through several activities, as follows:

1) Peak coffee

The students are less capable in managing the peak coffee business, because record keeping is done simply, planning and organization are not optimal. Student activities in

management Kop I is more about maintaining Kop I's stand or packing coffee grounds alternately and this is normal carried out by the students in turns. Meanwhile, recording only carried out to record incoming goods and the goods just come out, nothing special recording in accordance with bookkeeping accountancy.

## 2) Wood carving activities

The students, especially male students, receive assistance from senior top management as well as experts in the field of wood carving and also religious teachers in running a wood carving business. The wood used For art carve is wood teak . Regarding carving, the students are taught the basics of carving directly by seniors, the students are taught starting from how to choose good wood, the techniques to use so that the results are maximum, choosing wood for beginners and so on. Darussalam Puncak Islamic Boarding School aims to instill and develop the *entrepreneurial spirit* of its students through the real SKN (Real Work School) method for work, especially through direct guidance by senior ustadz in their fields and experts.

Efforts organized by the Daru ssalam Islamic Boarding School Peak in building the *entrepreneurial spirit* of students in accordance with the definition of education as stated in Law Number 20 of 2003 About the National Education System that education is a conscious effort and planned to create an atmosphere of learning and a smooth learning process Students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence,

morals noble, as well as the skills needed by himself, society, nation and country.

Therefore, to create a learning atmosphere and process learning, can be carried out but only limited to experience or para students directly practice and practice entrepreneurship. Through education It is hoped that the talents you already have will develop, be embedded and inspired by the students. By carrying out entrepreneurial activities at Islamic boarding schools, This means that the students have trained themselves to become entrepreneurs, as preparation for the future to be independent when you have graduated from studying at the Islamic boarding school. In this case the students At least you can learn, observe and practice entrepreneurship. When you graduate and... After leaving the Islamic boarding school, he had a picture in his mind of what field of entrepreneurship he would be in which has the potential to be developed.

### 3) BLK Job Training Center

as one of the Government Job Training Institutions under the auspices of the Social, Labor and Transmigration Service, it has an important and strategic role in efforts to prepare qualified and competent workers in accordance with development needs and the job market. different from wood carving The Job Training Center (BLK) as a Technical Implementation Unit (UPT) also has a dual function. Firstly as a Training Implementation Unit for job seekers and secondly as a Training Pilot Unit for other training institutions, namely government, private and companies. The role of job training as a bridge between job market needs on the one hand and the

capabilities of the workforce and on the other hand requires effective and efficient BLK management.

d. Supervision in Building the Entrepreneurial Spirit of Santri at the Darussalam Puncak Islamic Boarding School

Supervision is a management function that is no less important in an organization, all previous functions are ineffective without being accompanied by a supervisory function. The supervisory function is an element of management to see whether all activities to be carried out are in accordance with plans outlined and at the same time to determine future work plans, therefore supervision is an activity that must be carried out by every implementer, especially those who hold leadership positions.

Without supervision, the leadership will not be able to detect any deviations from the plan that has been outlined and will also not be able to develop a better work plan based on the results of past experience. Supervision carried out in order to build the student's *entrepreneurial spirit* is carried out directly by the boarding school leadership in coordination with the head of the boarding school's entrepreneurship department. The boarding school leaders usually provide direct supervision by directly observing students carrying out entrepreneurial activities, be it peak coffee production, wood carving or BLK.

Supervision regarding the management of the development of students' *entrepreneurial spirit* is going well, this can be seen from the supervision carried out at the Islamic boarding school, especially the head of the entrepreneurship sector who is fully responsible for this activity. Even though supervision was never scheduled, the boarding school leaders and caregivers and the

student affairs sector of the Darussalam Islamic Boarding School Puncak Siliragung Banyuwangi assessed that efforts to develop the students' *entrepreneurial spirit* were running optimally.

#### D. Conclusion

1. Daru Islamic Boarding School Management , Greetings The Peak in Building the Soul Santri *Entrepreneurship* is implemented by carrying out 4 (four) management functions, namely planning, organizing, implementing and supervision. The types of activities held to build the *entrepreneurial spirit* of students at the Darussalam Islamic Boarding School Puncak Siliragung Banyuwangi are Puncak Coffee Business, Wood Carving Art and BLK Multimedia.
2. Supporting factors in building the *entrepreneurial spirit* of students at the Darussalam Islamic Boarding School Puncak Banyuwangi, namely: team cohesion, involvement of administrators and caregivers in entrepreneurial activities, motivation of students and community support. Meanwhile inhibiting factors in building the *entrepreneurial spirit* of students in Islamic boarding schools Greetings Daru Peak Siliragung Banyuwangi , namely: limited financing , facilities and lack Guide .

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