Entrepreneurship competence as a determinant of MSME performance: literature study

Muchtadin
Program Studi Manajemen, STIE YPPI Rembang
*Corresponding author: muchtadinmuch12@gmail.com

Abstract
Efforts to develop MSMEs sustainably are certainly not easy and are influenced by various internal and external factors. As many as 80% of companies that are just starting fail in the first year and the probability of small business failure in Indonesia reaches 78%. Therefore, it takes good competence from entrepreneurs to reduce the possibility of business failure and improve the performance of MSMEs themselves. This study aims to determine whether entrepreneurial competence can improve the performance of Micro, Small, and Medium Enterprises (MSMEs) through a literature review. The data are taken from eleven national journals indexed by Sinta and six journals indexed by Scopus in the last ten years. A total of 55 Indonesian-language journals and 29 English-language journals were collected and then categorized into national journals or international journals. A total of 84 existing journals were selected according to the research theme, namely the influence or relationship of entrepreneurial competence with MSME business performance and selected based on their reputation, namely Sinta for national journals and Scopus for international journals. Sinta and Scopus journals were chosen because of their reputation for having a clear review mechanism and a review team consisting of experts in their fields to show quality in the selection and publication of journal articles. This study concludes that entrepreneurial competence is able to improve the performance of MSMEs. The literature review covers various sectors and aspects of measurement. Future research is expected to use a wider population such as province or country, be longitudinal and add control variables such as gender, age, size of business, and education level.

Keywords: entrepreneurial competence, performance, MSME

INTRODUCTION
The Micro, Small, and Medium Enterprises (MSME) sector plays a role as a support for the national economy. MSMEs in addition to contributing to opening up employment
opportunities also play a role in income distribution as well as an economic and social forum for the community (Budiarto et al., 2018).

Micro, Small, and Medium Enterprises or abbreviated as MSMEs have different definitions in each literature according to several institutions or laws. By Law number 20 of 2008 defines MSMEs as follows: (1) Micro Enterprises are productive businesses owned by individuals or individual business entities and meet the criteria for Micro Enterprises as stated in Law number 20 of 2008; (2) Small Business is a productive business that stands alone, is an individual or a business entity and is not a branch of a company that is a direct or indirect part of a Medium or Large Business that meets the criteria for Small Business as referred to in Law number 20 of 2008; (3) Medium Business is a productive business that stands alone, carried out individually or as a business entity and is not a branch of a company that is a part directly or indirectly with a Small Business or Large Business where the total net worth or annual sales results are regulated in Law No. 20 of 2008.

MSME performance indicators differ from previous research results. Munizu (2010) stated that the performance of MSMEs can be seen in sales growth, capital growth, labor growth, market growth, and profit growth. This indicates that a good MSME has an increase in terms of sales, capital, labor, market, and profit from year to year.

Several aspects that have an impact on the development of MSMEs include (Subroto et al., 2016): (1) Socio-cultural aspects. MSMEs are considered less able to provide income certainty so people think it is better to be an employee than an entrepreneurship; (2) Aspects of Human Resources. MSMEs, especially in Indonesia, are mostly carried out by people with minimal education which has an impact on the weak development of MSMEs; (3) Financial Aspects. Traditional management and limited capital have been a problem since ancient times and this has been a factor hindering the development of MSMEs themselves; (4) Production Aspect. Weak mastery of production technology, and limited capital for the provision of production equipment makes MSMEs need to develop themselves; (5) Marketing Aspect. The selection of the right marketing distribution channel can contribute to the development of MSMEs; (6) Regulatory Aspects. The government is required to play an active role in the formulation of regulations that facilitate the existence and development of these MSMEs.

Efforts to develop MSMEs sustainably are certainly not easy and are influenced by various internal and external factors. Nearly 80% of start-up companies have failed in the first year and the probability of failure of small businesses in Indonesia reaches 78% (Shabiya, 2018). Therefore, it takes good competence from entrepreneurs to reduce the possibility of business failure and improve the performance of MSMEs themselves.
Entrepreneurial competence plays an important role in ensuring business success. McClelland (1987) argues that successful entrepreneurs have three of the most important personal entrepreneurial competencies, namely they are more proactive or pick up the ball; they exhibit traits of achievement motivation; and they have a commitment to others. The other seven competencies are quality and efficiency; calculated risk-taking; goal setting; information seekers; systematic planning and monitoring; persuasion and networking; and independence and self-confidence (Mugion, 2013). Robles and Rodrigueza (2015) summarized from various kind of literature and found as many as 20 entrepreneurial competencies as follows: the ability to control risk, seek and analyze information, autonomy, communication, self-confidence, quality of work, dynamic, initiative, build social networks, change management, self-control, leadership, innovation, integrity, result-oriented, social mobility, negotiation skill, problem solving ability, responsibility, teamwork. On the other hand, Griffin (2012) and Ropega (2011), assert that most the business failures are caused by the lack of incompetence of SME owner-managers, incompetence, and experience in managing their business and taking prompt corrective action in crises.

The high entrepreneurial competence possessed by a person can improve the performance of MSMEs (Mubarak et al., 2020; Setiawati and Ahdiyawati, 2021; Suryana and Burhanuddin, 2021) but there are studies that state entrepreneurial competencies are not able to improve the performance of MSMEs (Sari et al. 2016). These differences in results need to be thoroughly studied regarding the influence or relationship between entrepreneurial competence and MSME performance.

The novelty in this study is that no research in Indonesia has made a literature review on the influence or relationship between entrepreneurial competencies in the last ten years from all sectors. There is only one research in the form of a literature review and that too is limited to the coffee farming sector.

This study aims to make a literature review to describe the between entrepreneurial competence and the performance of MSMEs through various types of businesses and populations to get an idea in the future about what things need to be done by further researchers. A literature review was also carried out to draw comprehensive conclusions regarding the results of research conducted by previous researchers.

**METHODS**

This study uses a literature review method with purposive sampling in which only national and international journals within the last ten years are selected and only those indexed by Sinta and Scopus. Search journals using Google Scholar with the keywords "Entrepreneurial
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Competence in Business Performance" for national journals and "Entrepreneurial Competence in Business Performance" for international journals. A total of 55 Indonesian-language journals and 29 English-language journals were collected and then categorized into national journals or international journals. A total of 84 existing journals were selected according to the research theme, namely the influence or relationship of entrepreneurial competence with MSME business performance, and selected based on their reputation, namely Sinta for national journals and Scopus for international journals. From the selection results, there were 11 national journals indexed by Sinta and 6 international journals indexed by Scopus.

The literature study method used in this article is an integrative literature review which is a form of research to differentiating and create new knowledge about a developing topic (Torraco, 2005). How to conduct a literature study by distinguishing the results of previous research in order to get a comprehensive picture and new knowledge. Literature studies are also conducted to find out what further researchers need to do in the future. Torraco (2005) explains that integrative literature review should identify appropriate topics for review, explain why literature review is a suitable means, search and retrieve relevant literature, analyze and critique the literature, and finally generate a new understanding of the topic or problem through synthesizing literature.

RESULT AND DISCUSSION

| Author       | Year | Method            | Respondent                | Result                                                                                                                                 |
|--------------|------|-------------------|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Ahmad et al. | 2018 | Quantitative using SEM | 117 female entrepreneurs in Malaysia | Two areas of entrepreneurial competence, namely implementation/enforcement competence and network competence, have a significant positive relationship with company performance. However, the other four competencies, namely analytical planning competence, innovation competence, teamwork competence, and leadership competence did not have a significant positive |
| Author         | Year  | Method                      | Respondent | Result                                                                                                                                 |
|---------------|-------|-----------------------------|------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Al Mamun et al. | 2019  | Quantitative using path analysis | 403 micro-entrepreneurs from “Majlis Amanah Rakyat,” Kelantan and “Majlis Islam and Adat Istiadat,” Kelantan. | Entrepreneurial competence has a significant positive effect on company performance. The findings show a significant mediating effect of entrepreneurial competence on the relationship between entrepreneurial skills, market orientation and networking, and firm performance. Future researchers could examine entrepreneurial behavior among different income groups across countries to deepen our understanding of its antecedents and consequences. |
| Aulia         | 2020  | Quantitative using SEM-PLS   | 60 coffee shop data samples consisting of 30 micro-scale units and 30 small-scale units collected through snowball sampling | Business performance is influenced by entrepreneurial competence in both micro and small-scale models. Young people have low experience with high motivation and need for achievement. The education level of small business actors is higher than on the micro-scale. Micro-scale entrepreneurs are less interested in improving their capabilities. Improving coffee shop business performance is supported by entrepreneurial competence on small-scale rather than micro scale. |
| Barazandeh et al. | 2015  | Quantitative using SEM-PLS   | 125 early-stage entrepreneurs | Entrepreneurial competence has a positive effect on business performance. The results of the study |
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| Author       | Year | Method                        | Respondent | Result                                                                                                                                                                                                 |
|--------------|------|-------------------------------|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hadiyati     | 2014 | Quantitatively using multiple linear regression | 375 small business unit entrepreneurs in the craft center of Malang city, most of whom have high school education | Entrepreneurial competence has a significant positive effect on business performance. Entrepreneurial competence has the biggest role in improving business performance compared to other factors such as entrepreneurial characteristics and company characteristics. |
| Hasanah et al. | 2018 | Quantitative using SEM-PLS | 100 SME respondents in Tarakan City in four sub-districts | Entrepreneurial competence has a significant positive effect on business performance. Aspects of competence that can improve business performance include the ability to control risk, seek and analyze information, build social networks, |
| Author       | Year | Method          | Respondent | Result                                                                                                                                 |
|--------------|------|-----------------|------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Mubarak et al. | 2020 | Quantitative using SEM | 250 cocoa farmers on Sebatik Island in the Indonesia-Malaysia border region, to be precise in Nunukan Regency, Kaltara Province. | Entrepreneurial competence has a significant positive effect on farm business performance. Entrepreneurial competence is influenced by social capital factors and entrepreneurial characteristics. The entrepreneurial competence of farmers can be improved through government programs related to entrepreneurship training by involving educational institutions and universities. Only farmers who sell their crops to Malaysia and Sulawesi are sampled. |
| Murtadlo     | 2018 | Quantitative using path analysis | The sample is 74 owners of SMEs processing fishery products. | Entrepreneurial competence has a significant positive effect on the performance of SMEs |
| Ng et al.    | 2016 | Quantitative using SEM-PLS | 178 SME owners and managers in Malaysia | Entrepreneurial competence has a significant positive influence on the success of SMEs in terms of financial performance and non-financial performance. The government is expected to intervene in policies and reduce burdensome regulations to help the SME sector. |
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| Author          | Year | Method                  | Respondent                              | Result                                                                                                                                 |
|-----------------|------|-------------------------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Prakasa & Putri | 2020 | Quantitative using path analysis | 138 SMEs in the center of Batik Tulis, Bayat District, Klaten Regency. | The better the entrepreneurial competence possessed by hand-drawn batik business actors, the higher their business performance will be. Half of the total batik SME respondents have a final education of elementary school and most are in their forties. This shows the challenges in preserving the written batik culture and can be understood if business actors have limited knowledge related to entrepreneurship. Economic performance has the potential to decline due to the distribution of research questionnaires before the Covid-19 pandemic spread. Another finding explains that entrepreneurial competence is able to link the influence of the entrepreneurial climate on the performance of the batik business. |
| Rahman et al.   | 2015 | Quantitative using SEM-PLS | 134 entrepreneurs in Bangladesh who are | Entrepreneurial competence has a significant positive relationship with business success. Large private organizations can actively nurture the |
| Author       | Year | Method      | Respondent | Result                                                                                                                                                                                                 |
|--------------|------|-------------|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sanchez      | 2012 | Quantitative using SEM | members of the community information center | most economically disadvantaged groups in society and contribute to the well-being of citizens in developing countries.                                                                                 |
| Sanchez      | 2012 | Quantitative using SEM | 450 entrepreneurs in Spain            | Entrepreneurial competence has an effect on business performance. Organizational ability is able to mediate the relationship of entrepreneurial competence with company performance. Competitive scope and organizational capabilities are important and prominent elements for companies that have a high level of entrepreneurial competence. Future research is expected to collect a sample of SMEs to capture industry differences. Another limitation relates to the lack of objective financial performance data. |
| Sari et al.  | 2016 | Quantitative using SEM | 120 units of MSMEs selected using the probability sampling technique by means of cluster sampling. | The high and low business performance of palm sugar SME entrepreneurs in West Lombok Regency is not influenced by entrepreneurial competence. The level of education in this case the ability to write and read plays a role in improving business performance, besides tolerance for uncertainty or the ability to adapt to difficult situations from the MSME unit, can |
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| Author                  | Year | Method                        | Respondent                                      | Result                                                                                                                                 |
|-------------------------|------|-------------------------------|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| Setiawati & Ahdiyawati  | 2021 | Quantitative using SEM        | 78 knitting entrepreneurs at the Binong Jati Knitting Industry Center | Entrepreneurial competence has a significant positive effect on financial and non-financial business performance. Knitting entrepreneurs have excellent entrepreneurial competencies in practical knowledge because their business has been established since 1960 so practical knowledge is passed down from generation to generation. The weakness of the Binong Jati knitting entrepreneur is the lack of ability to manage finances in terms of educational background. Another problem is erratic profit growth which can increase or decrease. Knitting entrepreneurs are required to be more creative and innovative in an effort to increase sales. |
| Siregar et al.          | 2021 | Quantitative using path analysis | Coffee shop in Ajamu by taking a sample of 160 respondents. | Entrepreneurial competence has a positive and significant effect on the performance of MSMEs. Future research is expected to enlarge the population and sample. |
| Suryana &               | 2021 | Qualitatively                 | Coffee SMEs                                     | Entrepreneurial competence is have an impact on their business performance. One of the factors that make entrepreneurial competence unable to improve business performance is the lack of training obtained by MSME units in Gunung Sari and Lingsar Districts. |
| Author   | Year | Method          | Respondent                  | Result                                                                                                                                 |
|----------|------|-----------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Burhanuddin |      | using literature study |                             | proven to affect the business performance of coffee SMEs in Indonesia. The results of the literature analysis found that the most prominent dimensions of entrepreneurial competence in the coffee sector are conceptual abilities, skills, and individual characteristics, especially motivation. |
| Yunus    | 2020 | Quantitative using SEM | 300 entrepreneurs in small and medium enterprises spread across Sidrap Regency. | Business performance is influenced by entrepreneurial competence. The indicators that have the greatest influence on business performance from each variable are the level of education, competitive ability, motivation, and security. |

This literature study provides an overview of the methods used by previous researchers. A total of 16 work of literature use quantitative methods, both relationship and influence in looking at the relationship between entrepreneurial competence and MSME performance (Sanchez, 2012; Hidayati, 2014; Barazandeh et al., 2015; Rahman et al., 2015; Ng et al., 2016; Sari et al., 2016; Ahmad et al., 2018; Hasanah et al., 2018; Murtadlo, 2018; Al Mamun et al., 2019; Aulia et al., 2020 Mubarak et al., 2020; Prakasa and Putri, 2020; Yunus, 2020; Setiawati and Ahdiyawati, 2021; Siregar et al., 2021) and the rest uses a qualitative study in the form of literature (Suryana and Burhanuddin, 2021). There has been no research from reputable journals, either Sinta or Scopus that uses a combined quantitative and qualitative method in examining the relationship between entrepreneurial competence and MSME performance.

The results of the literature study show that the research was carried out in various sectors including palm sugar plantations, coffee plantations, craft centers, coffee shops, cocoa farming, batik businesses, knitting businesses, and fisheries and the rest took samples from various mixed sectors. MSME plantations are the most common in the literature. This is
because plantations produce something fundamental to human needs, namely food, so it is important to conduct research on plantation MSMEs.

Entrepreneurial competence has been proven to be able to improve the performance of MSMEs (Sanchez, 2012; Hidayati, 2014; Barazandeh et al., 2015; Rahman et al., 2015; Ng et al., 2016; Ahmad et al., 2018; Hasanah et al., 2020; Murtadlo, 2020; Al Mamun et al., 2019; Aulia, 2020; Mubarak et al., 2020; Prakasa and Putri, 2020; Yunus, 2020; Setiawati and Ahdiyawati, 2021; Siregar et al., 2021; Suryana and Burhanuddin, 2021) and only one literature mentions that entrepreneurial competence is not able to improve the performance of MSMEs (Sari et al., 2016).

CONCLUSIONS AND SUGGESTIONS

The relationship or interaction between entrepreneurial competence and business performance has been relatively stable in the last ten years. It can be seen that of the seventeen pieces of literature used in this study, only one stated that entrepreneurial competence had no relationship or influence. The rest stated that entrepreneurial competence correlated or had an impact on business or business performance. The results of the study stated that entrepreneurial competence had no effect on business performance caused by other factors that influenced the performance of MSMEs, namely psychological characteristics. Psychological characteristics such as hardworking, self-confidence, disciplined, willingness to take risks, tolerance for uncertainty, innovation and independence cause entrepreneurial competencies to be unable to improve MSME business performance. Entrepreneurial competence will improve MSME business performance depending on how hard a person is, the level of discipline, and how innovative a person is, or in other words depending on a person's psychological characteristics.

The results show that the measurement of entrepreneurial competence and business performance uses different dimensions or indicators even though they are still in one sector. Almost all of the literature used uses quantitative methods and only one source uses qualitative methods. The results of literature studies in quantitative methods are all carried out at one time and none have been carried out on an ongoing basis, such as an analysis carried out in more than 1 year. There has been no research in Indonesia in the last ten years regarding the relationship between entrepreneurial competence and business performance that is carried out continuously or longitudinally and also with a sample of one country with various MSME business sectors.
Further research, especially in Indonesia, is expected to increase the population not only by a city or district but by one province or one country. It is also necessary to take representatives from various sectors, business size, gender, and age differences in influencing business performance. Future research can be carried out longitudinally in order to see the level of stability of the relationship between entrepreneurial competence and business performance. The government is expected to make policies and training to improve the entrepreneurial competence of MSME actors which will have an impact on business performance.

This research is limited to the journals of the last ten years indexed by sinta and Scopus. Future research can use reference sources from more than the last ten years by taking all existing references and is not limited to the Sinta or Scopus journals.

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