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7

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Experiens :	5 Years.
Paper Pub. in Int Journal :	49
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Affiliation :

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MBBS,DNB (Anaesthesia)

Consultant Anaesthesia

Vivekananda Polyclinic & Institute of Medical Sciences, Lucknow

8

16

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Rovena Bode

Qualification :

Specialization :

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Membership ID :

Experiences :

Paper Publication in Int Journal :

PhD in Normal Anatomy, Morphology Department

General Surgery

Medical University of Tirana

19JDMS015

38 Years.

NA



Prof (DR) Kumari Sandhya

Qualification :

Specialization :

Affiliation :

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Experiences :

Paper Pub. in Int Journal :

MBBS, DGO , MS(Anatomy), CCHFWM, FICMCH

Anatomy and Obstetrics & Gyn..

Rajendra Institute Of Medical Sciences (RIMS)

19JDMS073

13 Years.

10



Ahmad Al Nashar

Qualification :
Specialization :
Affiliation :
Membership ID :
Experiens :
Paper Publication in Int Journal :

Ph.D
Oral and maxillofacial surgery
Al Andalus university
19JDMS006
16 Years.
NA



Dr. Kapil Amgain

Qualification :
Specialization :
Affiliation :
Membership ID :
Experiens :
Paper Publication in Int Journal :

MSc Anatomy, MD (AM)
Anatomy
Karnali Academy of Health Sciences (KAHS)
19JDMS041
05 Years.
21



Prof. (Dr.) .Shamim Akhtar

Qualification :
Specialization :
Affiliation :
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Experiens :
Paper Publication in Int Journal :

MBBS,MD(Pathology)
JDMS
NKP SIMS RC & LMH Nagpur
19JDMS021
28 Years.
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Abstract
Reference
Full PDF (../papers/Vol18-issue11/Version-3/A1811030120.pdf)

Paper Type : Research Paper
Title : Still a Long Way to Go: Literature Review of the Issues of the Phenomenal Struggle of Women's Entrepreneurs in MSMEs
Country : India
Authors : Shivakami Rajan || Dr. Sunita Panicker

Abstract: Women entrepreneurs can contribute to many demands of a nation-be it per-capita increase of income, uplifting the standard of living, providing opportunities for employment, social class equalization, empowerment of women.etc.,. However, there are problems, issues, challenges, and inefficiencies in them, society and governmental apathy in meeting their unique requirements of facing the entrepreneurial challenges but still upholding their self-esteem.....

Keywords: Business Development, Influence Of Capital, Competition, Constraints, Entrepreneurial Behavior, , Growth Aspirations & Process, Economic & Social factors, Skill On Performance & Human Capital, , Market Orientation, MFI's Attractiveness, Network& Innovations Sustainability & Success Standard Of Living

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Citation

Abstract

Reference

Full PDF (../papers/Vol18-issue11/Version-3/B1811032127.pdf)

Paper Type : Research Paper
Title : Relationship among Workplace Spirituality, Work Engagement and Grit
Country : India
Authors : Mr. Jasmeet Singh || Dr. Vandana Gambhir Chopra

Abstract: Workplace Spirituality is an emerging concept of occupational health and positive psychology that realizes that employee's inner life at workplace in context with the community is nurtured by meaningful work. It is known to enhance work performance by nourishing the spirit of employees at work. The present study aimed to investigate the relationship among workplace spirituality, work engagement and grit. The authors collected data from 275 full-time employees in Delhi-NCR using convenient sampling. The relationship among workplace spirituality, work engagement.....

Keywords: Workplace Spirituality, Inner Life, Meaning at Work, Work Engagement, Grit

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Citation

Abstract

Reference

Full PDF (../papers/Vol18-issue11/Version-3/C1811032836.pdf)

Paper Type : Research Paper
Title : Impact of Counselling on Employee Retention at the Exit Interviews

Country : Sri Lanka
Authors : M.K.Dinithi Padmasiri Lecturer || Dr. Lakmini V.K. Jayatilake Senior Lecturer

Abstract: The study examines the impact of counselling during the exit interview on employee retention. In a leading apparel company's labour turnover among machine operators falls between 10% - 12%, which showed that employee turnover is one of the major problems. The general objective of the study was to identify the impact of counselling during the exit interviews on employee retention. Specific objectives were to construct a conceptual framework to study the impact of exit to the organization, to identify the exit interview process of the organization and to provide recommendations to reduce turnover in Machine Operator (MO) level. This study is mainly qualitative in nature. Sample size was 20 machine operators who have decided to resign between April to May in the 2016. Convenience sampling was used and in depth semi-structured interviews were conducted.....

Keywords: Counselling, Employee turnover, Employee retention, Therapies

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- [5]. Corey, C. (2005). Theory and practice of counseling & psychotherapy (7th ed.). Belmont: CA: Thomson Learning.

Citation

Abstract

Reference

Full PDF (../papers/Vol18-issue11/Version-3/D1811033742.pdf)

Paper Type : Research Paper
Title : Logical Reasoning Simple Percentage Analysis Method
Country : Nigeria.
Authors : Dr. Patrick Mbieli

Abstract: Logical reasoning simple percent analysis method is a creative innovative idea, which is highly simplified, easily understandable method for data analysis, testing of hypothesis and presentation of accurate result. Dr. Mbieli with his many year of teaching experiences in the higher tertiary institution define hypothesis "As a statement positive or negative which validity subject to be correctly analyzed and the acceptable statement accurately stated". The concept LRSPAM uses: Specimen sample Data details Numerical Strength Percentage 100 Simple percentage analysis.....

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- [2]. Lunberg G.A. 1947, Marketing and Social Organisation.
- [3]. Mbieli P. I. (Dr.) 2014, Simple Guide to Student Research Mirop Mav Association Publication.
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Citation

Abstract

Reference

Full PDF (../papers/Vol18-issue11/Version-3/E1811034349.pdf)

Paper Type : Research Paper

Title : The Effect of Globalization: Terrorism and International Crime
Country : India
Authors : Nafiu Ahmed

Abstract: Since the creation of humankind on Earth, they have got stuck in the continuous development and advancements. Earlier before, these developments and advancements were for the living and survival of the human sapiens. But with the evolution in time, the priorities has got changed as well. Even though, the basic motives are similar as before, but it has some additions as well. The evolution has turned now turned into a huge concept; later named as Globalization. The concept of Globalization has drastically changed the image of the world as it had hit all the aspects of life of the whole society existing in the world.....

Keywords: Globalization, Terrorism, International Crime and security.

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Paper Type : Research Paper
Title : Application of Customer Driven Marketing Strategies in Banking Industry and Perception of Customers: A Study on Pubali Bank Limited
Country : Bangladesh
Authors : Md. Zainal Abedin || Mohammad Naymur Rahman || Md. Mohiuddin

Abstract: Customer driven marketing strategies are very significant concept of marketing activities to retain and make loyal customers. All over the world, the large multinational corporations to medium and even small firms recognize that there is no best alternative than customer oriented/driven marketing strategies to communicate with consumers and motivate them to purchase their products or services. A customer-driven marketing strategy targets a specific market segment. It uses marketing research to identify distinct demographic characteristics within the customer base, such as age, gender, occupation and income level. The more a firm knows about its customer base, its needs, the easier it is to develop a strategy that will appeal to these characteristics.....

Keywords: Target Market, Customer driven marketing strategies, Customers satisfaction, Customer perceptions, Customer perceived value, Customer loyalty, Market Share

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Paper Type : Research Paper
Title : Influence of Market Research on Service Performance of the NHIF Designated Health Care Service Providers in Kenya
Country : Kenya
Authors : Isaac Moss-Omije Mirenga || Elegwa Mukulu || Martin Ogutu

Abstract: The main objective of this study was to determine the influence of market research on service performance of the National Hospital Insurance Fund in Kenya. The five hospitals selected for the study were: Kenyatta National Hospital, Nairobi Hospital, Aga Khan, MP Shah, and Mbagathi hospitals. The population for the study consisted of members of staff of the five hospitals in management, administration and wards. The target population for each hospital was 75 members of staff, comprising of 20 managers, 25 administration members and 30 ward workers. The study used stratified random sampling where the population was divided into mutually exclusive and collectively exhaustive categories and were issued with questionnaires. There was a significant relationship between market research and service performance of the National Hospital Insurance Fund in Kenya. The researcher recommends that the employees should be educated on market research putting more emphasis on its meaning, how it works and how it can benefit the organization

Keywords: Market Research, Service Performance, Health care Service Providers.

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Citation

Abstract

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Paper Type : Research Paper
Title : The Target Calculation in the Context of Strategic Management of the Commercial Banks Applied Aspects
Country : Bulgaria
Authors : Dr. Rayna Petrova

Abstract: The globalization of the world economics determines the trend of merging in the banking sector, expanding the proposed banking products and their orientation to differentiate services, increase in profitability etc. Along with the maximizing shareholder benefits, the commercial banks are directed to satisfying the customers expectations and needs. To meet the modern requirements of strategic management in the commercial banks the target calculating method is offered.

Keywords: target costing, financial institutions, strategic management accounting, strategic management, accounting information

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Citation

Abstract

Reference

Full PDF (../papers/Vol18-issue11/Version-3/I1811037280.pdf)

Paper Type : Research Paper
Title : Leadership Effectiveness: an Analysis of Transformational Leadership and Organizational Commitment (Studies at the State University of Jambi Province)
Country : Indonesia
Authors : Prof. Dr. Mukhtar || Prof. Dr. Hapzi Ali, CMA || Dr. Mardalena

Abstract: The study aims to analyze the influence of the leadership of the transformational and organizational commitment to leadership effectiveness at State Universities (PTN) Jambi province. The unit of analysis is the tenured faculty with additional duties, population 134 lecturers and after formulated using Taro Yamane formula then sample of 100 people. Method of quantitative analysis using path analysis (Path Analysis), followed by analysis of determination (R Square), testing the hypothesis partially (t test) and simultaneous (test F) with alpha 5 percent (0.05). Before analyzed first questionnaire was tested with validity and reliability analysis and testing requirements. Analysis tools using SPSS version 22.0. The analysis result of determination R square of 0.401 that the leadership of the transformative variables and organizational commitment can explain leadership effectiveness by 40.1%, while the remaining 59.9% is influenced by other variables.....

Keywords: Effectiveness Leadership, Transformational Leadership, Organizational Commitment

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Citation

Abstract

Reference

Full PDF (../papers/Vol18-issue11/Version-3/J1811038186.pdf)

Paper Type : Research Paper
Title : The Impact of Audit Failures and Corruption on the Performance of the Public Sector in Iraq.

Country : Malaysia
Authors : Waleed Khalid Salih || Dr. Daw Tin Hla

Abstract: This paper aims to examine the effect of audit failures and corruption on the Iraqi public sector performance and determine quantitative estimates of such effect on the firms in the said sector. Corruption is a phenomenon that exists on a global scale and that arises in different manner notwithstanding the development level of the country. Corruption also hinders the performance of organizations in the public sector. This study employed a questionnaire distributed to 143 respondents to determine the effect of audit failures and corruption on the firms. In the study's theoretical framework, Iraqi public sector performance was considered as a dependent variable while audit failures and corruption was considered as the independent variables.....

Keywords: Audit failures, corruption, performance, public sector.

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Abstract

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Full PDF ([../papers/Vol18-issue11/Version-3/K1811038794.pdf](#))

Paper Type : Research Paper
Title : Collaborative Approach in Destination Marketing and an Application Example
Country : Turkey
Authors : Yusuf Bilgin || Ali Çetinkaya

Abstract: The aim of this study is to draw attention to collaborative approach in destination marketing and to introduce collaborative marketing practices which can be an example for destinations. The study population consisted of three, four and five-star hotels in Bolu. The data of study in which the qualitative method was used have been collected through interviews made with the managers of the hotels. The obtained data have been analyzed with descriptive analysis technique. As a result of analysis it was found that the hotels were practising collaborative approach in destination marketing with the activities they carried out, and that they felt collaborative approach in marketing was important from the aspects of increasing product variety, increasing destination competition, forming social capital and strengthening current relations. Collaborative marketing applications used by hotels in the particular context of Bolu destination has qualities to set an example for other destinations. On the other hand, it was found that the marketing collaboration carried out was seen insufficient in range by hotels and there were problems assessing the efficiency of collaborative activities..

Keywords: Destination marketing, collaborative marketing, Turkey, Bolu

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Citation

Abstract

Reference

Full PDF (../papers/Vol18-issue11/Version-3/L1811039598.pdf)

Paper Type : Research Paper
Title : Employee's Perspective: Reasons of Service Failure in Banking Sector
Country : India
Authors : Ms. Sonal Sharma || Dr. Rachna Gangwar || Dr. Anupam Krishna

Abstract: This paper aims to give insights to service failure instances to find and validate the key factors of their reasons of occurrence in banking sector. This study examines the various parameters to identify why and when it exists. The paper is empirical and involves data from 300 front desk employees of retail bank branches from Jaipur city (Rajasthan, India). Data is collected through structured questionnaire. Four major concerns that influence employee's efforts in customer service include: management issues, infrastructure issues, high customer service expectations from service provider and weak service process. This paper can help management to understand the state of mind of employee's and how they can develop system to mitigate service failure effects on employee's efforts in service delivery.....

Keywords: Service Delivery, service failures, services recovery, employee performance

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Full PDF (../papers/Vol18-issue11/Version-3/M18110399107.pdf)

Paper Type : Research Paper
Title : The Effect of Corporate Governance on Bank's Financial Performance in Nigeria
Country : Nigeria
Authors : Emeka E. Ene || Alem, I. E. Bello

Abstract: In developing economies, the banking sector among other sectors has witnessed several cases of collapses or failure; in Nigeria for instance, weak corporate governance has been at the core of all recent episodes of crisis in the banking system. This research empirically investigates the effect of corporate governance on financial performance of banks in Nigeria. The effects of relative size of non-executive directors and the board size on return on investment (ROA) of a sample of 10 selected banks were investigated. Secondary data were sourced from the Nigeria.....

Keywords: Corporate Governance, Financial Performance, Board Size, Banking System

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Full PDF ([../papers/Vol18-issue11/Version-3/N181103108120.pdf](#))

Paper Type : Research Paper

Title : Patent Deposit as a Source of Identification of Creativity in Companies

Country :

Authors : Alessandra Cassol || Antonio Oliveira de Carvalho || Ivano Ribeiro || Renato Fabiano Cintra

Abstract: creative process represents the development of original solutions in the face of the perspectives of new issues and challenges arising from the ongoing changes within the companies. The present article has the purpose of understanding how patent deposits can assist in systemizing creative management in companies. Scientometrics was used as a method of research through the PatentScope and Patent Inspiration data-bases; for data analysis the Gephi 0.8.2. was used, for a 10-year research period, from 2004 to 2014. The results suggest that patents could supply to the companies supporting information for the development of systemized solutions on managing creativity.....

Keywords: Managing creativity, Innovation, Patent registry

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Abstract

Reference

Full PDF ([../papers/Vol18-issue11/Version-3/O181103121125.pdf](#))

Paper Type : Research Paper

Title : The Influence of Entrepreneurship Education in Campus Environment and Entrepreneurship Workshop towards Entrepreneurial Attitudes (A Case Study on a group of Students of the Entrepreneurial Program)

Country : Indonesia
Authors : Radia Hafid

Abstract: This study was aimed to figure out: (1) the influence of entrepreneurship education in campus environment on entrepreneurial attitudes, (2) the influence of entrepreneurship workshop on entrepreneurial attitudes, and (3) the influence of entrepreneurship education in campus environment and entrepreneurship workshop on entrepreneurial attitudes. The study was ex-post facto research. The population of this study was 160 students who joined student's entrepreneurial program at Gorontalo State University in 2015. The sampling technique used in this study was proportional random sampling. Based on its calculation, there were 114 samples.....

Keywords: Entrepreneurship education in campus environment, entrepreneurship workshop, entrepreneurial attitude

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Abstract

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Full PDF (../papers/Vol18-issue11/Version-3/P181103126137.pdf)

Paper Type : Research Paper
Title : An Assessment Loan Policy and Its Influence on Financial Performance of Commercial Banks in Eldoret Town
Country : Kenya
Authors : Chepkaroy Dorcas Chepkoech || Dr. Caroline Ayuma || Dr. Geoffrey Kimutai Kiptum

Abstract: The purpose of this study was to examine the Loan policy and its influence on financial performance of Commercial Banks in Eldoret town, Uasin Gishu County. To achieve this the study sought to find out the effects of liquidity management on financial performance of commercial banks in Eldoret town and to investigate the influence capital adequacy requirements as a determinant financial performance of commercial banks in Eldoret town, The study was guided by the two theories that is transactions cost theory and asymmetric information theory. The target population was 156 respondents drawn from the various banks and comprises of branch managers and credit officers.....

Keywords: Liquidity management, Capital adequacy and financial performance

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Full PDF ([../papers/Vol18-issue11/Version-3/Q181103138146.pdf](#))

Paper Type : Research Paper
Title : Portfolio selection under different risk measures
Country : China
Authors : Jun Qi || Lan Yi

Abstract: Abstract : This paper reviewed and compared four different risk measures which are applied in portfolio selection problem, and analyzed the portfolio selection models when distribution of asset returns are not given.

Specifically, EVT approach is used to analyzed the portfolio selection problem

Keywords: Portfolio selection, safty-first, VaR, CVaR, EVT

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Citation

Abstract

Reference

Full PDF ([../papers/Vol18-issue11/Version-3/R181103147167.pdf](#))

Paper Type : Research Paper
Title : Effect of Technological Innovations on Customer Loyalty among Commercial Banks in Eldoret Town
Country : Kenya
Authors : Maureen Nekesa Wasike || Eng. Akuku Caleb || Dr. Kennedy Ntabo Otiso

Abstract: The purpose of the study was investigate the effect of technological innovations on customer loyalty among commercial banks in Eldoret town, Uasin Gishu County. The study objectives were to determine the effect of mobile banking, online banking, branch networking and Electronic Fund Transfer at point of sale on customer loyalty among commercial banks.. The study was guided by Task Technology Fit (TTF) Theory. The research design adopted a descriptive survey design. The study was conducted on commercial banks within Eldoret town, Uasin Gishu County. of 483000 customers and 10 managers were captured where a sample size of 10 managers and 225 customers was drawn from the population where stratified, convenient and purposive sampling techniques were applied.....

Keywords: Mobile banking, online banking, branch networking, Electronic Fund Transfer and customer loyalty

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Abstract

Reference

Full PDF ([../papers/Vol18-issue11/Version-3/S181103168183.pdf](#))

Paper Type : Research Paper
Title : Effects of Different Dimensions of Organizational Culture on Strategy Implementation in the Textile Industry: A Case of Rivatex East Africa Limited
Country : Kenya
Authors : Elizeba Jepkemboi || Dr. Ambrose Kemboi || Dr. Geoffrey Kimutai Kiptum

Abstract: The purpose of the study was to assess the effects of different dimensions of organization culture on strategy implementation at Rivatex East Africa Limited (REAL), Kenya. The study was guided by the following specific objectives: to assess the effects of group culture, developmental culture, rational culture and Hierarchical culture on strategy implementation at REAL. The study was guided by the organizational culture theory. The research adopted a case study research design with a sample frame of top, middle and lower level management with a target population of 404 employees. The study adopted a stratified proportionate sampling and simple random sampling techniques, where sample sizes of 201 employees were selected. The study used quantitative method.....

Keywords: Group Culture, Developmental Culture, Rational Culture, Hierarchical Culture and Strategy Implementation

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The Influence of Entrepreneurship Education in Campus Environment and Entrepreneurship Workshop towards Entrepreneurial Attitudes (A Case Study on a group of Students of the Entrepreneurial Program)

Radia Hafid

A Lecture in study program of economics education at Gorontalo State University and a graduate student in economics education Universitas Negeri Malang

Abstract: *This study was aimed to figure out: (1) the influence of entrepreneurship education in campus environment on entrepreneurial attitudes, (2) the influence of entrepreneurship workshop on entrepreneurial attitudes, and (3) the influence of entrepreneurship education in campus environment and entrepreneurship workshop on entrepreneurial attitudes. The study was ex-post facto research. The population of this study was 160 students who joined student's entrepreneurial program at Gorontalo State University in 2015. The sampling technique used in this study was proportional random sampling. Based on its calculation, there were 114 samples. Data gathering was done by documentations and questionnaires methods. The data then was analysed by multiple regression analysis. The results of this study showed that: (1) entrepreneurship education in campus environment positively and significantly influenced students' entrepreneurial attitudes; (2) entrepreneurship workshop positively and significantly influenced students' entrepreneurial attitudes; (3) entrepreneurship education in campus environment and entrepreneurship workshop simultaneously influenced students' entrepreneurial attitudes positively and significantly.*

Keywords: *entrepreneurship education in campus environment, entrepreneurship workshop, entrepreneurial attitudes*

I. Introduction

Conditions of higher education graduates in our country are still very far from good conditions. It can be seen in data issued by Central Bureau of Statistics stating that the open unemployment rate in Indonesia in February 2016 reached 7.02 million persons and the number of higher education graduates reached 944,666 persons (695,304 scholars and 249,365 diplomas) which increased from last year's. Unemployment seems to be a problem that is waiting for its solutions. Referring to that fact, the role of entrepreneurship is considered very important for students. After they graduate, they are expected to be able to be entrepreneurs and survive so that the number of unemployment will be decreased and also be able to create new jobs for their society.

The above condition was also supported by the fact that most of higher education graduates tend to be jobseekers instead of job creators. The applied learning system in higher education is suspected to be the reason since it still focuses on how to prepare students to graduate and get a job, not to create a job.

Entrepreneurial attitudes become an important topic in research of entrepreneurship because entrepreneurial attitude is seen to be the better approach to describe entrepreneurship compared to personalities and demography (Robinson et al, 1991: 13). Attitudes and knowledge of entrepreneurship are possibly able to form mind set and one's tendency to start something new including abilities to create a new business. Moreover, Beugelsdijk (2004: 200) stated that entrepreneurial attitudes are important factor to explain the difference of countries' economic growth. Relatively high score of entrepreneurial attitudes are correlated to relatively high level of regional's economic growth. Therefore, the measurement of entrepreneurial attitudes is considered as an appropriate benchmark to reflect one's success of being an entrepreneur.

To develop entrepreneurial attitudes and increase entrepreneurial activities so that students will become job creators, Directorate General of Higher Education has developed various regulations and programs. One of the programs is Students Entrepreneurial Program - SEP. SEP becomes a part of entrepreneurship education strategies in higher education, which is to facilitate students who have interests in entrepreneurship and start their business by having basic knowledge, technology and arts. The offered facilities cover entrepreneurship education and training, internship, business planning, capital support and guidance, and also business sustainability. This program is expected to be able to support government's visions and missions to actualize national independence by creating jobs and empowering human resources.

Besides, entrepreneurship education in campus environment is important since by having such education, students are expected to spread the mind set and entrepreneurial attitudes to others students. Even though many existed entrepreneurs were successful by not having formal higher education, yet it required long

time to succeed. Therefore, entrepreneurship can be accelerated to experiences and mind-sets, which will developed students' entrepreneurial attitudes and respond to future challenges (Ade Suyitno, 2013).

Entrepreneurship education is defined as education to create new goods or new services in order to generate higher economic values (Hansemark, 1998: 32). Along with the different types of entrepreneurship education, there are four research streams of entrepreneurship education research (Bechard & Gregoire, 2005): the first stream focuses on the role of entrepreneurship program on the individual and society. The second research stream is concerned with the systemization of entrepreneurship programs, for example, the use of multimedia environments or curriculum development. The third stream researches the content and its delivery in entrepreneurship programs, and the fourth stream concentrates on the needs of individual participants in entrepreneurship programs.

Entrepreneurship education will create more entrepreneurs by giving more knowledge on business and forming psychological attributes such as: self-confidence, self-esteem, and self-efficacy. Generally, entrepreneurship education is an educational process which applies principles and methodologies for developing life skills to students through integrated curriculum.

Entrepreneurship education is defined as education to create new goods or new services in order to generate higher economic values (Hansemark, 1998: 32). Entrepreneurship education will create more entrepreneurs by giving more knowledge on business and forming psychological attributes such as: self-confidence, self-esteem, and self-efficacy (Kourilsky & Walstad, 1999). Kuratko (2003:15) emphasized that entrepreneurship education is supposed to be able to develop the abilities of negotiation, leadership, discovery of new products, creative thinking, and openness to technological innovations.

Gorontalo State University is one of state universities that have accommodated students to be entrepreneurs by educational process of entrepreneurship course in some study programs based on study program's curriculum requirements and governmental program by having workshop on Students Entrepreneurial Program in which students are equipped by entrepreneurship theories and entrepreneurial practices of creating products and marketing strategies. By having those activities, students are expected to have entrepreneurial attitudes so that it can minimize the rate of employment in Indonesia.

On SEP implementation, there were some stages of it. One of them was holding workshop for selected students as new prospective entrepreneurs. The selection included interests, entrepreneurial motivation, feasibility, and soft skills. The workshop was expected to give not only trainings, but also business support services to these prospective entrepreneurs and consultants to assist them how to increase their business effectiveness which at the end, the problem solving could be done independently by them.

This study tried to examine some identified factors based on preliminary observation of entrepreneurship education in campus environment and workshop on entrepreneurial attitudes of SEP students at Gorontalo State University. Based on preliminary data, the increment of students or groups in SEP for the last two years indicated the good responses from Gorontalo State University students on entrepreneurship activities. Therefore, researcher was interested to study this case through following formulation: "The Influence of Entrepreneurship Education in Campus Environment and Entrepreneurship Workshop on Entrepreneurial Attitudes of Students Entrepreneurial Program (SEP) students at Gorontalo State University.

The research hypotheses are as follow:

H1: There are positive and significant influences of entrepreneurship education in campus environment on entrepreneurial attitudes.

H2: There are positive and significant influences of entrepreneurship workshop on entrepreneurial attitudes.

H3: There are positive and significant influences of entrepreneurship education in campus environment and entrepreneurship workshop on entrepreneurial attitudes.

II. Research Method

The research was aimed to describe and analyse the correlation between three variables. The research framework applied by researcher in this study was *ex post facto* research by using multiple regression analysis. Below is the research design:

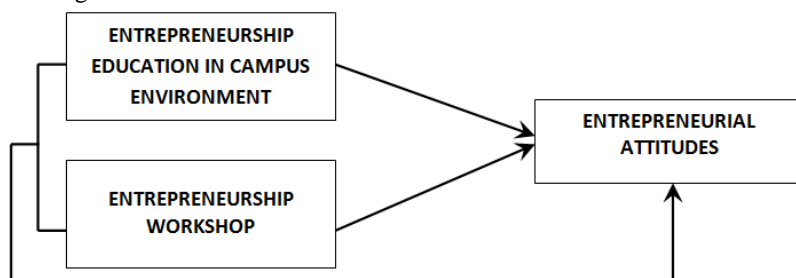


Figure 1: Research Design

The population of this research was 160 students of Students Entrepreneurial Program at Gorontalo State University in 2015. Sampling was done using Taro Yamane's formula (Riduwan & Kuncoro, 2007). Based on the calculation, there were 114 samples. Data was gathered by documentations and questionnaires methods.

Research Instruments

Research instruments were developed from some variable indicators based on the results of theoretically study, framework of thinking, and operational definition which was deemed appropriate to the research contexts. Variables of entrepreneurship education in campus environment included: (1) entrepreneurship knowledge; (2) entrepreneur's characters forming; (3) entrepreneurial skills (Hansemark: 1998, Kourilsky & Walstad: 1999, Kuratko: 2003)

Meanwhile, variables of entrepreneurship workshop included: (1) goals and objectives of trainings; (2) trainers or instructors; (3) training materials; (4) training methods; (5) training facilitation; (6) trainees (Mangkunegara: 2005, Sumantri: 2001; As'ad: 1987). Variables of entrepreneurial attitudes included: (1) achievement; (2) locus of Control; (3) self-esteem; (4) innovation (Robinson et al (1991).

III. Findings And Discussions

The Influence of Entrepreneurship Education in Campus Environment on Entrepreneurial Attitudes

Based on the result of hypothesis 1 testing, it was proved that there were positive and significant influences of entrepreneurship education in campus environment on entrepreneurial attitudes on students of Students Entrepreneurial Program (SEP) at Gorontalo State University in 2015.

Table 1. The Analysis Result of Entrepreneurship Education in Campus Environment on Entrepreneurial Attitudes

Variable		Standardized	Sig	Note
Independent	Dependent	Beta		
Entrepreneurship education in campus	Entrepreneurial Attitudes	0.371	0.000	Significant

Based on above table, it can be seen from column Beta that the coefficient of the influence entrepreneurship education on entrepreneurial attitudes was 0.357 with significance 0.000. From this analysis, it meant that H_0 was rejected. Thus, there were positive and significant influences of entrepreneurship education on entrepreneurial attitudes on students of Students Entrepreneurial Program (SEP) at Gorontalo State University in 2015.

It was in line with the research done by Hatten (1995) and Hansemark (1998) stating that entrepreneurship education in formal environment had been indicated to be able to form students' attitudes of entrepreneurship. The similar results said by Shariff and Saud (2009:129), Rasheed (2000:15) and Harris (2009) in difference test stated that the group who was given entrepreneurship education had higher scores in entrepreneurship attitudes compared to control group.

The Influence of Entrepreneurship Workshop on Entrepreneurial Attitudes

Based on the result of hypothesis 2 testing, it was proved that there were positive and significant influences of entrepreneurship workshop on entrepreneurial attitudes on students of Students Entrepreneurial Program (SEP) at Gorontalo State University in 2015.

Table 2. The Analysis Result of Entrepreneurship Workshop on Entrepreneurial Attitudes

Variable		Standardized	Sig	Note
Independent	Dependent	Beta		
Entrepreneurship Workshop	Entrepreneurial Attitudes	0.275	0.001	Significant

Based on above table, it can be seen from column Beta that the coefficient of the influence entrepreneurship workshop on entrepreneurial attitudes was 0.275 with significance 0.001. From this analysis, it meant that H_0 was rejected. Thus, there were positive and significant influences of entrepreneurship workshop on entrepreneurial attitudes on students of Students Entrepreneurial Program (SEP) at Gorontalo State University in 2015.

The result of this research proved the relevance of theories stated by Green (1972) that there were predisposition factors of the entrepreneurial actions, such as knowledge, attitudes, beliefs, values, and traditions. Furthermore, the experts also gave the definition training. Training is an educational process that is planned and design to improve measurable performance in knowledge, attitudes, and social behaviour. It also is an introductory effort to improve job performance in order to change attitudes, skills and behaviour (Pattanayak, 2002; Noe *et.al*, 2003; Bernardin and Russell, 1998). This research result was in line with the previous result

which stated that there was direct influence of education or training on behaviour (Mulyadi, 2010; Kourilsky and Walstad 1998).

The Influence of Entrepreneurship Education in Campus Environment and Entrepreneurship Workshop on Entrepreneurial Attitudes

Based on the result of hypothesis 3 testing, it was proved that there were positive and significant influences of entrepreneurship education in campus environment and entrepreneurship workshop on entrepreneurial attitudes on students of Students Entrepreneurial Program (SEP) at Gorontalo State University in 2015.

Table 3. The Analysis Result of Entrepreneurship Workshop on Entrepreneurial Attitudes

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	7.344	2	3.672	20.232	.000^a
	Residual	20.146	111	.181		
	Total	27.491	113			
a. Predictors: (Constant), Workshop of Entrepreneurship						
b. Dependent Variable: Entrepreneurial Attitudes						

Based on above table, it can be seen from column *Sig.*, the influence entrepreneurship education in campus environment and entrepreneurship workshop on entrepreneurial attitudes was $0.000 < \text{significance value } 0.05$. From this analysis, it meant that H_0 was rejected. Thus, there was simultaneously positive and significant influence of entrepreneurship education in campus environment and entrepreneurship workshop on entrepreneurial attitudes on students of Students Entrepreneurial Program (SEP) at Gorontalo State University in 2015. This was in line with the theory stated by Drucker (1996): *The entrepreneurial mystique? It's not magic, it's not mysterious, and it has nothing to do with the genes. It's a discipline. And, like any discipline, it can be learned.* Entrepreneurship can be learned through entrepreneurship education in campus and also workshop of entrepreneurship.

Entrepreneurial attitude that can be learned through education and trainings at school is confidence. Meanwhile, the other entrepreneurial attitudes, such as motivation, innovation, and creativity are family education factors or family environment factors (Winarno, 2010).

Furthermore, Winarno (2010) said that entrepreneurship values: 1) are not inborn; 2) are always correlated with the objects; 3) focus on one or a group of objects; 4) may take longer or shorter of time. Therefore, it is not impossible that after receiving entrepreneurship education and workshop, the entrepreneurial attitudes of creativity, innovation and motivation will develop.

IV. Conclusions And Recommendations

Based on findings it is possible to conclude that 1) Entrepreneurship education in campus environment influenced entrepreneurial attitudes positively and significantly; 2) Entrepreneurship workshop influenced entrepreneurial attitudes positively and significantly; 3) Entrepreneurship education in campus environment and entrepreneurship workshop simultaneously influenced entrepreneurial attitudes positively and significantly. Based on research finding the researcher would like to recommend the following thing. 1) The SEP workshops in Gorontalo State University need to be often done and concern more on training components, especially on training facilitation component; 2) The trainees who join SEP activities are supposed to have interests in entrepreneurship so that trainees will seriously follow the activities so that the goals of SEP can be achieved; 3) To the further researcher, it needs to consider other different variables to gather deeper data and it is also suggested to use other methods.

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