

THE ROLE OF HUMAN RESOURCE EDUCATION: AN ESSENTIAL DRIVER IN ADVANCING ECONOMIC PROGRESS THROUGH ENTREPRENEURSHIP EXPLORATION

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Abstract. Education is considered the primary foundation for economic development. Through education, individuals acquire the skills and knowledge necessary to effectively participate in the global economy. Entrepreneurship plays a crucial role in driving the economy through job creation, enhanced competition, and innovation. Entrepreneurship education can enhance individuals' abilities to start and manage their own businesses. This research aims to explore how human resource education can serve as an essential driver in advancing economic progress through entrepreneurship exploration. This study is a literature review using a qualitative approach with descriptive analysis. Data were gathered from articles published on Google Scholar between 2013 and 2024 through keywords HR Education, Economic Progress, Entrepreneurship. The study results indicate that human resource education plays a crucial role in driving a country's economy through harnessing entrepreneurial potential. Education is not only about transferring knowledge but also shaping character, skills, and attitudes that support innovation and competitiveness. In an increasingly interconnected global context, education also serves as a bridge between local innovation and the global market, creating an inclusive and sustainable environment for economic growth.

Keywords: Human Resource Education, Economic Progress, Entrepreneurship

Abstrak. Pendidikan dianggap sebagai fondasi utama dalam pembangunan ekonomi. Melalui pendidikan, individu mendapatkan keterampilan dan pengetahuan yang diperlukan untuk berpartisipasi secara efektif dalam ekonomi global. Kewirausahaan memainkan peran krusial dalam menggerakkan ekonomi melalui penciptaan lapangan kerja, peningkatan kompetensi, dan inovasi. Pendidikan kewirausahaan dapat meningkatkan kemampuan individu untuk memulai dan mengelola bisnis mereka sendiri. Penelitian ini bertujuan untuk mengeksplorasi bagaimana pendidikan sumber daya manusia dapat menjadi penggerak esensial dalam menggalang kemajuan ekonomi melalui eksplorasi kewirausahaan. Penelitian ini merupakan tinjauan pustaka dengan pendekatan kualitatif yang menggunakan analisis deskriptif. Data diambil dari artikel-artikel yang dipublikasikan di Google Scholar antara tahun 2013 hingga 2024 melalui kata kunci Pendidikan SDM, Kemajuan Ekonomi, dan Kewirausahaan. Hasil studi menunjukkan bahwa pendidikan sumber daya manusia memainkan peran krusial dalam menggerakkan ekonomi suatu negara melalui penggalangan potensi kewirausahaan. Edukasi bukan hanya tentang mentransfer pengetahuan, tetapi juga membentuk karakter, keterampilan, dan sikap yang mendukung inovasi dan kompetitivitas.

Kata Kunci: Pendidikan SDM, Kemajuan Ekonomi, Kewirausahaan

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INTRODUCTION

Education serves as a central pillar in efforts to build a sustainable economic structure. Through education, individuals are equipped with diverse skills and crucial knowledge necessary to effectively participate in the dynamics of the global economy (Said Ahmad et al., 2023). This process involves the transfer of academic knowledge and the development of interpersonal and professional abilities essential for navigating complex challenges in an ever-evolving economic environment. Human resources with adequate education and training are strategic assets for a nation's progress. They can adapt to the latest technological advancements and possess the capacity to effectively implement innovations across various economic sectors. The presence of educated individuals enhances workforce productivity and strengthens national economic competitiveness in an increasingly complex global context (Susanto & Purwiyanta, 2014).

Entrepreneurship plays a significant role in modern economic dynamics, not only by creating new job opportunities but also by boosting competitiveness and fostering innovation across sectors. Entrepreneurship education plays a crucial role in shaping individuals' abilities to identify market opportunities, design effective business strategies, and prudently manage risks in their business operations (Atrup et al., 2023). Beyond theory, this education emphasizes the development of practical skills such as financial management, marketing, and leadership necessary for success in competitive business environments.

Integrating education with entrepreneurship is crucial in fostering innovative and proactive mindsets among students. This is key to preparing future generations skilled in both productive labor and the creation of new job opportunities. Entrepreneurship education provides knowledge on how to start and manage businesses, and cultivates critical skills such as creativity, leadership, and problem-solving (Raharjo et al., 2023).

Many developing countries have shown significant economic growth through investments in education and entrepreneurship. In Indonesia, the government has launched various initiatives to enhance entrepreneurship education as part of efforts to boost economic growth. A notable program is the Entrepreneurship Education Program in Higher Education Institutions, aimed at instilling entrepreneurship skills in students. Universities in Indonesia, such as the University of Indonesia, Bandung Institute of Technology, and Gadjah Mada University, have integrated entrepreneurship curricula into their programs. Students not only learn entrepreneurship theory but also have opportunities to develop their business ideas through university-provided business incubators (Satriadi et al., 2022).

The Ministry of Education and Culture of Indonesia also supports the Student Entrepreneur Program, providing funding and guidance to students interested in starting their own businesses. This program aims to promote an entrepreneurial culture among students and encourage them to become job creators in the future. Since the implementation of these programs, many graduates have successfully established thriving businesses, contributing to job creation across various sectors. For instance, several technology startups like Go-Jek and Tokopedia were founded by alumni of prestigious Indonesian universities and have become significant unicorns in the Indonesian economy. According to the World Bank, increased entrepreneurship education in Indonesia has contributed to enhanced innovation and economic growth (Amalia & von Korflesch, 2021). These programs also help reduce youth unemployment and promote more inclusive economic growth.

In Kenya, the government and various non-governmental organizations have collaborated to develop entrepreneurship programs aimed at youth empowerment. One successful initiative is the "Kenya Youth Empowerment Project" (KYEP) (Mokwaro & Nyamu, 2018). KYEP provides entrepreneurship training and internship opportunities for young people with the goal of reducing youth unemployment by equipping them with practical skills and work experience. Additionally, the Kenyan government established the Youth Enterprise Development Fund (YEDF), which provides funding for small businesses owned by youth. This fund assists them in starting and growing their businesses, aiming to create new job opportunities. According to the World Bank, these programs have successfully reduced youth unemployment by up to 15% and stimulated the creation of thousands of new small businesses. This initiative has also enhanced entrepreneurial capabilities and innovation among Kenyan youth.

India provides another successful example of integrating education and entrepreneurship. Many universities in India have set up business incubators to foster innovation and entrepreneurship among students (Vardhan & Mahato, 2022). Institutions such as the Indian Institute of Technology (IIT) and Indian Institute of Management (IIM) have business incubators that help students develop their business ideas. These incubators provide mentoring, initial financing, and access to investor networks. The Indian government launched the "Startup India" initiative to support startup growth through incentives like tax exemptions, regulatory ease, and venture capital access. This program has spurred the emergence of thousands of startups across sectors including technology, healthcare, and agriculture. Successful startups such as Flipkart and Ola have significantly contributed to India's economy, creating new jobs and driving innovation.

Case studies from Indonesia, Kenya, and India demonstrate that investing in entrepreneurship education can yield significant positive outcomes for developing economies. Such programs can be adopted by other countries seeking to enhance entrepreneurial skills among their human resources and stimulate economic growth. However, implementing a successful program inevitably faces substantial challenges.

One significant challenge in today's labor market is the skills gap, which complicates matching industry needs with available employee qualifications. Entrepreneurship-focused education can provide a solution by preparing individuals with relevant and adaptable skills to navigate rapid technological changes and market dynamics (Ratten & Jones, 2021). This approach involves knowledge transfer on how to start and manage businesses, as well as developing analytical, creative, and interpersonal skills necessary for innovation and meaningful contributions in competitive work environments. Effective education plays a crucial role in empowering individuals to take initiative and optimize their potential comprehensively. Strengthening academic, technical, and social skills, education opens opportunities for individuals to achieve sustainable personal and professional success. Beyond enhancing the quality of individual lives, education also drives inclusive social and economic progress. Equipped with relevant skills and a deep understanding of global challenges, graduates can actively contribute to innovation, community development, and policy-making that positively impacts broader society (Wang et al., 2019).

Education integrating entrepreneurship as a primary focus holds great potential to stimulate innovation within societal structures. The ability to innovate is crucial for addressing complex economic challenges in the future and ensuring sustainable long-term economic growth. Entrepreneurship education provides an understanding of how to initiate and manage businesses and encourages students to develop the creativity, critical thinking, and adaptability needed to design new and effective solutions (Bauman & Lucy, 2021). Referring to the elaboration above, this research has a clear objective to investigate the crucial role of human resource education in advancing economic growth through an entrepreneurship approach. This study is expected to make a significant contribution to public policy thinking and sustainable educational practices that support inclusive and sustainable economic growth.

METHOD

This research is a literature review with a qualitative approach that uses descriptive analysis. Data was taken from articles published on Google Scholar between 2013 and 2024. The first step was to collect 58 relevant articles based on keywords related to “human capital

education”, “entrepreneurship”, and “economic progress”. Next, a rigorous selection of these articles was made by evaluating the abstract, methodology, results and relevance of each article, resulting in 27 articles that were most suitable for further analysis. A qualitative approach was used to analyse the content of the selected articles, with data coding steps to identify the main themes that emerged. The results of the analyses were then organised into a narrative describing the relationship between human capital education, entrepreneurship and economic progress. Conclusions were drawn from the findings, and practical and theoretical implications of the research were identified. Thus, this research is expected to provide in-depth insights into the role of human capital education in galvanising economic progress through entrepreneurship exploration, with a solid foundation of existing literature. Figure 1 below encapsulates the adopted research flowchart.

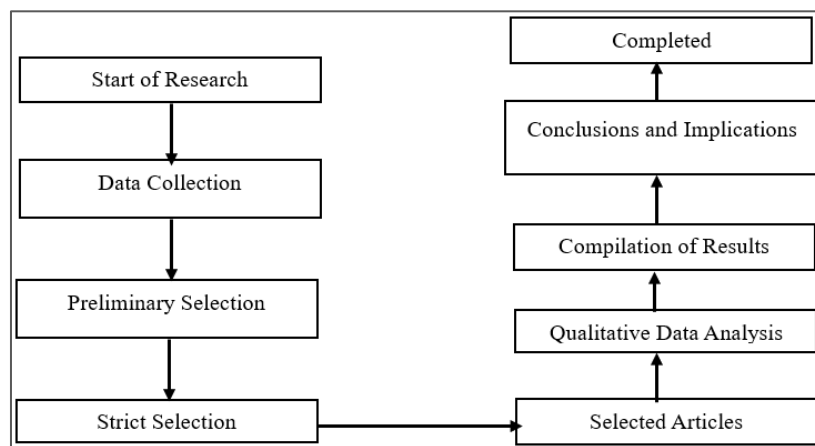


Figure 1. Methodology flowchart

RESULTS

Human Resource Education is a systematic process aimed at developing the skills, knowledge, and abilities of individuals so they can contribute effectively in the workplace and society (Qutni et al., 2021). This encompasses formal education in schools and universities, vocational training, as well as professional development through various courses and workshops. The primary goal of this education is to enhance productivity, innovation, and adaptability of the workforce, enabling them to meet the evolving demands of the labor market (Poláková et al., 2023). Therefore, Human Resource Education not only enriches individuals personally but also plays a crucial role in driving economic growth and social development overall.

Economic progress refers to the process of increasing a country's or society's capacity to produce goods and services that contribute to improving the standard of living of its population (Haldi & Fuddin, 2024). This involves growth across various economic indicators such as Gross Domestic Product (GDP), per capita income, investment rates, and labor productivity. Economic progress also includes improvements in quality of life, including better access to education, healthcare, and infrastructure (Murgas, 2015). With economic progress, societies can enjoy increased prosperity, reduced poverty, as well as better and sustainable job opportunities, all contributing to social stability and long-term development.

Entrepreneurship is the process by which individuals or groups create, develop, and manage new businesses or enterprises with the goal of achieving financial profit and economic growth (Sutrisno et al., 2024). This involves identifying market opportunities, taking calculated risks, innovating products or services, and implementing effective business strategies (Gadzali et al., 2023). Entrepreneurship also includes the ability to organize and direct resources, including capital, labor, and technology, to create added value (Ausat & Suherlan, 2021). Thus, entrepreneurship is not only about creating new businesses but also about empowering individuals to be agents of change capable of driving innovation, creating jobs, and contributing to overall economic progress.

DISCUSSION

Human resource development plays a crucial role in advancing a nation's economy, particularly through fostering entrepreneurial potential. Entrepreneurship, as an economic driver, requires a strong educational foundation to cultivate individuals who are creative, innovative, and highly competitive. In this context, education is not just about imparting knowledge but also about shaping character, skills, and attitudes that support the development of new ideas and their real-world implementation. The importance of education in this context extends beyond formal education in official institutions and includes informal education that develops soft skills such as leadership, communication, and adaptability to change. An effective education system is expected to produce individuals capable of creating new opportunities and possessing resilience to face complex and dynamic global economic challenges (Kusumandari, 2013).

Exploring entrepreneurship requires holistic and inclusive education to develop and hone diverse talents and interests. This process involves providing deep knowledge of basic business principles, product development strategies, operational management, and a profound understanding of market dynamics and consumer needs. Furthermore, education in this context

serves as a means to instill strong ethical values and social responsibility essential for running sustainable businesses that have a significant positive impact on society at large. Entrepreneurship education imparts practical skills and fosters a deep understanding of the importance of integrity and making a positive contribution to the social and global economic environment (Mahmudin, 2023).

In an increasingly interconnected global economy, education plays a crucial role in linking local innovations with global market opportunities. Close collaboration among educational institutions, industry sectors, and governments is essential to create an environment that supports inclusive and sustainable entrepreneurship ecosystem growth. This approach strengthens individuals' capacity for innovation and enables them to tackle dynamic global market challenges effectively, ensuring that local solutions can be integrated globally to benefit society and the economy as a whole. Entrepreneurship education focuses on developing business skills and fostering collaborative cross-sector communities to achieve sustainable economic progress (Yan et al., 2022).

From a different perspective, education's role in driving economic progress through entrepreneurship exploration can be seen as the foundation for inclusive and sustainable socio-economic transformation. Education empowers individuals to succeed in the entrepreneurial world and plays a crucial role in creating equal opportunities for all layers of society. By strengthening individuals' capacity to innovate and manage businesses, education creates a solid foundation for sustainable economic growth, where local initiatives can be effectively integrated into the global market. Close collaboration among education, business sectors, and government lays the groundwork for a dynamic entrepreneurship ecosystem, promoting inclusion and reducing economic disparities at both local and global levels. Education involves knowledge transfer as well as creating conditions that support fair and sustainable economic development for the entire community (Kioupi & Voulvoulis, 2019).

In many countries, access to quality education often serves as a major barrier to entrepreneurship development. A relevant example can be observed in India. India has a highly diverse population culturally, economically, and gender-wise (Shaban & Cadene, 2023). While India has made progress in education by improving access and participation in basic education, significant challenges remain in ensuring that all segments of society, including those from low economic backgrounds and diverse ethnic and gender groups, receive the same quality education. In India, there is a significant disparity between urban and rural education, as well as between more developed and remote regions. This creates inequalities in individuals' ability to access equal educational opportunities. Education that embraces cultural and gender

diversity is crucial to ensuring that every individual has fair and equal opportunities to develop their entrepreneurship and innovation. Additionally, India faces challenges in integrating skills relevant to modern job market demands into the education system, impacting graduates' ability to contribute optimally to sustainable and inclusive economic growth. Therefore, education in India must continue to evolve and adapt to the needs of the times, strengthening skills relevant to entrepreneurship and technology.

Another example can be seen in Sub-Saharan African countries like Kenya. In Kenya, education remains a significant challenge, especially in rural areas and for vulnerable groups such as women and children from low-economic backgrounds. Despite significant efforts from both government and non-governmental organizations to improve access to basic education, disparities in quality and access persist as serious issues. Education that embraces cultural diversity, such as addressing the diverse ethnic educational needs in Kenya, as well as tackling gender disparities in education access and participation, is key to creating an environment that supports innovation and creativity. Educational programs that provide entrepreneurial skills can help young people in Kenya develop new ideas and start small businesses that support local economic growth (Musyimi & Mwasiaji, 2023). Furthermore, the integration of technology in education is also crucial in Kenya, with the increasing use of mobile devices and the internet to provide broader access to education, especially in remote areas. This opens new opportunities for the development of digital skills and entrepreneurship among Kenya's younger generation.

In Indonesia, education also plays a crucial role in supporting entrepreneurship development and overall economic progress. While significant progress has been made in improving access to primary and secondary education, there are still significant challenges in providing quality education evenly across Indonesia, particularly in remote and isolated areas. One example of education that embraces cultural diversity in Indonesia is inclusive education programs designed to meet the educational needs of children from various ethnic and cultural backgrounds in regions such as Papua, East Nusa Tenggara, and Sulawesi. These programs not only cover academic aspects but also important social and life skills crucial for entrepreneurship development in local communities. In the context of entrepreneurship, Indonesia faces challenges in linking skills taught in schools with the dynamic and global job market needs. Digital technology breakthroughs and digital skills are becoming increasingly important in Indonesian education, given the widespread penetration of the internet and the increasing use of smartphones nationwide (Lee & Nuruddin Hidayat, 2019). Education also plays a role in addressing gender disparities in education access and participation in Indonesia.

Despite improvements in education access for women, challenges remain, especially in areas that still adhere to traditional values that limit women's educational opportunities. Therefore, education that embraces cultural diversity, economic backgrounds, and gender is crucial in creating an environment that supports innovation and creativity without limits. Education should serve as a vehicle for addressing social and economic disparities by providing equal opportunities for every individual to learn, develop, and contribute maximally to economic development. Particularly in Indonesia, strengthening an education system that embraces cultural diversity, integrates entrepreneurship and digital skills, and enhances access to quality education nationwide can create an environment that supports innovation and creativity without limits for all individuals. This will significantly contribute to inclusive and sustainable economic growth in the future.

Education plays a central role as a link between the academic world and interrelated industries. Close collaboration between universities, research institutions, businesses, and governments are crucial in transforming ideas into products and services capable of meeting the increasingly complex demands of the global market. Innovation involves creating new products and optimizing production processes, improving operational efficiency, and discovering new opportunities that benefit society at large (Garud et al., 2013). Higher education, with its focus on research and development, provides the intellectual and technical foundation necessary for industries to adapt to rapid changes in the global business environment. Integrating science, technology, and best practices, education plays a crucial role in creating a dynamic innovation ecosystem that strengthens industrial competitiveness and drives sustainable and inclusive economic growth.

Education plays a crucial role in shaping a progressive mindset oriented towards solutions in confronting the complexities of our times. Learning approaches that emphasize problem-solving and creativity encourage younger generations to view challenges as opportunities for innovation and creating beneficial changes for society. Business ethics and social responsibility are deeply integrated into educational curricula, enabling individuals to develop their technical skills and gain a high awareness of the social and environmental impacts of their business decisions. Education serves as mastery of knowledge and the formation of resilient and competitive characters, ready to face dynamic changes in the current global economy (Simon Marginson, 2023). Through significant investment in holistic and integrated education, societies can prepare competent future generations committed to acting responsibly in addressing evolving global challenges.

Education plays a central role as the primary foundation in developing human resources that contribute to sustainable and inclusive economic growth. By creating an educational environment that stimulates creativity and innovation, and by building close cooperation among various stakeholders, education not only supports economic growth but also shapes a better future for entire societies. Education is not just about knowledge transfer but also about equipping individuals with critical skills and a deep understanding of the complexities of today's global market. Thus, the role of education as a crucial driver of economic advancement through entrepreneurship exploration must be strengthened and prioritized in every national and global development agenda. Significant investment in holistic, results-oriented education can produce a generation that is not only technically competent but also has high work ethics and a strong social awareness, ready to confront challenges and seize opportunities in this ever-changing world. Table 1 below summarises the key findings resulting from the analysis of the research conducted.

Table 1. Key findings on digitalization in tourism industry

No	Key Findings	Implications and Relevance
1	Human resource education is crucial for advancing a nation's economy	Education plays a critical role in developing entrepreneurship as an economic driver. b) It's essential to build a strong educational foundation.
2	Education is not just about imparting knowledge but also shaping character and skills	Focus extends beyond academic aspects to include soft skills like leadership and adaptability. b) Supports ideation and implementation in real-world contexts.
3	Collaboration among education, industry, and government is needed to support entrepreneurial ecosystems	Integration between education, industry, and government is crucial for fostering entrepreneurial growth.
4	Education serves as a bridge between academia and industry	Requires close collaboration to transform ideas into products and services suitable for the global market.
5	Education must embrace cultural diversity, economic backgrounds, and gender	Creates an inclusive environment for innovation without boundaries. b) Addresses social and economic disparities through equitable educational opportunities
6	Business ethics and social responsibility are integral parts of education	Teaches the importance of social responsibility and positive impacts in business decisions.

CONCLUSION

Education of human resources plays a crucial role in driving a country's economy through fostering entrepreneurial potential. Education is not only about transferring knowledge but also about shaping character, skills, and attitudes that support innovation and competitiveness. In

an increasingly interconnected global context, education also serves as a bridge between local innovation and the global market, creating an inclusive and sustainable environment for economic growth. The importance of strengthening the education system, encompassing both formal and informal education, in developing soft skills and ethical values cannot be underestimated. Close collaboration between education, industry, and government is necessary to promote a healthy and highly competitive entrepreneurial ecosystem. Investment in quality education will have long-term positive impacts on inclusive and sustainable economic development.

RECOMMENDATIONS

To enhance the role of education in driving the economy through entrepreneurship, there is a need to improve access to quality education across all segments of society. The education curriculum should be enriched with skills relevant to the workplace as well as leadership values and social responsibility. Forming strong partnerships between universities, industry, and government is also key to transforming innovation into real economic gains. However, the biggest challenge lies in the disparity in access to quality education, particularly in developing countries. This inequality can hinder widespread and inclusive entrepreneurial potential. Additionally, education must cope with rapid changes in the dynamic global market demands, ensuring that curricula remain relevant and responsive to industry and societal needs. By strengthening the role of education as the foundation for sustainable and inclusive economic development, we can create a brighter future for all individuals and communities, driving positive transformation across society.

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