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The Role of Internship Program and Entrepreneurship Training to Hole Entrepreneur Capability and Startup Performance

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Abstract

Research aims: This study aims to determine whether entrepreneurial capability mediates the association between an internship, entrepreneurship training, networking learning, and startup performance.

Design/Methodology/Approach: This research design is quantitative. The population in this exploration totaled 869 UMS Independent Entrepreneurial Students. Purposive sampling was the sampling method used. The sample size of this study was 250 respondents. Utilizing SMARTPLS software, the Partial Least Square (PLS) was employed to analyze the data in this study.

Research findings: Internships, entrepreneurship training, and networking learning had a significant positive effect on startup performance by fostering a portion of their entrepreneurial capabilities.

Theoretical contribution/Originality: This research contributes to the field of entrepreneurship in startup companies. In addition, it provides insight into the millennial generation's entrepreneurship to motivate them to become young entrepreneurs. This research also discusses corporate entrepreneurship.

Practitioners/Policy implications: Companies need to know what factors affect startup performance so that they can make policies based on the existing conditions for the creation of quality startup companies.

Research limitations/Implications: Based on the research done and the research results obtained, several limitations to the research exist. The questionnaire in this study was closed so that each respondent only answered the answer criteria provided. It could allow each respondent to answer the questionnaire, not by the actual situation. Also, the respondents in this study were only limited according to the level of respondents who were within the sample criteria. In this study, it was only limited to the independent and mediating variables. As for other factors that might affect startup performance, they were not examined.

Keywords: Entrepreneurship Capability; Entrepreneurship Training; Internship; Networking Learning; Startup Performance

Introduction

The role of the millennial generation in nation-building is presently particularly important. The millennial generation's comprehensive way of thinking allows them to make changes and become pioneers, not simply

following existing trends but also being able to create new things for society. Not only is the availability of capital, technology, markets, and creativity necessary to become an entrepreneur, but the mentality, attitude, and behavior of a strong entrepreneur must be deeply ingrained to become one. It is not something that can be created quickly or easily, but it must be instilled and understood from a young age so that when one graduates from college, he or she has the confidence to call oneself an entrepreneur. Based on the preceding, the authors approach students to encourage them to become young entrepreneurs (Yi, 2017).

In the MSME internship sector, independent entrepreneurship within the "Freedom of Learning, Independent Campus" (MBKM) program can be used to realize student graduates who are mentally independent as entrepreneurs. Methods, facilities, strategies, and models are required for the proper entrepreneurial learning scenarios. Internships are used as a method or strategy to strengthen the self-reliance motivation of still-weak students. The internship model is also used as a strategy model consisting of doing, empowering, facilitating, and evaluating in the direction of mental empowerment (increased motivation, character, and mental independence) (Ramdani, 2020).

Internship activities are highly scrutinized because students carry out activities directly in MSMEs. Students directly conduct field activities for 70 hours and must be able to produce a product in the form of a business plan proposal. Internship activities can be used as a community service study because they involve several field supervisors and mentors from MSME partners. Through this MSME internship program, students are expected to have increased motivation and entrepreneurial spirit. For students, internships are crucial because they can increase knowledge, insight, and skills and can add relationships (Anjum, 2020).

Moreover, entrepreneurship training has a positive influence on the students who participate in it. Training has a major contribution to the interest of actors to follow in the footsteps of entrepreneurship (Firdaus & Hashanah, 2018). Entrepreneurship spirit increases, so the opportunity for each participant to become an entrepreneur is wide open and can increase employment (Ramadhanti et al., 2022). Therefore, entrepreneurship training will open opportunities for the creation of quality startup companies, and the performance of startup companies can be improved and developed.

Entrepreneurship training has also been considered a vital component of the developmental economy. This is particularly true for developing countries, such as those where economies face elevated levels of unemployment and poverty. The development of the creative industry, especially in Indonesia, is increasingly widespread and continues to grow, and along with these developments, the need for human resources is increasing (Handani et al., 2016).

Additionally, entrepreneurship is the ability to recognize and evaluate business opportunities, as well as to optimize resources, take calculated risks, and act to ensure the success of a business. Coaching also includes business strategy training, wherein proper business strategy planning assists businesses in determining external and internal

factors, formulating and planning appropriate business strategies, and achieving profits by business objectives. According to this definition, anyone with the desire can study entrepreneurship; it is not the exclusive domain of talented individuals (Trabskaia & Mets, 2021).

Prior research on startup performance has not been conducted extensively. According to (Caseiro & Coelho, 2019a), research results revealed that business intelligence capability impacted networking learning, innovation, and performance. As (Le Trinh, 2019) studied, the results of his study uncovered the practical meaning of startup performance. For a startup to be sustainable, there must be a suitable legal policy in place when a new business is established. The government also supports this activity and is ready to help the effectiveness of startup projects.

For that reason, this research helps to understand the factors influencing startup performance. The purposes of this research are to find out and analyze the following: (1) How internships affect entrepreneur capability. (2) How entrepreneurship training affects entrepreneur capability. (3) How network learning affects entrepreneur capability. (4) How internships affect startup performance. (5) How entrepreneurship training affects startup performance. (6) How network learning affects startup performance. (7) How entrepreneur skill affects startup performance. (8) If entrepreneur capability mediates the effects of entrepreneurship training, network learning, and internships on startup performance

Literature Review and Hypotheses Development

Startup Performance

The term startup company is relatively new in Indonesia. Silicon Valley popularized the term startup company as an act of process to start a process or business venture where the company has just been established or operating and is in the process of development and research to find the right market (Kang et al., 2021).

Startups in Indonesia have been growing for at least the last decade. It has also encouraged other entrepreneurs to form startups. As per the data on the number of startups released by the Indonesian Ministry of Communication and Information Technology (Kominfo), the number of startups in Indonesia in 2018 reached 992 companies (Anjum, 2020).

The development of the startup business climate is also supported by the advancement of the digital world and technology in Indonesia. This opportunity is certainly utilized by several startups by pioneering businesses using digital technology and the internet, such as marketplace providers, game applications, and various other digital businesses. Furthermore, Indonesia is one of the most attractive startup investment targets because it has the highest digital market size and growth in the Southeast Asia region (Ramadhanti et al., 2022).

Internship

In general, an internship is another term for an apprenticeship, a work training program organized by institutions and companies. Through this program, a person will get various guidance in the workplace (Lutfia & Rahadi, 2020). It provides benefits, such as a skillset or networking in the world of work. In addition, an internship is a short internship activity usually carried out for as little as one week and as long as one year. Interns are usually paid on a voluntary basis, but some organizations or companies provide stipends for their interns. Moreover, internship programs are set up to help a person master a skill or something they are learning through a job position at the place where they are doing their internship. By joining the program, the person has the time to prepare to be in the real world of work (Nelloh, 2017).

Entrepreneurship Training

Entrepreneurship is the use of imagination and ingenuity to solve problems. The study of a person's values, skills, and behaviors in overcoming obstacles to seize opportunities while assuming various risks is also known as entrepreneurship (Klongthong et al., 2020). In addition, the attitudes, behaviors, and procedures used by entrepreneurs in starting, operating, and growing their companies while taking advantage of the possibilities that arise for everyone every day is what entrepreneurship is all about (Bayangkara, 2022).

According to (Marsoit et al., 2017), training is a process that requires a number of deliberate actions carried out in the form of assistance by training professionals over a period aimed at improving the work skills of participants to increase the effectiveness and productivity of an organization.

Network Learning

Network learning is the process of building learning connections and relationships with others. In network learning, learning occurs on a broader scale. In addition, the learning process can obtain more diverse knowledge from various sources. In the network learning system, there will also be several benefits, including helping each other, exchanging ideas, and fostering self-confidence (Guo et al., 2019).

Additionally, learning new skills generates information that helps businesses compete successfully, endure, and expand. Large corporations typically have the resources to internally produce the majority of the knowledge utilized in innovation (Suciningati & Raharjo, 2019).

Entrepreneur Capability

Entrepreneurs are individuals who constantly bring innovation, change, new rules, and innovative ideas. When considering business opportunities, the ability to think creatively and imaginatively is a must for being an entrepreneur. An entrepreneur can also innovate a product (Nikitina et al., 2020).

In this definition, the ability or capability of an entrepreneur involves identifying opportunities by deepening an understanding of the external environment and then developing and elaborating opportunities for viable business ideas (Sukmawati et al., 2020). Organizational entrepreneurial capability is an important phrase for new ventures to gain competitive advantage, especially in rapidly changing environments. Entrepreneurial capability is also considered a combination of awareness.

In general, an internship is synonymous with an apprenticeship, which is a form of employment training organized by an institution and a business. Through the program, an individual can receive numerous work-related guidance (Yaakob et al., 2018). Benefits, such as a broader capability set and professional networking, can be obtained. In addition, the term "internship" refers to a brief internship typically completed between one week and one year. Typically, participants in this activity are compensated voluntarily; however, some institutions and businesses provide apprentice participants with personal money. The purpose of the internship program is to assist an individual to be able to master a capability or something he is learning through the internship position. The remainder of the individual can be prepared for the actual world of employment (Neloh, 2017).

One distinction between startups and conventional MSMEs is the use of data and digital competencies, even though both represent entrepreneurship. Moreover, internships can contribute to the organizational culture of a business, which will be able to recruit qualified graduates in the future (Karunaratne & Perera, 2019). The existence of a business's benefits facilitates its growth by attracting prospective workers with capabilities that align with its vision and mission. In addition, the internship will inspire the younger generation to become entrepreneurs.

H₁: Internship has a positive and significant effect on entrepreneurial capability.

Entrepreneurship education offers an understanding of the advantages and importance of entrepreneurship (Tusyanah et al., 2020). As a result, there are three reasons why entrepreneurship training and entrepreneurial intention are related: 1) Education can socialize people into entrepreneurial work, 2) Entrepreneurship education offers knowledge on how to launch a successful corporate venture, and 3) Entrepreneurship education guides students in studying and placing new business prospects (Kang et al., 2021). With the strong entrepreneurial potential of the younger generation, entrepreneurship training will create opportunities for the establishment of new high-quality businesses (Klongthong et al., 2020). This hypothesis is based on the research findings of Nikitina et al. (2020) that entrepreneurship training had a positive and substantial impact on entrepreneur capability.

H₂: Entrepreneurship training has a positive and significant effect on entrepreneurial capability.

Networking learning is the process of establishing a relationship and learning connections with others. In networking learning, learning takes place on a larger scale. In addition, the learning process allows for the acquisition of more diverse knowledge from a variety of sources. In a system of networked learning, one will receive several benefits, including mutual assistance, the exchange of ideas, and increased self-assurance (Guo et al., 2019).

The knowledge gained from acquiring new capabilities enables businesses to compete, endure, and expand effectively. Typically, large businesses have the resources to develop an abundance of innovation-related knowledge internally (Park & Ahn, 2020). An entrepreneur with many networks tends to find it easier to find an opportunity to do business compared to an entrepreneur who does not have a network, so it will be much more difficult to find an opportunity to do business (Mugiono et al., 2020). Therefore, with a large network, it is simple to become an entrepreneur and to develop an entrepreneurial spirit.

H₃: Networking learning has a positive and significant effect on entrepreneurial capability.

Companies need to have a performance measurement system that takes into account all the needs of all stakeholders involved. This performance measurement will help the company to find out how far the company has achieved the target and to improve the company's performance in the future (Chatterji et al., 2019). Experience in the world of work is needed by millennials and students when starting work after graduation because the experience gained during the internship practice will accelerate the transition to the world of work, in addition to learning how to get a job and how to have a job relevant to talents and interests. The internship program will also benefit the company since the company will get prospective employees who can improve company performance. This hypothesis is formed based on research results (Nelloh, 2017), which found that internships had a positive and significant effect on startup performance.

H₄: Internship has a positive and significant effect on startup performance.

Apart from capital, many studies believe entrepreneurship to be a crucial factor in the establishment of a startup. This is because entrepreneurship, which includes human capital, can create economic opportunities through innovative ideas. Some studies also emphasize the importance of human resources to determine business success, which comes from management practices, entrepreneurial competence, and personal characteristics of the business owner. In addition, training activities are activities that assist workers in mastering certain skills and jobs that can support performance improvement. This hypothesis is formed based on research results (Gunawan et al., 2020), which uncovered that entrepreneurship training had a positive and significant effect on startup performance.

H₅: Entrepreneurship training has a positive and significant effect on startup performance.

Knowledge generated through learning new capabilities helps organizations to compete effectively, survive, and grow. The learning process in an organization must be related to innovation where an organization that is good at developing knowledge will also produce innovative processes and products, and learning in an organization reflects that the organization learns what they have to learn so that the organization has more performance than its competitors (Caseiro & Coelho, 2019). Startup companies are quicker to accept innovative technologies if they have a high degree of fit. Network structure and growth rate are connected, and there is a link between the period of change in network structure and the onset of fundamental innovation. The occurrence of information diffusion and innovation testing is a process that follows the emergence of innovation. With new knowledge and learning for the company, the company can win the competition and improve performance. This hypothesis is formed based on research results (Caseiro & Coelho, 2019), which revealed that network learning had a positive and significant effect on startup performance.

H₆: Network learning has a positive and significant effect on startup performance.

An entrepreneur is someone who always brings change, innovation, latest ideas, and new rules. In this definition, the ability or capability of an entrepreneur involves identifying opportunities by deepening an understanding of the external environment and then developing and outlining opportunities for viable business ideas (Sukmawati et al., 2020). Entrepreneurial ability affects the entrepreneurial process. It means that the success rate of an entrepreneur is directly proportional to the level of entrepreneurial ability in running his business. Startup companies, which young people mostly find, are one of the entrepreneurial spirits that arise in young people. Thus, the performance of the startup company will also depend on the entrepreneurial spirit of the founder. This hypothesis is formed based on research results (Jamil et al., 2022), which reported that entrepreneur capability had a positive and significant effect on startup performance.

H₇: Entrepreneur capability has a positive and significant effect on startup performance.

The ability or capability of an entrepreneur involves identifying opportunities by deepening an understanding of the external environment and then developing and outlining opportunities for viable business ideas (Sukmawati et al., 2020). The internship program implemented will make the entrepreneurial spirit of the millennial generation grow and can create their startup companies or help existing startup companies grow. In addition, training and a wide business network make the millennial generation's entrepreneurial intention even higher. With the high enthusiasm of young people, it is not impossible that they will create their startup companies and can also develop companies quickly. This hypothesis is formed based on research results (Hidayat & Murwatiningsih, 2018), which found that entrepreneur capability could mediate the relationship between internship, entrepreneurship training, network learning, and startup performance.

H₈: Internship, entrepreneurship training, and network learning affect startup performance mediated by entrepreneur capability.

Research Methods

Quantitative methodology was used in this study. From the outset to the establishment of the research design, the specifications of quantitative methods are systematic, planned, and explicitly set out.

The population of this study consisted of 869 UMS Independent Entrepreneurial Students. The description of the respondents in this study is based on the data obtained from the respondents, and the results revealed that the respondents who were independent business owners from UMS were 250 people or 100% of the total. According to the characteristics of respondents based on the type of business owned, there were 186 respondents, with 74.4% having a culinary business type. A total of 34 respondents, or 13.6%, identified as having a type of fashion business. Twenty respondents, or 8% of the total respondents, had a service-based business. Seven respondents, or 2.8% of the total respondents, operated a craft enterprise. Three respondents, or 1.2% of the total respondents, owned a cosmetics business.

The characteristics of respondents based on the age intensity of the business demonstrated that respondents with a business age of 6 months - 1 year dominated with a total of 180 people with a percentage of 72%. Then, for respondents with a business age of 1-3 years, there were 49 people with a percentage of 19.6%. Lastly, respondents with a business age of > 3 years were 21, with a percentage of 8.4%.

Characteristics of respondents based on business address: 27 respondents, with a percentage of 10.8%, came from Boyolali City. According to the respondent's business address, 27 respondents, with a percentage of 10.8%, came from Klaten City. Based on the respondent's business address, Karanganyar represented 33 respondents or 13.2% of all respondents. Based on the respondent's business address, 40 respondents, with a percentage of 16%, came from Sragen City. According to the company address, 63 respondents, with a percentage of 25.2%, stated that they came from Sukoharjo City. According to the address of the respondent's business, 17 respondents, with a percentage of 6.8%, came from Surakarta City. Based on the respondent's business address, 17 respondents, with a percentage of 6.8%, came from Wonogiri City. In addition, respondents based on the company address showed that 26 respondents, with a percentage of 10.4%, came from abroad.

The characteristics of respondents based on the social media used were utilizing WhatsApp as many as 50 people with a percentage of 25%. The characteristics of respondents based on the social media used were using Instagram as many as 130 people with a percentage of 52%. The characteristics of respondents based on social media use were using Facebook as many as 19 people with a percentage of 7.6%. The characteristics of respondents based on the social media used were using TikTok as many as ten people

with a percentage of 4%. The characteristics of respondents based on the social media used were using the website as many as six people with a percentage of 2.4%. The characteristics of respondents based on the social media used were using Shopee as many as 17 people with a percentage of 6.8%. The characteristics of respondents based on the social media used were using e-commerce as many as 18 people with a percentage of 7.2%.

For this reason, purposive sampling was employed as a sampling method. Not all samples had criteria that matched the author's determination, so the samples that could become respondents are as follows: (1) Students who had carried out internships; (2) Students who had conducted training; (3) Students who had carried out pitching; (4) Students who had been running a business for at least six months.

To establish the minimum sample size, as the population size is unknown, Malhotra's (2006: 291) calculation is required. The sample size is ten times the number of questions. The total number of 22 indicators was multiplied by 10, so 220 respondents was the minimum sample size required. The indicators were adapted from several studies as follows. According to (Khan & Siddiqui, 2018), metrics of business performance include market share expansion, return on investment, sales margin, and overall competitive position. According to (Sholekah et al., 2021), apprenticeship training is capability, professional knowledge, work attitude, gaining practical experience, and being able to solve various problems in the field. According to (Bima et al., 2022), indicators of entrepreneurship training are the material needed, the methods used, the ability of training instructors, training facilities, and training participants. According to (Caseiro and Coelho, 2019), network learning indicators are identifying, capturing knowledge, sharing knowledge, and collecting knowledge. Indicators of entrepreneurial ability are innovativeness, risk-taking, and proactivity.

To prepare this study, primary data were used. Through the use of a closed-ended questionnaire or interview style, data were collected from respondents' responses. The questionnaire was created using a Likert scale format and an interval scale often used in questionnaire creation. SMARTPLS software was utilized in data processing techniques in this study.

Results and Discussion

This research was conducted at UMS Independent Entrepreneurial Students, and 250 respondents were involved in this study. According to the characteristics of respondents based on the type of business they owned, culinary enterprises were the most prevalent and dominated this study. The intensity of business age revealed that 180 respondents with a business age of six months predominated one year. The typical respondent was from Solo Raya, according to the characteristics of respondents based on their business addresses. In addition, Instagram was the most popular social media platform.

SmartPLS 3.2 tools and PLS data analysis techniques were utilized in testing the hypotheses of this study. The schematic of the PLS program model was tested as follows:

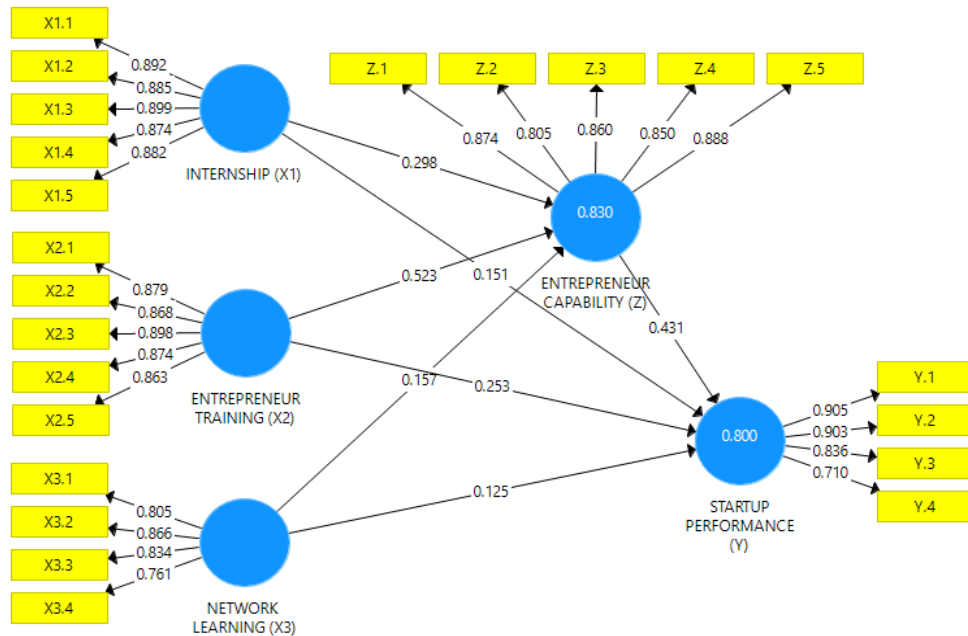


Figure 1 Outer Model

Outer Model Analysis

Convergent Validity

Table 1 Outer Loading Value

No	Item	
Internship		
1	The internship in which I took part provided experience in executing business processes.	0.892
2	The internship in which I took part provided knowledge related to sales and product promotion.	0.885
3	The internship that I took provided capabilities related to product creation.	0.899
4	The internship that I took allowed me to solve problems.	0.874
5	The internship, which I participated in, allowed me to work with a team.	0.882
Entrepreneurship Training		
1	In the training activities, I received materials relevant to business and entrepreneurship.	0.879
2	In the training activities, the methods were very interesting.	0.868

Table 1 Outer Loading Value (cont')

No	Item	
3	In training activities, the materials were delivered by mentors who were experienced in their fields.	0.898
4	In the training activities, the facilities were very supportive.	0.874
5	In the training activities the trainees took part in the activities enthusiastically.	0.863
Networking Learning		
1	Through entrepreneurship training, I made new friends who could support business management.	0.805
2	Through the entrepreneurship training, I made new friends who could support the search for product raw materials.	0.866
3	Through entrepreneurship training, I gained various knowledge and experiences with friends, presenters, and mentors.	0.834
4	Through entrepreneurship training, I made new friends who could support product marketing and promotion.	0.761
Entrepreneur Capability		
1	I want to earn a high income.	0.874
2	I want to develop a career in entrepreneurship.	0.805
3	I want to develop my business so the community can better know it.	0.860
4	I want to innovate products so consumers do not become bored consumers.	0.850
5	I want to develop a business for future savings.	0.888
Startup Performance		
1	At this time, the condition of the business has improved.	0.905
2	At this time, product sales growth has increased.	0.903
3	At this time, the business's profit has increased.	0.836
4	At this time, the sales area has been developed or expanded.	0.710

Each indicator of the research variable had an outer loading value > 0.7, as shown in the Table 2. All variable indicators tested could be used or valid for use in this study, so they were suitable for use in other studies.

Reliability Test

Table 2 Composite Reliability, Cronbach Alpha, and AVE

Variable	Composite Reliability	Cronbachs Alpha	AVE
Internship (X1)	0.948	0.932	0.786
Entrepreneur Training (X2)	0.943	0.924	0.768
Networking Learning (X3)	0.889	0.833	0.668
Entrepreneur Capability (Z)	0.949	0.938	0.729
Startup Performance (Y)	0.906	0.860	0.709

From Table 2, the composite reliability value for all research variables was greater than 0.7, with entrepreneur training value of 0.943, networking learning of 0.889, entrepreneur capability of 0.949, startup performance of 0.906, and internship value of 0.948. It indicates that each variable met the composite reliability requirements. In conclusion, each variable had a high level of reliability.

Based on Table 2, it was found that the Cronbach alpha value of all variables in this study was > 0.6. It denotes that it fulfilled the requirements, so all constructs were declared reliable.

In addition, Table 2 reveals that each variable in this study obtained an AVE value of > 0.5. Each variable in this study had a respective value for internship of 0.786, entrepreneur training of 0.768, networking learning of 0.668, entrepreneur capability of 0.729, and startup performance of 0.709. It demonstrates that every variable in this study had what is known as discriminant validity.

Inner Model Analysis

Hypothesis Test

Table 3 Path Coefficient (Direct Effect)

	Hypothesis	Original Sample	t-Statistics	P-Values	Description
Internship (X1) -> Entrepreneur Capability (Z)	H1	0.298	5.112	0.000	Significantly positive
Entrepreneur Training (X2) -> Entrepreneur Capability (Z)	H2	0.523	8.443	0.000	Significantly positive
Networking Learning (X3) -> Entrepreneur Capability (Z)	H3	0.157	3.664	0.000	Significantly positive
Internship (X1) -> Startup Performance (Y)	H4	0.151	1.969	0.049	Significantly positive
Entrepreneur Training (X2) -> Startup Performance (Y)	H5	0.253	2.949	0.003	Significantly positive
Networking Learning (X3) -> Startup Performance (Y)	H6	0.125	3.089	0.002	Significantly positive
Entrepreneur Capability (Z) -> Startup Performance (Y)	H7	0.431	4.652	0.000	Significantly positive

Based on Table 3, the interpretation is as follows:

The first hypothesis revealed that internship had a positive and significant effect on one's capacity for entrepreneurship. The p-value was 0.000, the effect was 0.298, and the t-statistic was 5.112. The first hypothesis was accepted because the t-statistic was more than 1.96, and the p-value was less than 0.05.

The second hypothesis investigated the impact of entrepreneur training on entrepreneur capability. The t-statistic of 8.443 had a p-value of 0.000 and an effect of 0.523. The p-value of 0.05 and the t-statistic value were > 1.96 . Thus, the second hypothesis was confirmed.

The third hypothesis examined the impact that networking learning had on entrepreneurial potential. A p-value of 0.000 and a t-statistic value of 3.664 with an effect of 0.157 were obtained. Since the t-statistic was more than 1.96 and the p-value was less than 0.05, the third hypothesis was accepted.

The fourth hypothesis uncovered the impact of internships on startup performance, both favorably and significantly. The p-value was 0.049, the effect size was 0.151, and the t-statistic was 1.969. Hence, the fourth hypothesis was supported by a p-value of < 0.05 and a t-statistic value of > 1.96 .

The fifth hypothesis scrutinized whether startup performance was significantly and favorably impacted by entrepreneur training. Since the p-value was 0.003, the effect size was 0.253, and the t-statistic was 2.949, in which a p-value < 0.05 and a t-statistic value > 1.96 , the fifth hypothesis was verified.

The sixth hypothesis tested whether networking learning had a positive and substantial impact on startup performance. A t-statistic value of 3.089 with an effect of 0.125 and a p-value of 0.002 were found. With a t-statistic value > 1.96 and a p-value < 0.05 , the sixth hypothesis was accepted.

Hypothesis seven analyzed whether entrepreneur capability had a positive and substantial impact on startup performance. The t-statistic value was 4.652, with an effect of 0.431 and a p-value of 0.000. With a t-statistic value > 1.96 and a p-value < 0.05 , hypothesis seven was supported.

Discussion

This study aims to explain the effect of internship, entrepreneurship training, and network learning on startup performance mediated by entrepreneur capability. This research was conducted on UMS Independent Entrepreneurial Students, and the number of respondents used in this study was 250 respondents. Data collection was done online using Google Forms media. In addition, the sampling used nonprobability sampling with a purposive sampling technique.

In this regard, the distinctive feature of startups compared to conventional MSMEs is the use of data and digital competencies, although they are both manifestations of entrepreneurship. Internships will also be beneficial for companies to get newly qualified graduates in the future and can contribute to the culture of the organization (Karunaratne & Perera, 2019). The benefits obtained by the company make the company grow by getting new prospective employees who have talents that match the company's vision and mission. In addition, internships will also inspire the younger generation in entrepreneurship.

The analysis's findings demonstrated that internships had a good and significant impact on one's capacity for entrepreneurship. The findings of this study are consistent with those of research (Jamil et al., 2022) and (Karunaratne & Perera, 2019).

Moreover, entrepreneurship training provides insight into the benefits and importance of entrepreneurship. Thus, entrepreneurship training correlates with entrepreneurial intentions. Entrepreneurship training will open up opportunities for the creation of quality startup companies because of the high entrepreneurial capabilities of the younger generation.

The analysis results showed that entrepreneurship training had a positive and significant effect on entrepreneurial capability. The results of this study align with research conducted (Nikitina et al., 2020), which found that entrepreneurship training had a positive and significant effect on entrepreneur capability.

Further, learning new skills generates knowledge that helps businesses compete successfully, endure, and expand. Large businesses typically have the resources to develop a great deal of information internally used for innovation. An entrepreneur who has many networks tends to find it easier to find an opportunity in business. Thus, with an extensive network, a person will easily build an entrepreneurship and will foster his entrepreneurial spirit.

The analysis results revealed that networking learning had a positive and significant effect on entrepreneur capability. The results of this corroborate research conducted (Murwatiningsih et al., 2019) that network learning had a positive and significant effect on entrepreneur capability.

A performance measurement system takes into account all the needs of all stakeholders involved. The performance measurement will help the company to know how far the company has achieved the target and improve the company's performance in the future. Experience in the world of work is needed by millennials and students when starting work after graduation because the experience gained during the internship practice will accelerate the transition to the world of work.

The analysis results uncovered that internships had a positive and significant effect on startup performance. The results of this study are in line with a study (Nelloh, 2017) stating that internships had a positive and significant effect on startup performance.

Entrepreneurship, which includes human resources, can create economic opportunities through innovative ideas. Several studies also reinforce the importance of human resources in determining business success, which comes from management practices, entrepreneurial competencies, and personal characteristics of business owners. Training activities are activities that assist workers in mastering certain skills and jobs that can support performance improvement.

The analysis results showed that entrepreneur training had a positive and significant effect on startup performance. The results of this study agree with research conducted (Gunawan et al., 2020) that entrepreneurship training had a positive and significant effect on startup performance.

Knowledge generated through learning new skills helps companies to compete effectively, survive, and grow. Here, startup companies are quicker to accept new technology if the company has a high level of suitability. Network structure and growth rate are interconnected, and there is a link between the period of network structure change and the emergence of fundamental innovation. Information diffusion and innovation testing are a process that follows the emergence of innovation. With new knowledge and learning for the company, the company can win the competition and improve performance.

The analysis results disclosed that networking learning had a positive and significant effect on startup performance. The results of this study are consistent with research (Caseiro & Coelho, 2019), which stated that network learning had a positive and significant effect on startup performance.

Additionally, the ability or capability of an entrepreneur involves identifying opportunities by deepening the understanding of the external environment and then developing and elaborating the opportunity into a viable business idea. Entrepreneurial ability affects the entrepreneurial process. It implies that the success rate of an entrepreneur is directly proportional to the level of entrepreneurial ability in running his business.

The analysis results exhibited that entrepreneur capability had a positive and significant effect on startup performance. The results of this study support a study (Jamil et al., 2022) finding that entrepreneur capability had a positive and significant effect on startup performance.

An entrepreneur's aptitude or capacity includes the ability to recognize opportunities by gaining a thorough grasp of the external environment and then to conceive and outline opportunities for workable company concepts. The internship program implemented will make the entrepreneurial spirit of the millennial generation grow, and they can create their own startup companies or help existing startup companies grow. With the high enthusiasm of young people, it is not impossible that they will create their startup companies and can also develop companies quickly.

The analysis results unveiled that entrepreneurial capability had a positive and significant effect on startup performance. The results of this study are in harmony with research (Hidayat & Murwatiningsih, 2018) that entrepreneur capability could mediate the relationship between an internship, entrepreneurship training, network learning, and startup performance.

Further, this study has attempted to incorporate multiple references and variables into a single research title. There has never been a previous study comparable to this one. In previous research, only some variable relationships were discussed.

Consequently, the outcomes of this model are significant for startup performance. Entrepreneurship training illuminates the benefits and significance of entrepreneurship. Experience in the world of work is urgently needed by the millennial generation and students when they begin working after graduation because the experience gained during an internship will accelerate the transition to the world of work, and they will learn how to have jobs relevant to their talents and interests. The apprentice program will also benefit the business since it can provide the business with potential employees who can enhance its performance.

The knowledge gained from acquiring new capabilities enables businesses to compete, endure, and expand effectively. An organization that is good at developing knowledge will also be good at producing innovative processes and products, and the learning process within an organization must be linked to innovation. Learning within an organization demonstrates that the organization learns what it needs to learn to outperform its competitors.

Therefore, the implementation of training and internship programs will increase the entrepreneurial spirit of the millennial generation, allowing them to establish their startup businesses or aid in the growth of existing startups. In addition, training and extensive business networks have increased the millennial generation's desire to become entrepreneurs. With youthful zeal, it is not inconceivable that they will start their business and develop it rapidly.

Conclusion

To understand the role of internship programs and entrepreneurship training on entrepreneurial skills and startup performance amidst the large number of startup companies in Indonesia is the purpose of this study. Giving conception to young entrepreneurs is difficult because becoming an entrepreneur requires more than only access to capital, technology, markets, and creative thinking; rather, a strong entrepreneurial mentality, attitude, and tendency must be deeply ingrained to become a successful entrepreneur. It is not simple or can be established in a brief period; instead, it needs to be instilled and understood earlier, starting in school, so that one will dare to identify as an entrepreneur after graduating from college.

This study uncovered that internships, entrepreneurship training, and networking learning had a significant positive effect on startup performance through entrepreneur capability. This finding confirms the factors affecting startup performance, in line with previous findings (Karunaratne & Perera, 2019; Nikitina et al., 2020; Murwatiningsih et al., 2019; Nelloh, 2017; Gunawan et al., 2020; Caseiro & Coelho, 2019; Jamil et al., 2022; Hidayat & Murwatiningsih, 2018), asserting that internship, entrepreneurship training, and networking learning had a significant positive effect on startup performance through entrepreneur capability partially. In addition, this finding is highly relevant to the many startup companies in Indonesia. Moreover, with the help of entrepreneurship training, job training, and e-learning, participants can increase their business income, develop a career in entrepreneurship, develop the company to be better known in the community, and make product innovations so that consumers are not bored with innovations in shape, taste, packaging, and others. These things make the business grow, get more profit, and can be a savings for the future.

Hence, it is expected that students find the study's findings valuable in understanding the variables affecting startup performance so they may understand policies that take into account the situation at hand. The remainder of this research is anticipated to be considered for subsequent research.

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