



Reliability Analysis Between the Relationship of Entrepreneurial Competency with Human Capital Development: An Initial Survey Among Brunei Darussalam Youth Entrepreneurs

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Abstract

Human Capital Development is a theme that is widely discussed particularly in academic, economic and development discussions. In the concept of economics, human capital sees itself as 'capital'. Thus, in the context of Brunei Darussalam, economic development especially in the field of entrepreneurship is expanding and more importantly the entrepreneurial (human capital) profession is increasingly accepted by the community especially among Brunei Darussalam youth. Therefore, this study aimed to examine the characteristics of entrepreneurship competency among youth entrepreneurs in Brunei Darussalam and to identify the relationship of entrepreneurial competence with human capital development as a preliminary study (pilot study). This study design was a quantitative study using questionnaire form modified by the researcher himself as the main instrument. The sample of this study consisted of 32 Brunei Darussalam youth entrepreneurs by purposive sampling and convenience of 17 male youth entrepreneurs and 15 female youth entrepreneurs. The data obtained will be analyzed using Statistical Package For Social Sciences (SPSS) software to gain validity and reliability of each variable construct. It is hoped that the results of this study provide some initial input on Brunei Darussalam's youth entrepreneurs as human capital in the country's development through entrepreneurship.

Keywords: competency, entrepreneurial competency, human capital development, youth entrepreneurs

1. Introductions

In the 21st century, entrepreneurship has become one of the most important areas of economic development, productivity, innovation and job opportunities in any country including Brunei Darussalam today. The government aims to make this area of entrepreneurship especially the small and medium-sized industries a major contributor to new job opportunities, and thus contribute to the country's economic development in the 21st century or so-called industrial revolution 4.0. According to Yusof (2010¹⁾, entrepreneurs are part of the community as an integral part of the development of a society and are identified as agents of global economic change.

Entrepreneurship is a process of creating a business and expanding it for social harmony and national development. The process of creating a business requires physical, financial, business, time and personal satisfaction. Islam has prioritized business and entrepreneurial endeavors. In this regard, the Prophet Muhammad himself has set an example by engaging in this business venture since he was 12 years old when he joined with his uncle Abu Talib to go to Syria. Furthermore, at the age of his youth, he has already started his own business by acquiring capital from interested investors by practicing the concept of mudharabah (Sobri 1992; Mohd. Ali 1994;

¹ Review of Aliza bint Miaat, Factors driving vocational college students' interest in entrepreneurship, Tun Hussein Onn University's Faculty of Technical and Vocational Education, 2014, p.1.



Ashadi 2008; Buerah & Hussin 2011). Interestingly, at the age of 24, he has been involved in business involving import and export trade covering 13 major trading cities including Syria, Yemen and Bahrain (Sobri 1992; Mohd. Ali 1994).

1.1 Entrepreneurship in Context of Islam

Entrepreneurship in the context of Islam is an act of worship that meets the needs of a balanced and worldly life. In addition to the importance of entrepreneurship in fulfilling their livelihoods, honest and trustworthy entrepreneurs in their business hold a high position in the presence of Allah ﷻ based on the Prophet's hadith (Muslim, 1994 & Abi Isa, 1999)². Entrepreneurship in Islam adopts an approach based on the strength of faith, moral development, and the spirit of universal brotherhood (Ab. Aziz 2001; Norasmah, Ab.Halim and Khadijah 2004; Bright & Hussin 2011).³

عن أبي سعيد الخدري رضي الله عنه عن النبي صلى الله عليه وسلم قال التاجر الصدوق الأمين مع النبيين والصديقين والشهداء

(رواه الترمذي وقال حديث حسن)⁴

From Abi sai'd al-khudri RadhiAllahu anhu of the Prophet ﷺ said: "The honest and trustworthy traders will be with the prophets, the siddiqins and the martyrs"

(Tirmidzi History)

Islam sees Muslim entrepreneurs as individuals who take on the responsibility of meeting the needs of society by hoping for two benefits, both in the world and in the hereafter (Ab. Aziz, 2010). The concept of Islamic entrepreneurship emphasizes integration with spiritual elements because Islam is in fact functioning as a whole in every occupation or lifestyle (Che Zarrina & Solahuddin, 2011) in fulfilling the demands of being a caliphate on earth. Thus, Muslim entrepreneurs should not look at entrepreneurship only in the material, physical and intellectual context without regard to spiritual or divine aspects (Syukri Salleh, 1999) which embodies the implementation framework and even the motivation of Islamic entrepreneurship itself.

Academically, Islam has three main branches: faith as the core of life, Shariah regulates living practices that model behavior and morality as living ethics. These three components should move in unison to produce the best Muslims as Allah ﷻ has stated in the Quran. As an entrepreneur's career is always connected to the community, full of competition, deception and risk, the moral element comes first in line with entrepreneur development. Making faith as a principle, sharia as a guide and ethics as an entrepreneurial activity does not negate the goal of profit, but the method of obtaining it does not override the main goals of seeking God's pleasure, establishing social unity, mutual love, love, social harmony and brotherhood.

1.2 Entrepreneurial Competency

According to Snell and Lau (1994), entrepreneurial competence is a combination of actions, knowledge, motivation or goals, attitudes or views that contribute to business planning or

² Mohd Zain Mubarak, Asyraf Hj Ab.Rahman & Mohd Rafi Yaacob, *Spiritual Elements in Islamic Entrepreneurship: A Study on Successful Entrepreneurs in Kelantan State*, Faculty of Entrepreneurship and Business University of Kelantan Malaysia, Center for Socio-Economic Development and Studies, University Malaysia Terengganu, 2015

³ Buerah Tunggak & Zoolhimi Ahmed, *The Influence of Background Factors on Entrepreneurial Attitude Orientation among Muslim Bumiputera Youth Entrepreneurs*, 2015.

⁴ <https://www.ahlalhdeth.com/vb/showthread.php?t=372029>.



practice in different ways. While Man and Lau (2000), they believe that competence is a superior trait that makes an individual stand out because of the different personalities of personality, skills and knowledge, which are reflected in attitudes. As Le Boterf (2003) adds, these features are influenced by traditional and family-based education and experiences⁵. Whereas, for Antonello (2005), entrepreneurial competence is a set of skills and attitudes that enable individuals to set their vision, strategies and actions in creating tangible and intangible values for society⁶.

1.3 Human Capital Development

Whereas human capital development from an Islamic perspective is development that sees people as the most important character in a development. Human development is also developed within and beyond human beings. Nowadays the real challenge for the development of our nation's human capital is to reduce unemployment and achieve sustainable economic levels. Therefore, entrepreneurship is an integral part of human capital development.

1.4 Brunei Darussalam Youth

Youths in Brunei Darussalam are men and women aged 15-40, while youth leaders are not age-restricted. There are 152,700 people in the 15-40 age group who make up 45.2% of the population. Of these, 81 100 (53.1%) were male and 71 600 (46.9%) were female.⁷

2. Literature Review

2.1 Entrepreneurship Competency

In recent studies it has been found that entrepreneurial characteristics are linked to the success of a business (Nor Hasni, 2005; Ku Azilah 2004; Zaidatol & Habibah, 1997; and Rosman, 2009). Hamidin's (1999) study on the factors of success of small and medium-sized bumiputera industrialists in food processing in Johor focused on the efficiency of successful small and medium-sized bumiputera industrial entrepreneurs in managing their businesses especially in food processing in Johor. The results show that the majority of these entrepreneurs are highly efficient in managing their business organization.

Next, Mitchelmore and Rowley (2013) stated that entrepreneurial competence can be measured using the level of individual competence, which can be classified into four main categories: personal and business, business and management, entrepreneurship and human relations. In general, entrepreneurship theory is divided into four approaches, namely economic approaches that emphasize aspects of profit and wealth; social approaches that describe social situations that may influence the emergence of an entrepreneur; a psychological approach to studying entrepreneurship from the personality traits of an entrepreneur; as well as the approach of Islamic entrepreneurship where entrepreneurship and all its activities are efforts that are regarded as worship in Islam.⁸

⁵ Suzete Antonieta Lizote, Miguel Angel Verdinelli, Sabrina do Nascimento & Luciana Merlin Bervian, *Entrepreneurial Competencies and Performance of Undergraduate Programs: A Study of Its Relations Based on Center Directors' Perspective*, Journal of Education and Research in Accounting, Apr/Jun.2018

⁶ Ibid

⁷ <http://www.kkbs.gov.bn/DasarDasar/Definasi%20Belia%20Negara.aspx>

⁸ Siti Syuhada Abd Rahman, Muhammad Firdaus Muhammad Sabri & Suhaila Nazri, *Self Entrepreneurial Competencies Among Students Who Took courses of Entrepreneurship at the University*, Department of Business Administration, Faculty of Management and Muamalah Kolej Universiti Islam Antarabangsa



There are many factors that can influence an entrepreneur's success. According to Rosli et al., (2007), common characteristics often associated with an entrepreneur's personality are drive, risk, perseverance, commitment, determination, initiative and responsibility, internal control, confidence in their ability, honesty and commitment, emphasizing high quality of work, ability to solve problems, high level of work, goal-oriented and vision, ability to make decisions, use of influence on strategy and social entrepreneurship. This statement can be seen in the study of Siti Nur Afiqah (2018) in her study entitled "Entrepreneurial Competence among Youth Entrepreneurs" using 13 characteristics of entrepreneurial competence developed by McClelland and Mc Ber & Co (1985), namely that observing and capturing opportunities is a feature. entrepreneurship competition is the dominant. In addition, in recent studies, entrepreneurs from the modern perspective measure external success in terms of profitability in the world, but entrepreneurs from the Islamic perspective not only measure success in the world but emphasize the value gained in the hereafter. This difference can be seen in the modern business and Islamic perspective.

2.2 Human Capital Development

In the study of Ab Aziz Yusof and Mutiara Dwi Sari (2017)⁹ on human capital development from an Islamic perspective: Impact for managers found that human capital development based on an Islamic perspective should include both physical and spiritual aspects (intellect and emotion). Therefore, the purpose of this study is to discuss the relationship of entrepreneurial competence with human capital development which is a preliminary survey among Brunei Darussalam youth entrepreneurs.

3. Methodology

3.1 Population and Sample Studies

This study is a research study aimed at examining the relationship of entrepreneurial competence and human capital development among Brunei Darussalam youth entrepreneurs. The study population consisted of 32 youth entrepreneurs (Male & Female) in Brunei Darussalam consisting of various business types randomly selected as respondents of the study to be described in the analysis and findings of the study.

3.2 Structure of the Questionnaires

The instruments used for this study were instruments modified by the researcher using a questionnaire consisting of 3 sections, Part A: Demographic Background, Part B: Entrepreneurial Competence and Part C: Human Capital Development.

Part A: This section is intended to collect information on gender, age, education level, business reasons, type of business, field of business, source of business capital, duration of business, business network (advertising), business/entrepreneurship courses and monthly income budget.

Selangor (QUIZ), Proceedings of the 2nd International Conference on Management and Management 2015 (2ndICoMM) 16th - 17th November 2015, e-ISBN: 978-967-0850-25-2.

⁹ Ab Aziz Yusof & Mutiara Dwi Sari, Human Capital Development from Islamic Perspectives: Impact on Manager, Malaysia Journal of Social Sciences and Humanities (M) - (SSH) Volume 2, Issue 1, March 2017.



Part B: This section aims to identify entrepreneurial competencies among Brunei Darussalam young entrepreneurs comprising of creative & innovative, managerial ability, future orientation, risk-taking and resilience.

Part C: This section aims to link human capital development with entrepreneurial competencies in Part B.

In sections B and C, respondents were asked to answer all the questions by filling out the questionnaire on a scale of 1 to 5 (1 strongly disagree, 2 disagree, 3 uncertain 4 agree, 5 strongly agree).

4. Result of the Reliability Analysis

Figure 1. Frequency Percentange Male & Female

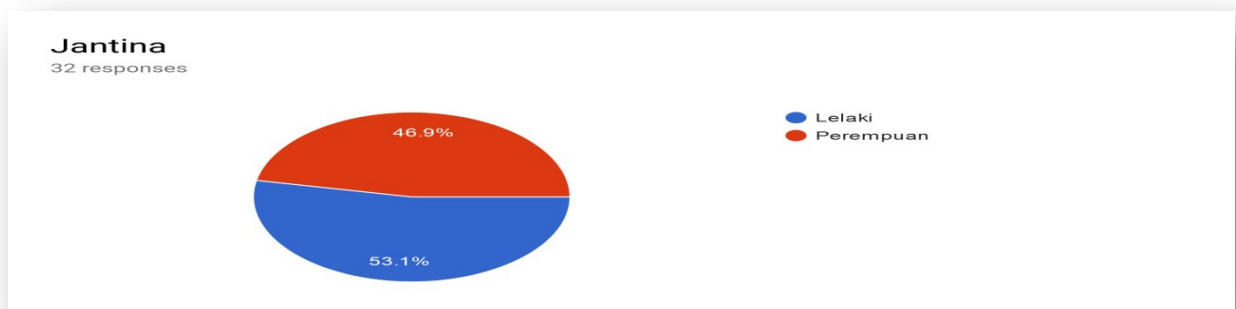
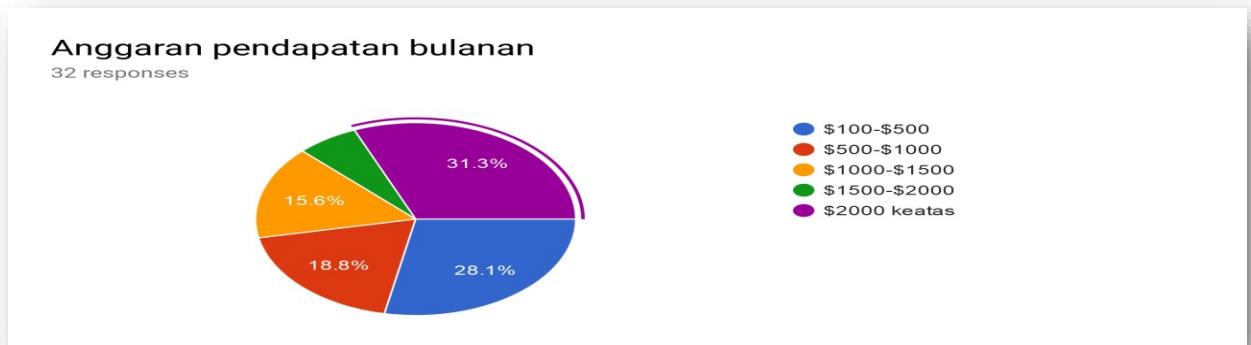


Figure 2. Monthly Income Budget



In the pie chart 2 above, is the estimated monthly income for the entrepreneurs in this study. Of which 10 (31.3%) had monthly income of \$ 2000, 9 (28.1%) had \$ 100- \$ 500 monthly, 6 (18.8%) had \$ 500- \$ 1000 monthly, 5 (15.6%) had monthly income \$ 1000- \$ 1500 and 2 people (6.3%) have a monthly income of \$ 1500- \$ 2000.



4.1 Entrepreneurial Competency

Table 1. Cronbach's Alpha Reliability Level¹⁰

The Value of Cronbach's Alpha	Level of Cronbach's Alpha
0.0 – 0.20	Poor
> 0.20 - 0.40	Medium Poor
> 0.40 - 0.60	Moderate
> 0.60 - 0.80	Good
> 0.80 – 1.00	Very Good

Table 2. Cronbach's Alpha Reliability Level of Entrepreneurial Competency

Dependent Variable	The Value Cronbach's Alpha	Level of Cronbach's Alpha
Creative & Innovative	.790	Good
Managerial Ability	.854	Very Good
Future Orientation	.868	Very Good
Risk Taking	.798	Good
Resilience	.766	Good

Table 3. Cronbach's Alpha Reliability Level Human Capital Development

Dependent Variable	The Value Cronbach's Alpha	Level of Cronbach's Alpha
Human Capital Development	.868	Very Good

5. Conclusions

In conclusion, in line with the aspiration of becoming a developed and prosperous country, Brunei Darussalam government has now focused on entrepreneurial development among its people especially the youth through various government initiatives. Entrepreneurship is no longer a foreign profession in Brunei Darussalam as it has been embraced by youth and the people.

¹⁰ Azizi, Dk Zainab, Baharudin & Ismail, Conveniently SPSS, UNISSA Press Sultan Sharif Ali Islamic University of Brunei Darussalam 1437H / 2016M, p.57.



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**Indices**

Table of Item Total Statistics: Entrepreneurial Competency (Creative & Inovative)

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Cara Baru	56.69	36.351	.443	.659	.776
Idea-Idea Baru	56.59	35.733	.522	.669	.770
Keupayaan	56.78	36.951	.344	.455	.782
Bertanya	57.75	35.613	.259	.500	.794
Peluang Baru	56.88	35.339	.529	.733	.769
Mampu dan Komited	56.91	34.733	.504	.670	.769
Bertikiran Terbuka	56.72	35.628	.542	.737	.769
Cara Sendiri	56.94	33.286	.553	.681	.763
Luar Kotak	57.09	35.572	.482	.597	.772
Penjenamaan	57.00	32.839	.589	.654	.760
Berkualiti	56.53	36.128	.523	.692	.772
Proses Baru	57.47	33.676	.510	.911	.767
Penekanan Kuat	57.53	34.838	.489	.894	.770
Perkara Sama	58.38	40.113	-.077	.443	.830
Kunci kejayaan	56.50	38.645	.157	.598	.793

Table of Item Total Statistics: Entrepreneurial Competency (Managerial Ability)

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Memahami tindakan	56.81	54.222	.530	.641	.843
Dapat bekerja	56.56	56.577	.459	.741	.846
Merancang produk/perkhidmatan	56.75	53.742	.644	.668	.837
Menetapkan Harga	56.53	55.483	.544	.584	.842
Mewujudkan Perhubungan	56.44	57.157	.507	.675	.845
Perancangan Promosi	56.84	54.523	.430	.514	.849
Bertanggungjawab	56.09	58.023	.514	.589	.846
Mengendalikan Tugas	57.19	56.802	.192	.454	.873
Kualiti Kepimpinan	56.72	54.596	.657	.722	.837
Memimpin dan Menyelia	56.88	55.919	.449	.668	.847
Membina Pelbagai Rangkaian	56.75	55.677	.576	.706	.841
Menguruskan Rangkaian	57.13	55.532	.551	.621	.842
Kemahiran berurusan	56.72	57.112	.498	.695	.845
Celik Kewangan	56.94	53.996	.533	.634	.842
Merancang Kegiatan	56.59	52.636	.624	.725	.837



Table of Item Total Statistics: Entrepreneurial Competency (Future Orientation)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Yakin terjadi	38.28	31.241	.633	.682	.852
Tumpuan perniagaan daripada wang	38.41	31.539	.559	.592	.858
Kemungkinan Masa Depan	37.72	34.273	.467	.558	.864
Mewujudkan Sasaran	38.28	29.757	.701	.664	.846
Kebaikan dan Keburukan	37.84	32.394	.589	.616	.856
Memikirkan semua masalah	37.91	29.507	.899	.902	.831
Melabur sejumlah wang	38.16	33.426	.434	.504	.867
Cita-cita tinggi	37.72	36.273	.145	.224	.889
Jangkaan masalah masa depan	37.88	30.306	.666	.816	.849
Memantau trend pasaran	38.06	29.415	.799	.768	.837

Table of Item Total Statistics : Entrepreneurial Competency (Risk Taking)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Melabur banyak modal saya	49.34	49.652	.327	.589	.793
Risiko Kewangan dan kerjaya	49.63	52.048	.073	.339	.821
Membezakan untund dan tidak	49.31	49.899	.375	.620	.789
Usaha Baru	50.06	50.254	.180	.403	.810
Teliti dicuba diuji	49.31	50.157	.431	.741	.786
Berani melabur tanpa nasihat	50.78	49.144	.232	.485	.806
Berani risiko terlibat	49.72	45.951	.669	.768	.767
Risiko demi perniagaan	49.47	44.515	.704	.775	.761
Peka ingin maju	49.53	47.289	.530	.558	.777
Pengalaman Pembelajaran	49.00	49.548	.463	.596	.784
Risiko adalah peluang	49.34	47.072	.641	.742	.771
Agresif	49.59	46.959	.515	.636	.777
Cenderung kuat risiko tinggi	50.22	48.305	.468	.727	.782
Pengambil risiko positif	49.78	44.628	.637	.817	.766



Table of Item Total Statistics: Entrepreneurial Competency (Resilience)

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Menyelesaikan setiap proyek	42.31	33.060	.625	.700	.727
Sanggup Melakukan	42.19	32.157	.716	.831	.716
Bekerja Keras	41.94	33.093	.781	.907	.718
Berusaha sehingga berjaya	41.88	33.790	.751	.794	.724
Rumit Saya tidak mahu mencubanya	44.00	40.000	-.071	.197	.814
Kegagalan berusaha lebih keras	41.97	33.515	.728	.931	.723
Tenang	42.53	34.515	.383	.526	.752
Memperuntukkan masa	42.59	34.184	.414	.474	.749
Cepat-cepat lari	44.28	40.273	-.088	.496	.817
Mendapatkan orang lain	43.22	34.886	.268	.272	.770
Saya boleh lakukan	42.25	33.032	.583	.642	.730
Segala Tumpuan kerja	42.00	34.710	.677	.799	.732

Table of Item Total Statistics: Human Capital Development

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Kebaikannya ummah sejagat	90.25	81.097	.416	.	.864
Sifat adil	90.28	77.628	.703	.	.857
Prinsip menetapkan batasan	90.50	75.226	.667	.	.855
Mencontohi Rasulullah	90.25	79.419	.606	.	.860
Agama	90.50	75.484	.613	.	.856
Tegas tidak mempunyai pilih kasih	90.84	72.523	.645	.	.854
Melarang penindasan	90.28	78.789	.396	.	.864
Nyawa	91.13	73.274	.463	.	.864
Tidak suka penipuan	90.22	82.305	.155	.	.871
Yakin Rezeki Allah	90.09	82.217	.532	.	.864
Berpuas hati	90.22	81.854	.345	.	.865
Akal	90.47	76.644	.458	.	.862
Memberikan sesuatu	90.31	81.577	.272	.	.867
Dunia Akhirat	90.44	75.738	.669	.	.855
Mengakuinya	90.59	77.152	.428	.	.863
Harta	90.84	76.717	.335	.	.869
Bukan Milik Saya	90.28	76.983	.527	.	.859
Berkomunikasi	90.59	76.894	.515	.	.860
Keturunan	91.06	75.157	.404	.	.866
Mengeksploit tidak baik	90.25	79.161	.507	.	.861
Keseimbangan ekosistem	90.59	77.023	.480	.	.861

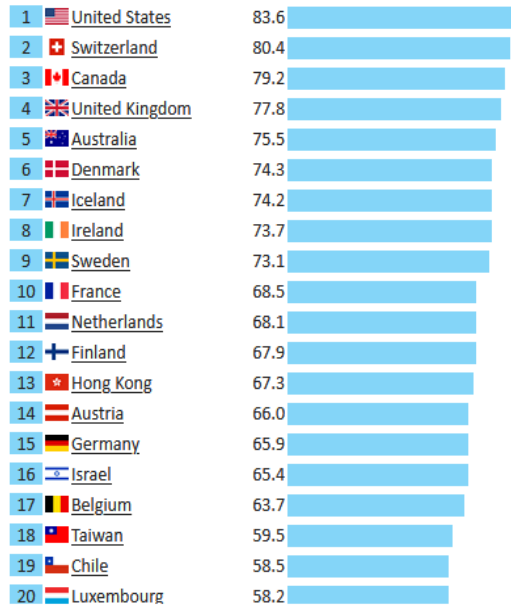


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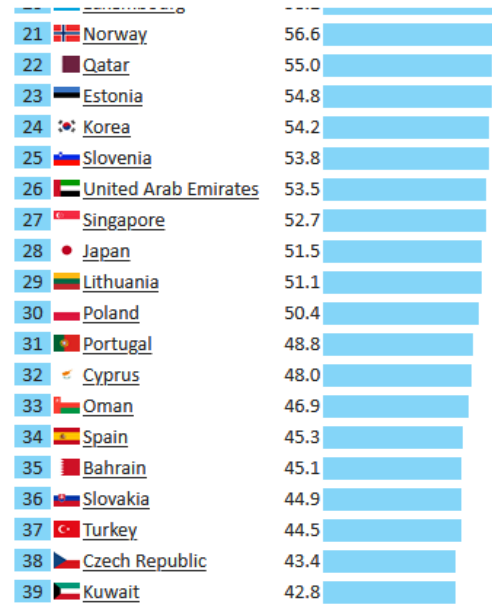
Global Entrepreneurship Index 2018

Score, the highest = the best



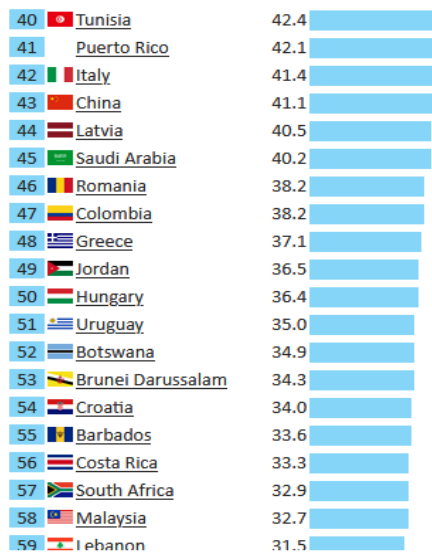
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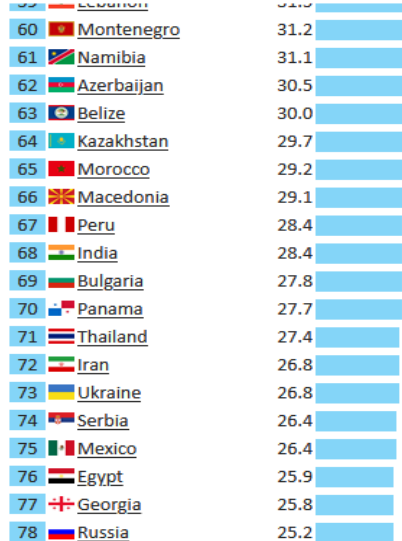
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Global Entrepreneurship Index 2018

Score, the highest = the best

78		Russia	25.2
79		Gabon	25.0
80		Algeria	24.7
81		Trinidad & Tobago	24.4
82		Dominican Republic	24.3
83		Albania	24.2
84		Philippines	24.1
85		Argentina	24.0
86		Swaziland	23.8
87		Vietnam	23.2
88		Armenia	22.8
89		Jamaica	22.2
90		Sri Lanka	21.9
91		Rwanda	21.5
92		Moldova	21.2
93		Ghana	21.2
94		Indonesia	21.0
95		Bosnia and Herzegovina	20.7
96		Ecuador	20.5

Global Entrepreneurship Index 2018

Score, the highest = the best

97		Bolivia	20.4
98		Brazil	20.3
99		Tajikistan	20.0
100		Kyrgyz Republic	19.8
101		Nigeria	19.7
102		Zambia	19.6
103		Senegal	19.2
104		Libya	18.9
105		Côte d'Ivoire	18.9
106		Paraguay	18.7
107		Honduras	18.7
108		Guatemala	18.5
109		Kenya	18.4
110		Ethiopia	18.3
111		Suriname	18.1
112		Lao PDR	17.8
113		Cambodia	17.6
114		El Salvador	16.7
115		Tanzania	16.4

Global Entrepreneurship Index 2018

Score, the highest = the best

116		Guyana	16.4
117		Gambia, The	16.1
118		Mali	15.9
119		Liberia	15.7
120		Pakistan	15.6
121		Cameroon	15.4
122		Nicaragua	14.7
123		Angola	14.4
124		Mozambique	14.0
125		Madagascar	14.0
126		Venezuela	13.8
127		Myanmar	13.6
128		Benin	13.3
129		Burkina Faso	13.2
130		Guinea	12.9
131		Uganda	12.9
132		Sierra Leone	12.3
133		Malawi	12.2
134		Bangladesh	11.8

Global Entrepreneurship Index 2018

Score, the highest = the best

118		Mali	15.9
119		Liberia	15.7
120		Pakistan	15.6
121		Cameroon	15.4
122		Nicaragua	14.7
123		Angola	14.4
124		Mozambique	14.0
125		Madagascar	14.0
126		Venezuela	13.8
127		Myanmar	13.6
128		Benin	13.3
129		Burkina Faso	13.2
130		Guinea	12.9
131		Uganda	12.9
132		Sierra Leone	12.3
133		Malawi	12.2
134		Bangladesh	11.8
135		Burundi	11.8
136		Mauritania	10.9
137		Chad	9.0