

Business Incubator Management toward Economic Independence at the Boarding School (Study at Pondok Pesantren Nurul Islam, Mojokerto)



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ABSTRACT: Pondok Pesantren Nurul Islam Pungging Mojokerto (NURIS) equips its santri with structured formal education. Problems are experienced when this boarding school has been productive in the field of education but is still passive in terms of economic independence. The potential to make boarding schools economically independent is very high. One is the creative economy, which is increasingly showing its intelligence in Industry 5.0. To catch up with this, it is necessary to empower santri to be able to become a santripreneur who has soft skills. One way is to empower students in the business incubator industry. The purpose of implementing santri empowerment activities is so that Nurul Islam Pungging Mojokerto boarding school can meet its own needs and become an economically independent modern boarding school. In addition to improving the pesantren's economy, this business incubator program is also expected to be a provision for students when they graduate to be able to live independently. This research uses a qualitative method by collecting data from in-depth interviews with several students, teachers, and the head of the boarding school foundation. After collecting the data, a Forum Group Discussion (FGD) was conducted, and determined the mechanism of this business incubator activity. Training and mentoring activities were conducted for Nurul Islam Pungging Mojokerto boarding school students for approximately 3 months. The design layout of the business incubator is the output of this research. As a business incubator, it is still not optimal. It needs to be improved regarding Shared, namely not providing office facilities that can be used together, and Synergy, namely not creating cooperation with parties outside the boarding school.

KEYWORDS: Business incubator Santripreneur, Pondok Pesantren Nurul Islam (NURIS)

I. INTRODUCTION

Nurul Islam Pungging boarding school is one of the modern boarding schools that has more than 4000 students. Nurul Islam Pungging boarding school also has diverse formal backgrounds. The boarding school located in Mojokerto City is productive in education but not yet productive in the economic field. So, the step that must be taken is to empower economic independence in Islamic boarding schools, one of which is with the program. In today's modern era, many Islamic boarding schools in Indonesia with various backgrounds have proven their expertise in managing economic independence.

Many boarding schools are developing entrepreneurial pesantren programs. An understanding of entrepreneurship must be possessed by santri, as the nation's successors are expected to be able to become leaders in the future. To create a business, proper and detailed planning is needed because business planning is a tool to ensure that a business is carried out correctly and appropriately, which includes the selection of activities to be carried out, how to run, and other things to help achieve business goals. Santri needs to be given a stimulus by pesantren in entrepreneurship because the students are in a dormitory far from their parents, and all the information they get is of course from the pesantren administrators, therefore pesantren support in entrepreneurship training is a joint effort to make enterprising and entrepreneurial students. After consideration, to meet the needs of the boarding school independently, it is necessary to conduct training and development of students' soft skills through the business incubator industry.

Business incubators are now becoming a trend for promoting business actors in marketing. Seeing the size of the opportunity and the needs needed for students, the business incubator industry is the best choice in developing economic independence by

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the Nurul Islam Mojokerto Islamic boarding school. With the training and development of soft skills, it is expected to meet students' needs. Of course, in its implementation, it is necessary to prepare a business plan to produce santripreneurs in the Nurul Islam Mojokerto boarding school. This institutional governance can create healthy competition to produce good quality products. With the development of santripreneur, the hope is that graduating students from the Nurul Islam boarding school have the skills and can become entrepreneurs who are competent in their fields.

The implementation of this mentoring activity needs to be reviewed on how to operate various business incubator machines according to the needs of the work. Various literature has existed, but no one has discussed in detail the stages of the printing stages that the students will carry out. Based on this, the purpose of this activity is the development of santripreneur entrepreneurship to be able to improve the pesantren economy and improve the skills of the students.

II. METHODS

In-depth Interview

The research uses this qualitative method by collecting data from in-depth interviews with 10th-grade students or equivalent to grade 1 high school of 10 people interested in entrepreneurship, 4 entrepreneurship teaching teachers, and the head of the boarding school foundation. These informants can represent to answer the needs in this study.

Focus Group Discussion (FGD)

After conducting in-depth interviews, this research also conducted a Focus Group Discussion (FGD). Focus Group Discussion (FGD) is a structured data collection process about a very specific problem through group discussions [15]. In FGD activities there are three main activities [14], namely:

1. Discuss
2. Group
3. Focus

Analysis Technique

The analysis technique in this study uses:

1. Recording.
2. The recordings were transcribed
3. Discuss and analyze each quote related to the research content with the help of the transcribed appendix.

Triangulation

This research uses source triangulation. The sources obtained were the results of in-depth interviews and group discussions (FGDs) at the Nurul Islam boarding school in Pungging, Mojokerto. The informants consisted of students, teachers, and the head of the boarding school foundation.

III. RESULT & DISCUSSION

The business incubator industry is very important and has more urgency for the Nurul Islam Mojokerto boarding school to meet the learning needs of students and other publications. This industry is more important because it has great opportunities outside the boarding school. Therefore, the development of students' soft skills is important to do. The material provided at this stage is about the importance of entrepreneurship and exploring the economic potential of Islamic boarding schools [1]. Developing and training santri soft skills in business incubators that have a high level of urgency causes many researchers to be encouraged to conduct efficient research to accelerate the economic independence of Nurul Islam Islamic boarding schools in the field of creative economy. Santri who are interested in having their own business, are categorized as Santri who have a very strong interest, which is shown by their attitude of always being enthusiastic about learning about new things in the business world and always ready to start something new. As expressed by 15-year-old student Ali, "I want to take part in this activity because it can encourage me to be more active in opening new businesses."

It is also known that behavioral attitudes positively influence interest in becoming an entrepreneur; in this case, the stronger the attitude toward entrepreneurship, the stronger the interest in becoming an entrepreneur. This can be seen in Table 1. which reflects the motivation of students in owning their own business or managing a business.

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Types of motivation	%
Self-realization	60
Self-reliance ambition	35
Motivating factor	5

One of the students named Nita, 15, also said, "I want to pursue this business incubator training so that after graduating from here I can become a successful entrepreneur". In addition to conducting in-depth interviews and FGDs, a literature study was also conducted by reviewing various articles and journals related to discussing research topics.



Figure 1. Forum Group Discussion (FGD) with the Santri

After conducting FGDs, the implementation team briefed the students who would conduct business incubator activities. The briefing was related to entrepreneurship, such as creating creative and innovative ideas. In addition, a layout of the display room was also prepared which will become a business incubator for the Nurul Islam Boarding School in Pungging Mojokerto in the form of a minimarket named "NurisMart". The following layout design is made as a form of research output.

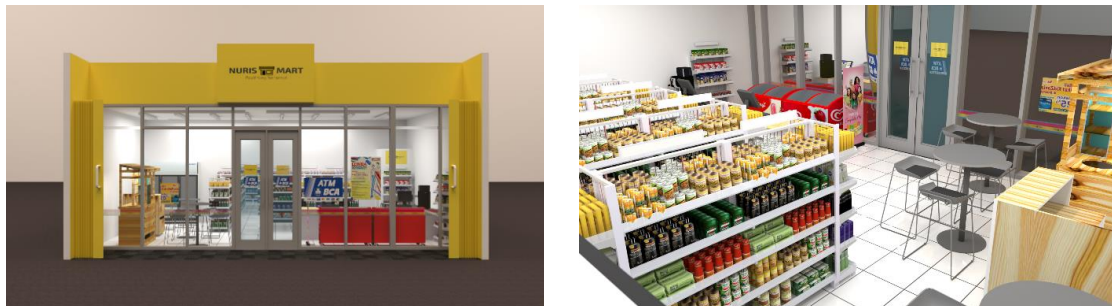


Figure 2. Design of business incubator outputs

In the 5.0 era, entrepreneurship development is one of the life skills that must be taught in secondary-level educational institutions and pesantren institutions. Based on our observations during the FGD activities, it was found that students have minimal knowledge of entrepreneurship. This is because the education curriculum in the boarding school does not refer to entrepreneurship, so with this training, it is expected that santri will get information and knowledge about the basics of entrepreneurship. Everyone has the opportunity to become an entrepreneur, but if done, the success that will be achieved will not be the same. Likewise, with the opportunities that exist in developing soft skills and hard skills of santri who has an interest in the business incubator industry.

The role of the boarding school includes creating a Business Incubation Center, which aims to encourage students to have their own sustainable businesses. The following is the opinion of the teacher and entrepreneurship assistant Mrs. Santi, 37 years old, "We provide services to students in the form of a place to develop a business in the early stages, building entrepreneurial skills including providing equipment to create new products ... a place for business consultation". The foundation is a business incubator if it provides seven incubator services to business owners as follows space, Shared, Services, Support, Skill development, Seed capital, and Synergy [3]. In this case, the University has done a lot to spur the creation of young entrepreneurs on campus. However, as a business incubator, it is still not optimal in terms of Shared, which does not provide

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office facilities that can be used together, such as telephone systems, computers, and security, and Synergy, which has not created tenant cooperation or competition between tenants and networks with parties outside the boarding school. Many Santri think that opening a job is difficult; this can be seen in Table 2.

Obstacles	%
Lack of Confidence	50
Fear of not being able to manage time	27
Fear of failure and risk	23

Based on table 2 above, it is in line with what was conveyed which states that entrepreneurship will raise obstacles that will be faced by every entrepreneur [5]. Therefore, as an entrepreneur, it is necessary to anticipate obstacles that can arise, such as uncertainty and the risk of losing investment, responsibility and despair, and high levels of stress.

IV. CONCLUSIONS

The existence of a business incubator at the Nurul Islam Mojokerto boarding school, it is the beginning of realizing economic independence and empowering Santri as a santripreneur. So, the step that must be taken is to empower economic independence in Islamic boarding schools, one of which is the santripreneur program. The purpose of this activity is to create an entrepreneurial mentality for students so that they are ready to become entrepreneurs after graduating from boarding school. The Foundation plays a role in encouraging and providing a place for initial product development and business quality improvement. The existing business incubator is still not optimal because there is no shared facility that can be used together. It is necessary to provide guidance to students accompanied by the development of soft skills to become a good entrepreneur. The Foundation also needs to improve its facilities as a business incubator so that many successful young entrepreneurs emerge. There needs to be students who choose the entrepreneurial business field to develop a business incubator that has been designed.

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