

Abstrak

Masalah pengangguran masih menjadi masalah penting di Indonesia. Sedikitnya lapangan pekerjaan yang ada saat ini, menjadi alasan utama bertambahnya angka pengangguran di negara ini. Kondisi ini dapat dikurangi jika setiap pencari kerja berusaha menciptakan lapangan pekerjaan. Berwirausaha merupakan pilihan yang menarik namun dengan adanya Masyarakat Ekonomi Asean (MEA) yang akan diberlakukan Desember 2015 juga menjadi tantangan tersendiri bagi pelaku usaha di Indonesia. Persaingan tidak hanya dengan sesama pelaku usaha dalam negeri melainkan juga pelaku usaha di seluruh ASEAN. Dengan adanya MEA maka peluang UKM untuk bisa bertahan semakin menurun. Study mengeksplorasi adanya hubungan *business owner expertise*, *employee skills training*, dan *business performance*. Pada finalis peserta Wirausaha Muda Mandiri 2015 Regional Jawa Timur. Sampel Pengumpulan dilakukan dengan memberikan kuisioner kepada 31 peserta yang menjadi finalis Wirausaha Muda Mandiri 2015. Penelitian ini menggunakan metode *Partial Least Square* sebagai alat statistik. Hasil dari penelitian ini menemukan bahwa adanya hubungan signifikan dari pengaruh langsung antara *business owner expertise* dan *business performance*, hasil signifikan juga di dapat dari mediasi melalui *employee skills training* antara *business owner expertise* dan *business performance*.

Kata kunci : *Business Owner Expertise, Employee Skills Training, Business Performance*

Abstract

The problem of unemployment is still a crucial issue in Indonesia. At least jobs available today, the main reason for the increase in unemployment in this country. This condition can be reduced if all job seekers are trying to create jobs. Entrepreneurship is an attractive option, but the presence of the Asean Economic Community (AEC) which will take effect in December 2015 was also a challenge for businesses in Indonesia. Competition not only with other domestic businesses but also businesses throughout ASEAN. With the MEA then the chances of SMEs to survive decreases. Study explores the relationship business owner expertise, employee skills training, and business performance. In finalist participants Independent Young Entrepreneur 2015 Regional East Java. Sample collection was done by giving questionnaires to 31 participants who become finalists Independent Young Entrepreneur of 2015. This study uses Partial Least Square method as a statistical tool. The results of this study found that the existence of a significant relationship of direct influence of business owner's expertise and business performance, significant results are also obtained from mediation through employee skills training expertise between the business owner and business performance.

Keywords : Business Owner Expertise, Employee Skills Training, Business Performance