

The Influence of Personality and Entrepreneurial Motivation on Entrepreneurial Performance through Entrepreneurial Spirit

(Case Study of Public / Private High School Teachers in Lumajang Regency)

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ABSTRACT

Teachers who have an entrepreneurial personality will be able to be independent, can face life's difficulties, and can manage job opportunities for themselves and others because with a mature personality to face all problems is a good attitude for an entrepreneur. The motivation for someone to do entrepreneurial activities comes from the desire to make a profit, to have good freedom from rules, organizational culture, entrepreneurial performance is also influenced by personal dreams and a sense of independence. The entrepreneurial spirit is the life in entrepreneurship which is basically an entrepreneurial attitude and behavior shown through the nature, character, and disposition of a person who has a willingness to manifest innovative ideas into the real world creatively. Performance is a very determining thing in every business, performance needs to be nurtured and developed in an entrepreneur. The purpose of this study is to examine and analyze the influence of personality on the entrepreneurial spirit, test and analyze the influence of entrepreneurial motivation on the entrepreneurial spirit, test and analyze the influence of personality on entrepreneurial performance, test and analyze the influence of entrepreneurial motivation on entrepreneurial performance, test and analyze the influence of entrepreneurial spirit on Entrepreneurial performance, testing and analyzing the influence of personality on entrepreneurial performance through entrepreneurial spirit, testing and analyzing the influence of entrepreneurial motivation on entrepreneurial performance through entrepreneurial spirit. This research uses the explanatory research method. The sample used was 243 respondents. The statistical analysis used is the path analysis approach. The results showed that personality has an effect on the entrepreneurial spirit. Entrepreneurial motivation has a significant effect on the entrepreneurial spirit. Personality affects entrepreneurial performance. Entrepreneurial motivation has a significant effect on entrepreneurial performance. The entrepreneurial spirit has a significant effect on entrepreneurial performance. The entrepreneurial spirit mediates the influence of personality on entrepreneurial performance. The entrepreneurial spirit is able to mediate the influence of entrepreneurial motivation on entrepreneurial performance. Entrepreneurial motivation has a significant effect on the entrepreneurial spirit. Personality affects entrepreneurial performance. Entrepreneurial motivation has a significant effect on entrepreneurial performance. The entrepreneurial spirit has a significant effect on entrepreneurial performance. The entrepreneurial spirit mediates the influence of personality on entrepreneurial performance. The entrepreneurial spirit is able to mediate the influence of entrepreneurial motivation on entrepreneurial performance. Entrepreneurial motivation has a significant effect on the entrepreneurial spirit. Personality affects entrepreneurial performance. Entrepreneurial motivation has a significant effect on entrepreneurial performance. The entrepreneurial spirit has a significant effect on entrepreneurial performance. The entrepreneurial spirit mediates the influence of personality on entrepreneurial performance. The entrepreneurial spirit is able to mediate the influence of entrepreneurial motivation on entrepreneurial performance. The entrepreneurial spirit mediates the influence of personality on entrepreneurial performance. The entrepreneurial spirit is able to mediate the influence of entrepreneurial motivation on entrepreneurial performance. The entrepreneurial spirit mediates the influence of personality on entrepreneurial performance. The entrepreneurial spirit is able to mediate the influence of entrepreneurial motivation on entrepreneurial performance.

Keywords: *Personality, Entrepreneurial Motivation, Entrepreneurial Spirit, Entrepreneurial Performance.*

1. INTRODUCTION

Becoming an entrepreneur is often seen as a challenging career choice, where an entrepreneur in everyday life is faced with a work situation full of work obstacles, failures, uncertainty and frustration associated with the process of forming a business that is carried out. Many people do not realize that being an entrepreneur it is a noble job and is part of the nation-building component.

Being an entrepreneur is a noble job, because entrepreneurship creates jobs for other people, ranging from a few people to thousands of people, which means that entrepreneurship has provided a living for so many families who need work to support the family, make many families prosperous, reduce unemployment, create a more life. Worthy.

Entrepreneurial observations are often carried out directly or indirectly on high school teacher friends in any MGMP or other activities. Nowadays, it is increasingly prevalent, seen from the number of new business units that have sprung up with various innovations and the newest variations in all fields. Starting from culinary, event organizers, entertainers, to the service sector are also increasingly varied. More and more people are entrepreneurial of course caused by various factors. The factors that trigger the entrepreneurial spirit are personality and entrepreneurial motivation. Soegoto (2009: 3) suggests that entrepreneurs are creative and innovative people who are able to establish, build, develop, advance, and make their company superior. Raharjo (2011: 126) defines an entrepreneurial spirit as a person who has a passion for achievement, is optimistic, gets up quickly to failure, is creative and is always looking for new opportunities.

Personality according to Robbins (2011: 126) is the total number of ways in which an individual acts and interacts with other people. The importance of personality in life, which describes a person's behavior, character or personality. Personality includes habits, attitudes that play an active role in determining individual behavior related to himself or others. Every entrepreneur generally has the same personality, for example: desire for achievement, desire to be responsible, dare to take risks, confidence to succeed, energetic, future-oriented, prominent leadership spirit, diligent and hard worker (Inapriilla, 2007: 57). Personality is a characteristic that a person has that differentiates it from others. Someone who has a tough personality, would certainly dare to enter the world of entrepreneurship. Likewise, someone who tends not to be out of his comfort zone will find it difficult to make changes by entrepreneurship. Becoming an entrepreneur requires a strong personality, because you will be faced with various problems in the business world and dare to enter the world of entrepreneurship. Teachers who have an entrepreneurial personality will be able to be independent, can face life's difficulties and can manage job opportunities for themselves and others, because with a mature personality to face all problems is a good attitude for an entrepreneur. With the formation of the entrepreneurial personality of the teachers, it will have a positive influence on the teacher's performance in entrepreneurship. The results of research by Fahrianta and Chandra (2016) and Monica and Widjaja (2019) found that personality has an effect on entrepreneurial performance. However, Ernawati (2011) found that personality has no effect on performance.

The entrepreneurial spirit is the life in entrepreneurship which is basically an entrepreneurial attitude and behavior shown through the nature, character and character of a person who has a willingness to embody innovative ideas into the real world creatively. Nurbudiyani (2015: 12) the entrepreneurial spirit will experience growth along with the growth of one's needs, an entrepreneurial spirit will be seen from the ability to be full of self-confidence, have initiative, have achievement motives, have a spirit of leadership and dare to take risks with full challenges (Suryana, 2014: 22). Entrepreneurial spirit needs to be cultivated with various things, one of which is entrepreneurial motivation. Research result Idris (2012) found that entrepreneurial spirit has an effect on entrepreneurial performance.

Every action that a person does must come from an impulse both from within and from outside the person concerned. Motivation for someone to do entrepreneurial activities comes from the desire to earn a profit, have good freedom from rules, organizational culture, entrepreneurial performance is also influenced by personal dreams and a sense of independence (Saiman, 2015). Entrepreneurial motivation according to Uswaturrasul (2011: 358) is something that motivates or encourages someone to carry out activities and provide energy that leads to achieving needs, giving satisfaction or reducing imbalances by opening a business or business. Research result Sinollah and Sari (2016), Nurlaili and Terisnawati (2020) found that entrepreneurial motivation affects the entrepreneurial spirit. Idris (2012) and Biantong (2020) found that entrepreneurial motivation has an effect on entrepreneurial performance.

A person's performance on an object begins with one's attention to the object being aimed at. Performance is a very determining thing in every business, performance needs to be nurtured and developed in an entrepreneur. Entrepreneurial performance is the desire, interest, and willingness of individuals through their ideas to work hard or have a strong will to try to meet their daily needs, without feeling afraid of the risks that will occur, can accept challenges, be confident, creative, and innovative and have the ability. and skills to meet needs (Fu'adi, 2009: 93).

2. LITERATURE REVIEW

2.1. Personality

The personality in an organization is formed since the work unit or organization was founded. Personality formation occurs when a work unit or organization faces a problem relating to the sustainability of an organization that involves external and internal changes. According to Ndraha (2005: 132) personality is an employee's attitude towards work and employee behavior at work. Furthermore, Nawawi (2003: 65) defines personality as a habit that is carried out repeatedly by employees in an organization, violations of this habit are not strictly sanctioned, but morally, organizational actors have agreed that these habits are

habits that must be adhered to in order to execution of work to achieve goals. Moeljono (2013: 2) argues that: Personality is generally a philosophical statement, it can function as a binding demand on employees because it can be formally formulated.

According to Susanto (2010) personality is a value that guides human resources to deal with external problems and attempts to integrate integration into the company, so that organizational members are able to understand the values that exist and how they should act and behave. If the personality goes well, it will encourage good entrepreneurial interest as well. So it can be said that there is a very close relationship between personalities in increasing the entrepreneurial interest that the company expects.

2.2. Entrepreneurial Motivation

Motivation is an impetus that moves people to display their behavior towards the achievement of certain goals (Ahmadi, 2004). Motivation is influenced by physical and non-physical factors as well as motives (needs). One of the theories that can explain a person's motivation in doing something is the process theory, which tries to explain the process of the emergence of a person's desire to display certain behavior. This theory tries to describe the processes that occur in a person's mind which ultimately displays certain behavior.

Entrepreneurial motivation according to Saiman (2015: 26) is an impetus or driving force that directs a person to take an action to fulfill what is needed or expected for a planned goal. Entrepreneurial motivation can also be interpreted as an encouragement that causes a person to carry out entrepreneurial activities.

2.3. Entrepreneurial Spirit

An entrepreneurial spirit is a spirit of independence to look for a source of income by opening a business or channeling one's creativity to be used as a land to earn income, an entrepreneurial spirit is instilled when someone starts to realize that money is important and that someone has skills or something like goods or services that can be sold, someone will learn to be more independent, think critically, and progress if an entrepreneurial spirit is instilled from an early age, because he will think about how to process the results of skills or learning outcomes that he has been doing so far into a work that can be sold, be it food, clothing, services, or other goods.

Suryana (2014: 22) defines entrepreneurial spirit as the nature of thoughts, feelings to create added value from business opportunities, managing resources through innovative ideas into the real world creatively. Nasrullah (2016: 26) states that the spirit of entrepreneurship is life in entrepreneurship which is basically entrepreneurial attitudes and behaviors shown through the nature, character, and disposition of a person who has a willingness to manifest innovative ideas into the real world creatively.

2.4. Entrepreneurial Performance

Performance is a description of the extent to which an organization has succeeded or failed in carrying out its main duties and functions in order to realize its goals, objectives, vision and mission. In other words, performance is an achievement that can be achieved by the organization in a certain period. Measurement of company performance activities is designed to estimate how activity performance and the final results are achieved. Furthermore, Moerdiyanti (2010) defines business performance as the result of a series of business processes which, at the expense of various kinds of resources, can be human resources as well as corporate finance. Pelham and Wilson (2015) suggest company performance as a successful new product in market development, where company performance can be measured through sales growth and market share. Underlying this research is the theory of entrepreneurial performance from Rivai and Basri (2004: 16) which states that entrepreneurial performance is something that is produced by a company in a certain period by referring to the set standards.

2.4. Hypothesis

The hypotheses in this study are as follows:

- H1 : Personality has a positive effect on the entrepreneurial spirit.
- H2 : Motivation matters positive towards the entrepreneurial spirit.
- H3 : Influential personality positive on entrepreneurial performance.
- H4 : Entrepreneurial motivation positive effect on entrepreneurial performance.
- H5 : Entrepreneurial spirit has a positive effect on entrepreneurial performance.
- H6 : Personality has a positive effect on entrepreneurial performance through an entrepreneurial spirit.
- H7 : Entrepreneurial motivation is influential positive towards entrepreneurial performance through an entrepreneurial spirit.

3. RESEARCH METHODS

3.1. Research design

The research design used is determined from the object and purpose of a study. Because it explains the influence that occurs between the research variables and then tests the previously formulated hypotheses, this research uses explanatory research

methods, Singarimbun and Effendi (1995: 5) state that for the same data, the researcher explains the causal relationship between the variables through hypothesis testing, the research is no longer called descriptive research but rather hypothesis testing research or explanatory research. In this type of research, the formulated hypothesis will be tested to determine the relationship and influence between the variables to be studied.

3.2. Population and Sample

According to Sugiyono (2009: 115) population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then draw conclusions. The population in this study were all public / private high school teachers in Lumajang Regency which amounted to 619 people.

According to Sugiyono (2005: 217) The sample is part of the number and characteristics of the population. The sample calculation is done using the Slovin formula with the assumption that the population is normally distributed, so that a sample of 243 respondents is obtained.

3.3. Operational Definition and Variable Measurement

The operational definition of the research variables is explained as follows:

1. Personality (Independent Variable = X1)

Allport in Robbins and Judge (2012) explain that determination of a person's personality is determined by heredity or environment. Heredity is a factor that is determined when the formation of a person's soul. Indicators that can make support in personality include: Extraversion, the attitude or personality type of a person whose interests are more directed to the external world and social phenomena rather than to himself and his own experiences; Conscientiousness; Emotional Stability; and Openness (Openness to experience).

2. Entrepreneurial Motivation (Independent Variable = X2)

Entrepreneurial motivation is a stimulus that can encourage teachers to make an effort, which is carried out with enthusiasm, in order to make a profit. Furthermore Allport in Robbins and Judge (2012), There are elements as indicators in the motivation of an entrepreneur, including: intensity, the direction of destination, quality and persistence.

3. Entrepreneurial spirit (Intervening variable = Z)

An entrepreneurial spirit is a spirit of independence to seek a source of income by opening a business. The entrepreneurial spirit indicator refers to Marbun (1993: 63), that is: confidence, task and result oriented, taking risks, leadership, originality, and oriented to the future.

4. Entrepreneurial Performance (Dependent Variable = Y)

Entrepreneurial performance is the level of achievement of entrepreneurs in a certain period. The indicator used refers to Lee and Tsang (2001: 599), are: sales growth and profit growth.

3.4. Data Analysis Method

In this study using descriptive analysis and path analysis.

3.4.1. Descriptive statistics

Descriptive statistical analysis is intended to determine the frequency distribution of answers from the questionnaire results. By collecting data from the results of the respondent's answers, then tabulated in a table and a descriptive discussion is carried out. The descriptive measure is the giving of numbers, both in terms of the number of respondents and the average value of respondents' answers and percentages. This descriptive analysis aims to change the raw data set to be easily understood in the form of clearer information (Istijanto, 2009: 15).

3.4.2. Path Analysis

Path analysis is a technique for analyzing the causal relationship that occurs in multiple regression if the independent variable affects the dependent variable not only directly but also indirectly "(Sarwono, 2006). Meanwhile, another definition says: "Path analysis is a direct development of multiple regression forms with the aim of providing an estimate of the level of importance (magnitude) and significance of a hypothetical causal relationship in a variable set" (Sarwono, 2006). As for analyzing the data in this study, using SPSS (Statistical Program for Social Science) 17 For Windows as the software.

The equation model from research can be formulated as follows:

$$Z = \rho_{z1}X1 + \rho_{z2}X2 + \rho_z\varepsilon_1$$

$$Y = \rho_{y1}X1 + \rho_{y2}X2 + \rho_{y3}Z1 + \rho_y\varepsilon_2$$

Information:

- X1 = Personality
- X2 = Entrepreneurial motivation
- Z = Entrepreneurial spirit
- Y = Entrepreneurial performance
- ρ = Coefficient path
- ε = Error

4. RESEARCH RESULTS AND DISCUSSION

4.1. Results of Data Analysis

4.1.1 Path Coefficient of Personality and Entrepreneurial Motivation on Entrepreneurial Spirit

Estimation of the path coefficient that shows the influence of personality and entrepreneurial motivation on entrepreneurial spirit is carried out using regression analysis. The path coefficient is obtained from the standardized regression coefficient (beta). For more details, a description of the results of the regression analysis obtained is presented in Table 1.

Table 1
Results of Path Coefficient Test of Entrepreneurial Motivation Personality
Against the Entrepreneurial Spirit

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.043	0.165		6.320	0.000
	Personality	0.293	0.047	0.319	6.183	0.000
	Entrepreneurial Motivation	0.474	0.044	0.549	10.659	0.000

Source : Primary data processed, 2020.

From Table 1, the following equation can be obtained:

$$Z = 0.319X1 + 0.549X2$$

Based on this equation, it can be explained that personality has a significant effect on the entrepreneurial spirit, as evidenced by the significance value of t of 0.000 which is smaller than $\alpha = 0.05$, with a path coefficient of 0.319. Entrepreneurial motivation has a significant effect on the entrepreneurial spirit, as evidenced by the significance value of t of 0.000 which is smaller than $\alpha = 0.05$, with a path coefficient of 0.549.

4.1.2 Personality Path Coefficient, Entrepreneurial Motivation and Entrepreneurial Spirit on Entrepreneurial Performance

Estimation of the path coefficient that shows the influence of personality, entrepreneurial motivation and entrepreneurial spirit on entrepreneurial performance is done using regression analysis. The path coefficient is obtained from the standardized regression coefficient (beta). For more details, a description of the results of the regression analysis obtained is presented in Table 2.

Table 2
Results of Path Coefficient Test of Personality, Entrepreneurial Motivation and Entrepreneurial Spirit Against
Entrepreneurial Performance

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-0.151	0.229		-0.659	0.511
	Personality	0.441	0.066	0.385	6.732	0.000
	Entrepreneurial Motivation	0.375	0.069	0.348	5.400	0.000
	Entrepreneurial Spirit	0.173	0.083	0.139	2.089	0.038

Source : Primary data processed, 2020.

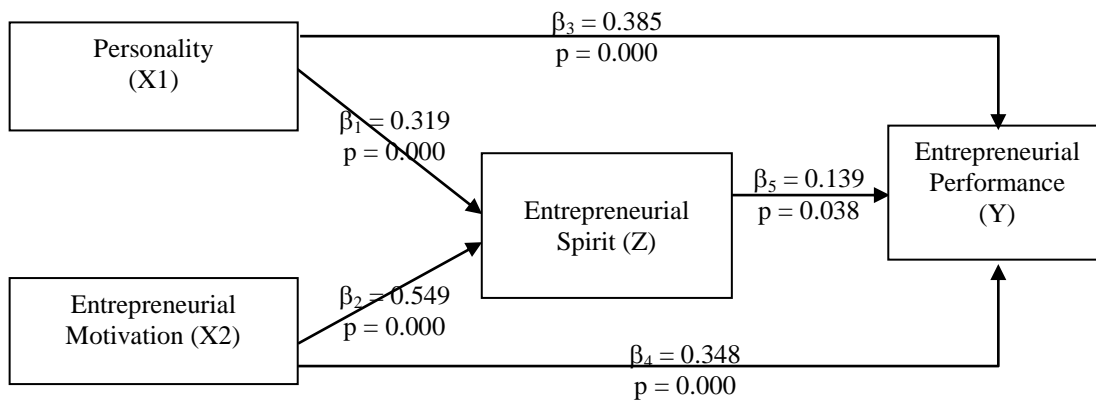
From Table 2, the following equation can be obtained:

$$Y = 0.385X_1 + 0.348X_2 + 0.139Z$$

Based on this equation, it can be explained that personality has a significant effect on entrepreneurial performance, as evidenced by the significance value of t of 0.000 which is smaller than $\alpha = 0.05$, with a path coefficient of 0.385. Entrepreneurial motivation has a significant effect on entrepreneurial performance, as evidenced by the t significance value of 0.000 smaller than $\alpha = 0.05$, with a path coefficient of 0.348. Entrepreneurial spirit has a significant effect on entrepreneurial performance, as evidenced by the t significance value of 0.038 which is smaller than $\alpha = 0.05$, with a path coefficient of 0.139.

Based on the five paths, the overall results of the path analysis can be presented in Figure 1.

Picture 1
Path Analysis Results



Source : Primary data processed, 2020.

4.1.3. Direct Influence, Indirect Influence of Personality and Entrepreneurial Motivation on Entrepreneurial Performance through Entrepreneurial Spirit

Based on the results of the analysis of sub-structure 1, and sub-structure 2, an indirect effect can be arranged, the results of the analysis are presented in Table 3.

Table 3
Direct Effect, Indirect Effect and Total Effect

Variable	Direct Effect	Indirect Effect	Total Effect
Personality → Entrepreneurial spirit	0.319	-	0.319
Motivation → Entrepreneurial spirit	0.549	-	0.549
Personality → Entrepreneurial performance	0.348	-	0.348
Motivation → Entrepreneurial performance	0.139	-	0.139
Entrepreneurial spirit → Entrepreneurial performance	0.139	-	0.139
Personality → Entrepreneurial spirit → Entrepreneurial performance	0.385	0.319 X 0.139 = 0.044	0.429
Entrepreneurial motivation → Entrepreneurial spirit → Entrepreneurial performance	0.348	0.549 X 0.139 = 0.076	0.424

Source : Primary data processed, 2020, (Figure 1).

Based on Table 3, it appears that the total effect of personality variables on entrepreneurial performance (0.429) is greater than the direct effect (0.385). Likewise for the entrepreneurial motivation variable on entrepreneurial performance, where the total effect is greater (0.424) than the direct effect (0.348). These results indicate that the entrepreneurial spirit has status as an intervening variable in the influence of personality and entrepreneurial motivation on entrepreneurial performance, because the total value is greater than the direct effect.

4.2. Hypothesis Test Results

Hypothesis testing is to determine whether the results of sample data processing can be applied to the population. Path analysis is used to estimate the causal relationship between a number of variables in a series of causal relationship paths. The basis for answering the problem regarding the influence of the variables is used the calculation results with regression analysis and at the same time for hypothesis testing. The path coefficient is seen from the beta coefficient (standardized coefficient). Decision making for hypothesis testing uses a significance value (p-value) with the criteria if the p-value > 0.05, then H0 is accepted or Ha

is rejected, meaning that the path coefficient obtained is not significant, and if the p-value is <0.05 then H_0 is rejected or H_a is accepted, meaning that the path coefficient obtained is significant.

4.2.1. First Hypothesis Results

The hypothesis is related to the results of the personality influence test that affects the entrepreneurial spirit. The path coefficient on the relationship between personality and entrepreneurial spirit is 0.319 which is significant (p-value = 0.000), so it can be said that there is a significant influence between personality and entrepreneurial spirit, thus the first hypothesis is accepted. A high personality will have an effect on increasing the entrepreneurial spirit.

4.2.2. Results of the Second Hypothesis

The hypothesis is related to the test results of the influence of entrepreneurial motivation to have an effect on the entrepreneurial spirit. The path coefficient on the relationship between entrepreneurial motivation and entrepreneurial spirit of 0.549 is significant (p-value = 0.000), so it can be said that there is a significant influence between entrepreneurial motivation on entrepreneurial spirit, thus the second hypothesis is accepted. High entrepreneurial motivation will tend to increase the entrepreneurial spirit.

4.2.3. Results of the Third Hypothesis

The hypothesis is related to the results of the personality influence test that affects entrepreneurial performance. The path coefficient on the relationship between personality and entrepreneurial performance of 0.385 is significant (p-value = 0.000), so it can be said that there is a significant influence between personality on entrepreneurial performance, thus the third hypothesis is statistically accepted. Personality which for there is a tendency to increase entrepreneurial performance.

4.2.4. Results of the Fourth Hypothesis

The hypothesis is related to the results of the test the effect of entrepreneurial motivation has an effect on entrepreneurial performance. The path coefficient on the relationship between entrepreneurial motivation and entrepreneurial performance of 0.348 is significant (p-value = 0.000), so it can be said that there is a significant influence between entrepreneurial motivation on entrepreneurial performance, thus the fourth hypothesis is statistically accepted. High entrepreneurial motivation can improve entrepreneurial performance.

4.2.5. Results of the Fifth Hypothesis

The hypothesis is related to the test results of the influence of entrepreneurial spirit to influence entrepreneurial performance. The path coefficient on the relationship between entrepreneurial spirit and entrepreneurial performance of 0.139 is significant (p-value = 0.038), so it can be said that there is a significant influence between entrepreneurial spirit and entrepreneurial performance, thus the fifth hypothesis is statistically accepted. High entrepreneurial spirit will have an effect on increasing entrepreneurial performance.

4.2.6. Results of the Sixth Hypothesis

The hypothesis is related to the results of the personality influence test that affects entrepreneurial performance through the entrepreneurial spirit. The results of the analysis, the indirect effect is smaller (0.044) than the direct effect (0.385). These results indicate that the entrepreneurial spirit has status as an intervening variable in the influence of personality on entrepreneurial performance, because the total value (0.429) is greater than the direct effect (0.385).

4.2.7. Seventh Hypothesis

The hypothesis is related to the test results of the influence of entrepreneurial motivation to influence entrepreneurial performance through entrepreneurial spirit. The results of the analysis, the indirect effect is smaller (0.076) than the direct effect (0.348). These results indicate that the entrepreneurial spirit has status as an intervening variable in the influence of entrepreneurial motivation on entrepreneurial performance, because the total value (0.424) is greater than the direct effect (0.348).

4.3. Discussion

Based on the results of testing the hypothesis that the effect between variables is used, the results of calculations with regression analysis are used and at the same time to test the hypothesis between the variables of personality, entrepreneurial motivation, entrepreneurial spirit, and entrepreneurial performance.

4.3.1. The Influence of Personality on the Entrepreneurial Spirit

Personality affects the entrepreneurial spirit, this shows that teachers who have a good personality can improve the entrepreneurial spirit. Personality in this study is measured by self-conversion, awareness, emotional stability and openness. Teachers who have high personalities can create entrepreneurial skills that include self-confidence, are task and result-oriented, are willing to take risks, have leadership, originality and are forward-looking.

This is based on the aim of continuing to direct subordinates or employees to work in accordance with the objectives to be achieved. As Moeljono (2013: 2) argues that personality is generally a philosophical statement, it can function as a binding demand on employees because it can be formally formulated. Main research and Syaiful (2020) which states that personality affects the entrepreneurial spirit.

Hypothesis testing proves that personality has an effect on the entrepreneurial spirit. The path coefficient on the relationship between personality and entrepreneurial spirit is 0.319 which is significant (p -value = 0.000), so it can be said that there is a significant influence between personality and entrepreneurial spirit. evidenced by the significance value t of 0.000 is smaller than $\alpha = 0.05$.

4.3.2. The Influence of Entrepreneurial Motivation on the Entrepreneurial Spirit

Entrepreneurial motivation has an effect on the entrepreneurial spirit, which means that the higher the entrepreneurial motivation of the teacher can increase the entrepreneurial spirit. Entrepreneurial motivation indicators that provide the greatest contribution to improving the entrepreneurial spirit are the presence of entrepreneurial intensity, business goals, business direction, and persistence in business.

Learning from failure is important. Entrepreneurial motivation is one of the factors that can achieve business success and this makes motivation felt important for someone in running his business. The results of this study support Sinollah and Sari (2016), Monica and Widjaja (2019), Nurlaili and Terisnawati (2020), Biantong (2020) which state that entrepreneurial motivation affects the entrepreneurial spirit.

Hypothesis testing proves that entrepreneurial motivation has an effect on the entrepreneurial spirit. The path coefficient on the relationship between entrepreneurial motivation and entrepreneurial spirit is 0.549 which is significant (p -value = 0.000), so it can be said that there is a significant influence between motivation on entrepreneurial spirit. evidenced by the significance value t of 0.000 is smaller than $\alpha = 0.05$.

4.3.3. The Influence of Personality on Entrepreneurial Performance

Personality affects entrepreneurial performance, meaning that teachers who have a good personality can improve entrepreneurial performance. Personality indicators that can improve entrepreneurial performance are exemplary, which is reflected in the teacher having the initiative to develop a business. Teachers who have a good, stable and responsible personality can trigger an increase in entrepreneurial performance so that the achievement of teacher work is fulfilled. Therefore, teachers must have high curiosity and a desire to improve the situation in order to solve the problems faced in their business. As the view of Nawawi (2003: 65) defines personality as a habit that is repeated by employees in an organization, violations of this habit have no firm sanctions.

Personality is a dynamic organization that includes the entire psychological system, determining the characteristics of a teacher's behavior and behavior. Personality is an important thing that can influence work behavior. Personality leads to a desired behavior towards performance. The personality of each teacher is different, where there are intrinsic personality differences in each teacher, as well as their jobs. This will later have an impact on entrepreneurial performance where the personality that matches the teacher's job will increase enthusiasm and the desire to work will increase. The results of this study support Ernawati (2011), Fahrianta and Chandra (2016) who state that personality affects performance.

Hypothesis testing proves that personality has an effect on entrepreneurial performance. The path coefficient on the relationship between personality and entrepreneurial performance of 0.385 is significant (p -value = 0.000), so it can be said that there is a significant influence between personality on entrepreneurial performance. evidenced by the significance value t of 0.000 is smaller than $\alpha = 0.05$.

4.3.4. The Influence of Entrepreneurial Motivation on Entrepreneurial Performance

Entrepreneurial motivation has a significant effect on entrepreneurial performance, which means that the higher the teacher's achievement motivation can improve entrepreneurial performance. In the world effort, entrepreneurial motivation plays an important role in achieving business success. This is because not everyone has the courage to decide themselves to work in the world of entrepreneurship. Many people have doubts about the abilities they have in entrepreneurial activities. Meanwhile, the existence of motivation in entrepreneurship is none other than to be able to develop oneself optimally based on abilities effort. Everyone actually has the ability to do business, but in the context of commercial ventures, there are still many people who doubt their abilities. Teachers' entrepreneurial motivation is shaped by intensity, goal of effort, direction sought, and persistence. Motivation for entrepreneurship business because of the rewards that someone will receive when deciding to become an entrepreneur. As the opinion of Saiman (2015: 26) which states that entrepreneurial motivation is the impetus or driving force that directs someone to take an action to fulfill what is needed or expected for a planned goal.

When the teacher decides to become an entrepreneur, the teacher has the opportunity to get one or all of the benefits such as achieving opportunities to achieve desired goals on his own, open opportunities to fully demonstrate one's potential, open opportunities for maximum benefits, open opportunities to help society with concrete endeavors, and there are opportunities to be minimal bosses for themselves. By becoming an entrepreneur, a person gets opportunities that are not found by a person or group who becomes a teacher. The results of this study support Idris (2012) which states that entrepreneurial motivation has an effect on entrepreneurial performance.

Hypothesis testing proves that entrepreneurial motivation has an effect on entrepreneurial performance. The path coefficient on the relationship between entrepreneurial motivation and entrepreneurial performance of 0.348 is significant (p -value = 0.000), so it can be said that there is a significant influence between entrepreneurial motivation on entrepreneurial performance. evidenced by the significance value t of 0.000 is smaller than $\alpha = 0.05$.

4.3.5. The Influence of Entrepreneurial Spirit on Entrepreneurial Performance

Entrepreneurial spirit affects entrepreneurial performance, this shows that teachers who have a high entrepreneurial spirit can improve entrepreneurial performance. The indicator of the entrepreneurial spirit that makes the greatest contribution to improving entrepreneurial performance is future-oriented, reflected in planning something that is always future-oriented. Teachers who have a high entrepreneurial spirit always have insights that are always future-oriented. In carrying out his business, he always thinks about how it will affect the future of the business and himself. A teacher who is oriented towards the future, will always love his job. The teacher always evaluates every work result, always evaluates and corrects the slightest mistake, to lead to future success. As Suryana (2014: 22) which states that the entrepreneurial spirit is the nature of thoughts, feelings to create added value from business opportunities, managing resources through innovative ideas into the real world creatively. The entrepreneurial spirit can help an entrepreneur to establish and run his business to be successful. The results of this study support Idris (2012) which states that the entrepreneurial spirit has an effect on entrepreneurial performance.

Hypothesis testing proves that the entrepreneurial spirit has an effect on entrepreneurial performance. The path coefficient on the relationship between entrepreneurial spirit and entrepreneurial performance of 0.139 is significant (p -value = 0.038), so it can be said that there is a significant influence between entrepreneurial spirit and entrepreneurial performance, as evidenced by the significance value of t of 0.000 which is smaller than $\alpha = 0.05$.

4.3.6. Influence of Personality on Entrepreneurial Performance through Entrepreneurial Spirit

The entrepreneurial spirit mediates the influence of personality on entrepreneurial performance. A good teacher personality can improve entrepreneurial performance, if the teacher has a good entrepreneurial spirit. Someone in choosing a career is basically related to their personality, including being an entrepreneur. The teacher's personality affects him in entrepreneurship because he feels comfortable at work if the work is carried out in accordance with his personality. Teachers who have good businesses generally have a clear orientation and goals for the future, both short-term, medium-term and long-term goals. Clear objectives and orientation can be used as a reference in determining steps and strategies to be taken so that an effort can achieve targets in accordance with the planned objectives. As Suryana (2014: 22) which states that the entrepreneurial spirit is the nature of thoughts, feelings to create added value from business opportunities, managing resources through innovative ideas into the real world creatively. In entrepreneurship, teachers must dare to take risks in optimizing existing resources, be it time, intellectual, material, time, and their creative abilities to produce a product or business that is useful for teachers and others, so that it can improve entrepreneurial performance seen from growth. sales and profit growth.

From the results of hypothesis testing, it is evident that personality has an effect on entrepreneurial performance through an entrepreneurial spirit. The path coefficient of indirect effect is smaller (0.044) than the direct effect (0.385). So it can be said that

entrepreneurial spirit is an intervening variable in the influence of personality on entrepreneurial performance, because the total value (0.429) is greater than the direct effect (0.385).

4.3.7. The Influence of Entrepreneurial Motivation on Entrepreneurial Performance through Entrepreneurial Spirit

Entrepreneurial spirit mediates the influence of entrepreneurial motivation on entrepreneurial performance, which means that entrepreneurial motivation can improve entrepreneurial performance, if the teacher has an entrepreneurial spirit. The entrepreneurial spirit according to Nasrullah (2016: 26) is a life in entrepreneurship which is basically an entrepreneurial attitude and behavior which is shown through the nature, character and disposition of a person who has a willingness to manifest innovative ideas into the real world creatively. Entrepreneurial motivation to encourage teachers to work with high and better enthusiasm. In addition, this high enthusiasm will directly increase entrepreneurial performance in terms of sales growth and profit growth. Without entrepreneurial motivation, teachers will not find what are the reasons for entrepreneurship and what will be the goals of entrepreneurship. Entrepreneurial motivation as an impetus or driving force that directs teachers to take action to fulfill what is needed and desired. The entrepreneurial spirit in a person is characterized by a personal commitment to be independent, to achieve something that is desired, to avoid dependence on others, to be more productive in optimizing one's potential.

The results of this study support Idris (2012) which states that entrepreneurial spirit mediates the effect of work motivation on performance. This is evident from the test results proved that the influence of entrepreneurial motivation has an effect on entrepreneurial performance through the spirit of entrepreneurship. The path coefficient of indirect effect is smaller (0.076) than the direct effect (0.348). So it can be said that entrepreneurial spirit is an intervening variable in the influence of entrepreneurial motivation on entrepreneurial performance, because the total value (0.424) is greater than the direct effect (0.348).

5. CONCLUSIONS AND SUGGESTIONS

5.1. Conclusion

From the data obtained and the analysis that has been carried out in this study, it can be concluded as follows:

- 1) Personality affects the entrepreneurial spirit, this shows that teachers who have a good personality can improve the entrepreneurial spirit.
- 2) Entrepreneurial motivation has a significant effect on the entrepreneurial spirit, which means that the higher the entrepreneurial motivation can build a better entrepreneurial spirit.
- 3) Personality affects entrepreneurial performance, which means that the better the teacher's personality can improve entrepreneurial performance.
- 4) Entrepreneurial motivation has a significant effect on entrepreneurial performance. This shows that the higher the level of entrepreneurial motivation the teacher can improve entrepreneurial performance.
- 5) Entrepreneurial spirit has a significant effect on entrepreneurial performance. This shows that teachers who have a high entrepreneurial spirit can improve entrepreneurial performance.
- 6) The entrepreneurial spirit mediates the influence of personality on entrepreneurial performance. This shows that teachers who have good personalities and are supported by teachers who have an entrepreneurial spirit can improve entrepreneurial performance.
- 7) Entrepreneurial spirit is able to mediate the influence of entrepreneurial motivation on entrepreneurial performance, which means that entrepreneurial motivation can improve entrepreneurial performance, if the teacher has a good entrepreneurial spirit.

5.2. Implications of Research Results

The results of this research are expected to help and provide additional information in the discipline of entrepreneurship to face the increasingly strong challenges of the times. It can also be used as knowledge so that it can develop business for high school teachers in Lumajang Regency. Observations from the results of filling out the questionnaire show that teachers have an interest in developing entrepreneurship in the Lumajang area.

The presence of a person's personality in entrepreneurship is indicated by the respondent having new things in every work-related activity and having a desire to develop. Creative in completing assignments and showing the work assignments that respondents are doing are completed precisely according to the scheduled targets.

With a high level of entrepreneurial motivation including hard workers, never giving up, having enthusiasm and having a commitment to high school teachers in Lumajang Regency. Respondents indicated that they were always looking for opportunities in entrepreneurship, never giving up in entrepreneurship and a high spirit to be better in their business.

With a high entrepreneurial spirit, including self-confidence, task and result-oriented, risk-taking, leadership, originality, and future-oriented. Shows how someone has a good leadership spirit in managing a business. And have original ideas and want to make something different from what other people have. The entrepreneurial spirit is also shown in planning something that is always oriented towards the future and makes life better.

With entrepreneurial performance which includes sales growth and profit growth, it is the clear direction and goal of an entrepreneur. The tendency of profits to increase each period and an increasing sales volume can indicate that the entrepreneurial performance is very high.

This research will be more useful if the results of the research can be used for a suggestion of improvement, so that subsequent studies can be better and can improve the limitations of this study.

5.3. Suggestion

Based on the research results and conclusions that have been put forward, the suggestions put forward in this study are as follows:

- 1) For teachers, to improve the entrepreneurial spirit, especially in taking risks in entrepreneurship, the teacher is directed, opens insights, and a broader view of entrepreneurship to explore talents, hobbies, and hidden potential in order to create entrepreneurs who dare to take risks.
- 2) For further researchers, it is necessary to deepen the discussion about the factors that influence entrepreneurial performance and entrepreneurial spirit to be continuously developed by examining other than personality and entrepreneurial motivation.
- 3) For better results, in addition to using questionnaires, this study also uses the interview method so that more accurate results can be obtained that can support the results of the study.

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