

The Role of the Management of the Indonesian Young Entrepreneurs (HIPMI) As Development of Youth Generation Businesses in Realizing the Vision of the Organizational Mission in Medan City

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ABSTRACT

This study aims to determine the role of the Management of the Indonesian Young Entrepreneurs Association (HIPMI) in the field city as the Development of the Young Generation of Business Souls in Realizing the Vision and Mission of the Organization in Medan City. This research was carried out using a qualitative approach. The location of this research is the Secretariat of the Organization of the DPC HIPMI Medan city located at JL. Sisingamangaraja XII No. 92 A, Medan North Sumatera.

This study saw that there were 6 (six) roles of HIPMI Medan in the development of the young people's business spirit by implementing the Program and Education Training as follows. First, Dream-goal-plan - excute Seminar, Second. Seminars and Workshop that have the theme: building a soul of joint business HIPMI ". Third. Entrepreneurship training "Business is fun". Fourth, the fifth "How to be Entrepreneur" Seminar. Is a Back to Campus "Workshop on Building Entrepreneurial Character for Indonesian Young Generation". Sixth. "HIPMI Goes To Campus" Workshop "Making Young Entrepreneurs Students" at the North Sumatra UIN Campus. The purpose of conducting the program / education is to deepen and develop knowledge about Entrepreneurship Science, providing more motivation to the younger generation to dare to entrepreneurship, developing reasoning, conceptual and creativity skills. HIPMI Medan city as a forum Young entrepreneurs also provide solutions in building cooperation and seeking capital (Financier), HIPMI cooperates with BUMN and BUMD for the sake of providing capital to young entrepreneurs in the form of funds and material

Key Words: Role of HIPMI (Young Entrepreneurs Association), Development of business spirit, Medan City Young Generation

INTRODUCTION

One of the goals of macroeconomic development is to increase economic growth in addition to the other two goals of equity and stability. This indicator is important in analyzing economic development that occurs in a country, because it can provide a macro picture of the policies that have been implemented, especially in the economic field. Economic growth is an output formed by various economic sectors so that it can illustrate how the economic sector has progressed or setbacks at a certain time.

Economic growth shows the extent to which economic activity will generate additional income in a certain period, because basically economic activity is a process of using factors of production to produce output, then this process will in turn produce a stream of remuneration towards the production factors owned by the community as the owner of the production factor will also increase.

Economic growth must absolutely exist, so that people's income will increase, thus the level of community welfare is

expected to increase. In order for economic growth to continue to increase and be sustained in the long term, it is necessary to know what factors influence economic growth and what strategies should be carried out in improving the economy and increasing community income. For developing countries, government intervention is relatively large so that the role of government in the economy is also relatively large. Practical government spending can affect economic activity in general, not only because this expenditure can create various infrastructure needed in the development process, but also is one component of aggregate demand whose increase will encourage domestic production or gross domestic product (GDP), as long as the economy have not reached the level of full employment opportunity.

The main players of a country like Indonesia in the face of increasingly strong economic competition are the younger generation. This is because the young generation will eventually enter the competition, with the ability, skills, experience that has been prepared. Economic conditions that tend to be less stable and difficult to ensure make the young generation need learning and guidance in order to be able to adjust to changes that are so fast. The increase in 'investment' through the formation of a culture of entrepreneurship or entrepreneurship in the younger generation so that they are ready to enter the increasingly competitive and open economic competition in the present and the future needs to be prepared.

Entrepreneurship is one of the alternative ways to solve the problem of unemployment where young people are guided to have an independent mentality, so they can have an out of the box thinking about the situation and dare to take steps by creating jobs for themselves and others so that they can excite economic growth in this country. Youth is the biggest potential in creating entrepreneurs. As the nation's next generation and future leaders of the nation,

the mindset of the young people of this nation must be truly well oriented, must be able to see far ahead of the conditions and needs of their nation. One of them is being able to see that entrepreneurs are needed by this nation so that they can become developed countries. The nation's youths must be ready to be solutions to these challenges and needs.

Entrepreneurship in Indonesia currently has around 1.56 percent of the 240 million population or about 3,744 million entrepreneurs in 2012. The ratio of Indonesian entrepreneurs has only reached 1.83 still lower than in other countries. Citing the thought of sociologist David McClelland, to achieve a minimum standard of 2% as a prerequisite for the success of a country's economic development, Indonesia still needs around 4.2 million entrepreneurs from the total population of Indonesia. This figure shows that there are still many entrepreneurs needed to further drive the nation's economy. The question now is how to shape and guarantee the mental readiness, character, and ability of young people to become true entrepreneurs who are able to survive and shape progress for themselves and the surrounding environment. ? We know that the business world is a world that is uncertain and tends to be unstable. Business cannot promise lasting stability and stability even for those who are highly capable and very talented.

In carrying out this nation's great mission, the government needs partners / community organizations that support and boost economic growth and develop entrepreneurial spirit for the young generation to open their own businesses and jobs to reduce unemployment in order to achieve economic growth. Formal organizations that are partners of the government in developing young businesses, namely the Indonesian Young Entrepreneurs Association (HIPMI) organization, should be very instrumental in this. How to encourage young people to be entrepreneurial and motivate them to create young people who are ready to compete in

stabilizing the nation's economy and becoming independent characters for these young people. The purpose of this study in general is to analyze the role of the management of the Indonesian Young Entrepreneurs Association (HIPMI) in developing the business spirit of the younger generation, analyzing the role of the Medan City Young Entrepreneurs Association (HIPMI) in carrying out the organization's vision and mission and analyzing the Role of Indonesian Young Entrepreneurs (HIPMI) Medan City in developing the business spirit of the young generation in carrying out the organization's vision and mission

LITERATURE REVIEW

Role Definition

In the Big Indonesian Dictionary the role means a set of behaviors that are expected to be possessed by people who are domiciled in the community, and in the finished word (role) means the action taken by someone in an event

Role is a dynamic aspect of one's position or status and occurs when a person carries out his rights and obligations in accordance with his position (Soekanto, 2004: 243). This shows that the role is said to have been carried out if someone with a certain position or status has carried out his obligations. Roles can be divided into three scopes, namely (Soekanto, 2004: 244):

1. The role includes norms that are related to one's position or place in society, a role in the sense of a series of rules that guide a person in social life.
2. The role is a concept of what individuals do in society as an organization.
3. Role can also be said as individual behavior that is important to the social structure of society.

Based on these three scopes, it can be said that the role in this case includes three aspects. This aspect is an assessment of the behavior of someone who is in the community related to their position and position, concepts that are carried out by someone in the community in accordance

with their position, and the third aspect is someone's behavior that is important to the social structure of society.

Young Entrepreneurs (Entrepreneurs)

Many things can motivate entrepreneurs in starting a new business. GEM explains that there are two motivations for someone to become an entrepreneur, namely on the basis of opportunity (necessity) and necessity. A person's motivation to start a business by taking advantage of opportunities so as to generate future income and profits is called opportunity entrepreneurship. Whereas necessity entrepreneurship is the motivation to start a business because of the factor of compulsion and there is no choice but to establish a business to make ends meet.

In macroeconomic studies, the main problem of economic development in Indonesia that has not been resolved is the high rate of unemployment and low growth. Definition of entrepreneurs (entrepreneurs) are people who dare to take risks to open businesses on various occasions. Having the courage to take risks means independent mentality and courage to start a business, without fear or anxiety, even in uncertain conditions (Kasmir, 2007). Opportunities will easily be used by an entrepreneur to create a new business with a large profit potential. Not only are opportunities in positive (good) conditions, but also in bad conditions. Entrepreneurs can easily analyze the demand for goods or services needed by the community, even in bad conditions such as disasters and scarcity. The type of business that entrepreneurs are engaged in can be the creation of a new business or buying a business that has long been established.

The Global Entrepreneurship Monitor (GEM) is a research initiated by partnerships between London Business School and Babson College, tasked with conducting research on entrepreneurship activities in various countries since 1999. Initially there were only 10 countries studied, then in 2011 it has grown to 54

countries. The GEM research program has three main objectives, namely:

1. Measuring differences in the level of entrepreneurship activity among sample countries,
2. Revealing precisely the factors that lead to different levels of entrepreneurship,
3. Providing policy advice that can increase the level of national entrepreneurial activity.

Economy

Entrepreneurship can be one solution to the problem of economic development. The increasing number of businesses developed by entrepreneurs means increasing the demand for labor. Indirectly, entrepreneurs are able to absorb labor and reduce unemployment. Profits and corporate deficits also influence entrepreneurial decisions in determining the amount of labor used. Therefore, in order for employment to remain stable, entrepreneurs must use good management in managing the business. This is intended not to increase employee layoffs and increase the number of unemployed. This is intended not to increase employee layoffs and increase the number of unemployed.

Role of Authority in Indonesia

The role of entrepreneurs in developing countries such as Indonesia has a lot of positive impacts. The role of entrepreneurship in the form of contributions in the transformation of society with low income to higher income and from the primary sector-based society into a sector-based and technology-based society (Wim Naude, 2008). There are three positive impacts of entrepreneurs in solving problems in developing countries.

1. Entrepreneurs open new types of business in the economy. The efforts that have been developed add to the heterogeneity of business in Indonesia. People become creative in developing business types.
2. Provide employment and absorb labor. When an entrepreneur opens a business, it means opening a step to reduce the proportion of unemployed and job applicants.

3. Increase national per capita output. Increased productivity due to the emergence of new businesses will increase national economic growth and community income.

The average entrepreneur in Indonesia is a necessity entrepreneur group. Underlying the interest of this group to build a business is a factor of the family's economic drive. Unstable family economic conditions have resulted in the group's business being only individual and not absorbing labor. The necessity entrepreneur group tends to be careless in its business management. Meeting the daily needs of household life is still the most important motivation for this group. Actually, some necessity entrepreneurs have sufficient skills in building a business, but the main problem lies in capital.

Entrepreneurship Education and Training

Entrepreneurship education needs to be done through the provision of materials and training. Entrepreneurship material has been given a lot, especially for students in college. According to Priyanto's explanation (2009) that there are four goals in entrepreneurship education, namely motivational education, knowledge education, skills education, and capacity building. These objectives can be included in the learning curriculum. In essence, entrepreneurs are groups that are good at taking advantage of opportunities and dare to take risks. This again goes back to the entrepreneur's "self performance", that strong motivation, courage, and strong soft skills will encourage entrepreneurs to move towards this stage. There is a lot of rigidity in the formation of character training especially in formal schools. The development of students' soft skills becomes less than the maximum even though the school has provided various specialization activities that suit their talents.

Soft skill development is not only influenced by character formation education, but also external environmental influences. The concept of completing education then working well has been

recorded in students' perceptions so that many of the academic graduates are not interested in becoming entrepreneurs.

Lee (2005) conducted a comparative study of the impact of entrepreneurship education and training on Korean and US students. Entrepreneurship education is proven to improve their capabilities to become entrepreneurs. Korean students experience significant development compared to the US. Korean students live in different environments regarding understanding the business world, the importance of being an entrepreneur, and working teamwork to foreign countries. Significant development is due to the fact that entrepreneurship culture orientation in Korea is still low and is at the stage of development embryo. Whereas the US has an orientation of Culture entrepreneurship, so the impact of entrepreneurship education is relatively small.

Business Development Facilities

The development of a business is the responsibility of every entrepreneur or entrepreneur who needs foresight, motivation and creativity (Anoraga, 2007: 66). If this can be done by every entrepreneur, then there is great hope to be able to make a business that was originally small to medium scale and even become a big business.

Business activities can be started from starting a business, starting a partnership or buying someone else's business or better known as franchising. But what needs to be considered is where the business will be taken. Therefore, a development is needed in expanding and maintaining the business so that it can run well. To carry out business development requires support from various aspects such as the fields of production and processing, marketing, human resources, technology and others.

Entrepreneur Creation Model

Wim Naude (2008) stated that some of the best ways to support entrepreneurship include increasing the ability of entrepreneurs and reducing costs in opening

new companies and regulations that facilitate the opening of businesses by new entrepreneurs. Entrepreneurial ability determines a country's economic development. Entrepreneurs who only pursue rent-seeking with low capability actually cause economic stagnation and even "development traps". State countries not only take into account how many entrepreneurs are born, but also their capabilities so that macroeconomic stability is more controlled.

In creating entrepreneurs, non-profit organizations can combine education and entrepreneurship training. Education serves to provide material for entrepreneurship while training is intended to: hone the soft skills of prospective entrepreneurs. Through these two things, it is hoped that prospective entrepreneurs are motivated to open new businesses, dare to take risks, and are not afraid of failure.

The government has the role of mediating capital problems. Government activities focused on increasing the number of entrepreneurs through capital loans are generally called business incubators. The funding assistance was used as initial capital to establish a business. Prospective entrepreneurs who dare to take risks will not be afraid of failure, because even a large entrepreneur must experience some failure to achieve success.

Indonesian Young Entrepreneurs Association (HIPMI)

HIPMI is an Indonesian Young Entrepreneurs organization that unites with the intent and purpose:

1. Encourage and participate in developing the entrepreneurial spirit among the younger generation.
2. Fostering, advancing and developing the younger generation Entrepreneurs become professional, strong and resilient entrepreneurs in the business sector they pursue.
3. Acting as a strategic partner of the Government in the success of the national and regional development processes towards the creation of a just and prosperous society.

4. Participate in empowering and appropriate efforts to explore and exploit natural resources while striving to prevent damage and pollution to the environment, fostering and developing human resources in the technological process towards professionalism and creativity. to support economic growth and national stability and resilience.

5. Forming a National Entrepreneur who is nationalistic in mind, who has business morals and ethics, and is able to compete internationally. (Ad / Art HIPMI organization guidelines: Jakarta)

MATERIALS & METHODS

This research was carried out using a qualitative approach, namely the approach by looking at the object of study as a system, meaning that the object of study is seen as a unit consisting of related elements and describe existing phenomena (Arikunto, 2006: 209). In qualitative research, researchers collect data based on observations of a natural (natural) situation as they are without being influenced or manipulated (Kaelan, 2005: 18). The location of this research is the Secretariat of the Organization of the DPC HIPMI Medan city located at JL. Sisingamangaraja XII No. 92 A, Medan North Sumatra which became the focus of this research was to find out how the role of the organization of young entrepreneurs Association (HIPMI) as a means of developing a generation of business souls in realizing the vision and mission of the Medan city organization.

Sources of data from this study are subjects where data can be obtained. Data sources can be obtained through informants. The sampling technique used by researchers is purposive sample. As already mentioned that the selection of the first informant is very important so it must be done carefully, because this study examines the role of HIPMI in the development of the young business spirit in the city of Medan so the researcher decides the main informant as the key informant is the most appropriate and right is the Chairperson of the Branch

Management Board. Then added some other management elements who are still active in organizational management. The method used in this study is:

1. Interview Method

An interview is a conversation with a specific purpose. This conversation is carried out by two parties, namely the interviewer (interviewer) who asks the question and the interviewee (interviewee) who gives the answer to the question (Moleong, 2007: 135). The interview is a technique or method of collecting data by holding oral discussion or question and answer between the person interviewing the interviewee (Miarso, 2009: 83).

2. Observation Method

Observation or commonly known as observation is one method to see how certain events, events, things happen. Observations provide a detailed description of program activities, processes and participants. In this study using passive participation observation, the researchers came to the place where the person was observed, but did not get involved in the activity.

This study uses functional interactive analysis that originates from four activities, namely: data collection, data reduction, data presentation, and data verification

Conclusion in data analysis (interactive model)

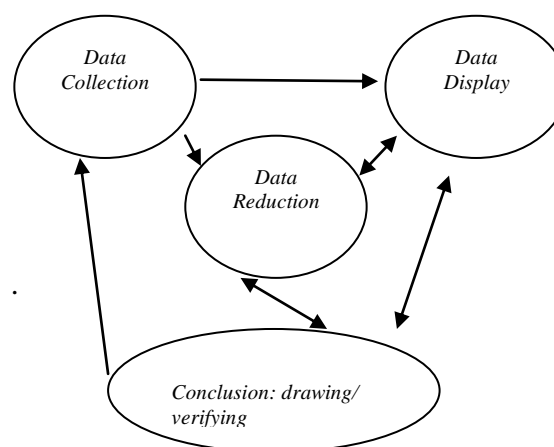


Figure 1. Data Analysis Phase
Source: (Sugiyono, 2009: 247)

RESULT

Based on the results of the latest statistical data, in 2013 the population of the city of Medan was 2.135.516 people with a population distribution as in the table.

Population by Age Group and Gender (Soul), 2013			
Age group	Male	Female	amount
0 – 4	102 196	98 201	200 397
5 – 9	96 337	91 372	187 709
10 – 14	91 390	87 510	178 900
15 – 19	103 859	108 422	212 281
20 – 24	118 924	126 359	245 283
25 – 29	97 223	99 374	196 597
30 – 34	85 323	89 072	174 395
35 – 39	78 318	81 867	160 185
40 – 44	70 658	73 439	144 097
45 – 49	60 138	62 736	122 874
50 – 54	50 235	52 945	103 180
55 – 59	39 767	40 554	80 321
60 – 64	26 374	27 329	53 703
65 – 69	15 567	18 226	33 793
70 – 74	10 149	13 089	23 238
75 +	6 935	11 628	18 563
Total	1 053 393	1 082 123	2 135 516

Source: BPS Kota Medan, December 2013 Population Data

HIPMI is an independent non-participant organization. HIPMI is not an underbouw of any organization. The HIPMI Organizational Structure is at the central and regional levels. HIPMI stipulates the existence of a Central Executive Board that is domiciled in the National Capital, the Regional Governing Body domiciled in the Provincial Capital, and the Branch Management Board domiciled in the Capital of the Regency / City. Until now HIPMI has been in 33 provinces in Indonesia and has 274 Branch Management Bodies. Along with regional autonomy and expansion, HIPMI continues to grow to be represented throughout Indonesia.

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4. Participate in empowering and appropriate efforts to explore and exploit natural resources while striving to prevent damage and pollution to the environment, fostering and developing human resources in the technological process towards professionalism and creativity, to support economic growth and national stability and resilience.

5. Forming a National Entrepreneur who is nationalistic in mind, who has business morals and ethics, and is able to compete internationally. (AD / ART guidelines for HIPMI organization: Jakarta)

The factual conditions in question are the actual conditions of the Indonesian Young Entrepreneurs Association (HIPMI) of Medan when this research was conducted, both in terms of the role of the Medan city HIPMI in developing a young business spirit according to the vision and mission of the organization. Starting from the role of motivator (motivating) entrepreneurship to the younger generation, the role of trainers (educators) provides important entrepreneurial materials to prospective entrepreneurs in the form of training, seminars to workshops. The third is the role of giving capital (donors) / the same kingdom, namely providing capital in the form of money or material needed. Fourth is the role of supervision of prospective entrepreneurs to keep the main goal of developing the business.

The Role of Business Training Education BPC HIPMI Medan

To determine the role of motivation as the development of the business spirit of the younger generation, researchers conducted interviews directly with the Chairperson of the Medan Young Entrepreneurs Association (HIPMI) Branch Board for the 2012-2015 period, Mr. Afif Abdillah at the Madani Hotel SM. Raja / Amaliun No.1 Kotamatsum III - Medan on Thursday 5 October 2017 at 14.30 WIB. Following are excerpts of the interview:

"Before I thank you, the motivation to become a young entrepreneur is initial capital and" urgent ". We (HIPMI) give a lot of motivation to the younger generation. Both in formal and non-formal activities. For example. We conduct an entrepreneur week 2015 seminar with the theme: Dream goal-plan - excute, this activity was held on May 29-31 2015 at Hermes Place Polonia. With student participants and young people, we carry out this activity on the basis of making our young generation motivated in entrepreneurship what are the strategies in achieving success and entrepreneurship. I as the speaker convey to the people that entrepreneurship is very exciting and has its own satisfaction because we will not know the results of our efforts unless we really do it, the biggest regret is not about failure but because we never tried to try "

From the results of the interview we can find out that the role of motivation for the younger generation is very important. Given that motivation can change the paradigm of young people to remain confident and not afraid to take risks. From the seminar activities many students and young people were motivated by entrepreneurship.

The same thing was conveyed by Mr. Rio Adrian Sukma SH. M.Kn as the General Secretary of the Indonesian Young Entrepreneurs Association (HIPMI) Medan City for the 2012-2015 period and is now the Chairperson of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 Medan City, he was met at the BPC HIPMI office in Medan, Sukma hotel, Jl. SM. King No. 92 A, mosque, Medan City on Monday, October 9, 2017 At 11:00 a.m. said the following:

"The unemployment rate in this nation is greatly increased, especially more and more higher education graduates who are not directly proportional to the job vacancies, especially in this field. The problem is that the mentality of young people and our students now wants to be employees in BUMN and BUMD. In the Seminar and

Workshop that had the theme: building a soul of a joint venture HIPMI "coordinated by the executor was the" Information System Student Association "with BPC HIPMI Medan City Saturday, February 21, 2015 in the STMIK Triguna Dharma hall. We convey a number of important motivations to students so that they are not mentored or aspire to be employees or Civil Servants. Afif abdillah conveyed on that occasion that he quoted in the words of God Almighty "that God will not change one's fate before he changes his own destiny"

From the results of the interview above that the activities carried out with the aim of students totaling 200 people and get a good response from students. And they were given an assignment from the BPC HIPMI in Medan in the form of forming a team, each team consisting of 5 people to open a new business.

Not much different was conveyed by Mr. Rhandy Marwan BBA as Deputy General Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) Medan City 2012-2015 Period and is now the General Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 Medan City period who was met at the office BPC HIPMI Medan City Sukma Hotel Jl.SM. King No. 92 A, mosque, Medan Kota on Monday, October 16, 2017 at 9:00 a.m. said the following:

"HIPMI's Articles of Association / Household budget recommend that we develop a young business spirit in terms of starting to motivate the younger generation. God willing, if BPC HIPMI is invited to the city of Medan as a speaker, we must try to realize the young entrepreneur in Medan. Examples of activities are "Implementing Consultation on tax administration and technical guidance and licensing for MSMEs" October 21-23 2014 at Griya Hotel Jl. Tengku Amir Hamzah No. 38-44 Medan. The executive committee is the City Government of Medan. This activity is a routine city work program in terms of advancing the assistants to entrepreneurship. With the speakers,

Chairman of the Bpc Hipmi Medan City, Afif Abdillah "

Quoting from the results of the interview that this activity has an output (result) that you want to achieve. That continue as yearly this activity is often held considering that entrepreneurship is the goal of improving the lives of the people of Medan.

The same thing was said by Mr. Iqbal Hanafi, Management of the Indonesian Young Entrepreneurs Association (HIPMI) of the Medan City BPC for the 2012-2015 period and now becomes the Trade, Industry and BUMN Division of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 period which was met at the BPC HIPMI office Medan city hotel Sukma Jl.SM. King No. 92 A, mosque, Medan City on Wednesday, October 18, 2017 At 11:00 a.m. said the following:

"Implementing Consultation on tax administration and technical guidance and licensing for MSMEs" March 29-31, 2016 located at Griya Hotel Jl. Tengku Amir Hamzah No. 38-44 Medan. The organizing committee is the Medan City UMKM Cooperative Office. this activity is the annual routine of Medan city work program in the resource person General Chairman of Bpc Hipmi Medan City Afif Abdillah. He motivated the participants to never give up. And please try and try again. If you fail once, try again. Never ever give up because who knows if your success is a step away but you are trying to give up, it doesn't become successful. "

From the results of the interview, it can be concluded that the activity lasted for 3 (three) days and was attended by students in Medan. From the activities carried out it produces confident students and many are grateful that the material that is presented is very inspiring and encourages themselves to be entrepreneurial.

M.Ichsan as the Deputy Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) of Medan City for the 2012-2015 period and is now the chairman of the BPC's field of labor, Youth and

Sports of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 period in Medan. BPC HIPMI Medan City Sukma Hotel Jl.SM. King No. 92 A, Mesjid, Medan Kota on Monday, October 24, 2017 At 2:15 p.m. further explained in the excerpt of the interview:

"The target of Medan's BPC HIPMI is young people and students as well as students because we want to change their paradigm to become young entrepreneurs from an early age. And motivate them so that the younger generation must be honest, dare to fail, dare to try, dare to migrate and dare to succeed. This material was conveyed by the older brother Afif Abdillah on the occasion of the "How to be Entrepreneur" Seminar held by the North Sumatra Post print media on August 29, 2015 "

In line with what was conveyed by Mrs. Ira as the Executive Secretary of the BPC of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 period, Medan City was met at the BPC HIPMI office in Medan City Sukma Hotel, Jl. King No. 92 A, Mosque, Medan City on Wednesday, October 25, 2017 At 11:30 a.m. explained in the excerpt of the interview:

"Inviting and motivating young people to become entrepreneurs is very important for BPC HIPMI in Medan City, both delivered through formal events or through the media. To this day many organizations and governments invite us to be resource persons, tutors in seminars and workshops. But despite our warm welcome from HIPMI, we also invited young people and generations to be entrepreneurial in the writings because the advancement of technology is now increasingly sophisticated. So we take advantage of this opportunity. For example, the writing of Afif Abdillah, General Chairperson of BPC HIPMI in Medan: "let's start a business" in a cover of the Magazine on March 2, 2016 in broad outline which contains: people aren't just income".

From the interview, it can be concluded that BPC HIPMI SNGAT is enthusiastic in carrying out its role as a motivator of the younger generation in entrepreneurship and developing business both in formal seminars, workshops and magazine forms, given that technology is now increasingly sophisticated and can be seen at any time.

The Role of Business Training Education BPC HIPMI Medan

In this section the researcher will discuss the Business Training Education of BPC HIPMI in Medan, namely the HIPMI work programs in Medan in developing the entrepreneurial spirit of the younger generation in the city of Medan through 6 (six) activities. First. Entrepreneur week 2015 seminar: Dream-Goal-Plan-Excute. Second. Seminar and Workshop "Building an Entrepreneurial Soul with HIPMI". Third. Entrepreneurship training "Business is fun". Fourth, Seminar on "How to be Entrepreneurs" North Sumatra Daily Post with HIPMI Medan City, Let's go to School. Fifth. Back to Campus "Workshop on Building Entrepreneurial Character for Indonesian Young Generation" at USU FEB Medan. Sixth. "HIPMI Goes To Campus" Workshop "Making Young Entrepreneurs Students" at the North Sumatra UIN Campus.

The first program researchers conducted interviews directly with the General Chairperson of the Medan Young Entrepreneurs Association (BPC) Medan Board for the 2012-2015 period, Mr. Afif Abdillah Dihotel Madani Jln. SM. Raja / Amaliun No.1 Kotamatum III - Medan on Thursday 5 October 2017 at 14.30 WIB. Following are excerpts of the interview:

"(HIPMI) conducted a 2015 entrepreneur week seminar themed: Dream-goal-plan-execute, this activity was held on May 29-31 2015 at Hermes Place Hotel. With student and young participants, we carry out this activity with a foundation to help the nation's economy. if from the start we are not ready to compete in entrepreneurship we will be left behind. Therefore this activity

aims: to improve the human resources of young people in the city of Medan, especially in entrepreneurship. Today's youth must be sure of themselves. And we want youth today to be more productive not consumptive. "

From the results of the interview above that this activity lasted for 3 (three) days and was running successfully properly, all goals (goals) desired by BPC HIPMI Medan city can be achieved. And students and young people who were present as participants said they were inspired and very appreciative of these activities.

The same thing was conveyed by Mr. Rio Adrian Sukma SH. M.Kn as the General Secretary of the Indonesian Young Entrepreneurs Association (HIPMI) Medan City for the 2012-2015 period and is now the Chairperson of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 Medan City, he was met at the BPC HIPMI office in Medan, Sukma hotel, Jl. SM. King No. 92 A, mosque, Medan Kota on Monday, 9 October 2017 At 11.00 West Indonesia Time said about the second activity of the HIPMI Medan city "Seminar and Workshop that had the theme: building a soul of HIPMI joint venture":

"In this activity the Seminar and Workshop that had the theme: building the soul of a joint venture HIPMI" the organizing committee was the "Information System Student Association" with the BPC HIPMI Medan City Saturday, February 21, 2015 in the STMIK Triguna Dharma hall. We convey a number of important motivations to students so that they are not mentored or aspire to be employees or Civil Servants. Afif Abdillah conveyed on that occasion that he quoted in the words of God Almighty "that God will not change one's fate before he changes his own destiny"

"The purpose of this activity is to: motivate students in entrepreneurship, build business networks and create new entrepreneurs, develop home industries."

From the results of the interview, he said that the Medan HIPMI activities with the Information Systems Student Association

were very smooth and conducive. The materials presented by the speakers are: pioneering business and development models, opportunities to find capital.

The three BPC HIPMI Kota Medan programs as the development of a young business spirit are entrepreneurship training with the theme "Business is fun". Not much different was conveyed by Mr. Rhandy Marwan BBA as Deputy General Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) Medan City 2012-2015 Period and is now the General Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 Medan City period who was met at the office BPC HIPMI Medan City Sukma Hotel Jl.SM. King No. 92 A, mosque, Medan Kota on Monday, October 16, 2017 at 9:00 a.m. said the following:

"BPC HIPMI Medan city held a workshop with the theme" Business is fun "on June 10, 2015 at Hermes Polonia Hotel which intends this activity is so that the younger generation can entrepreneurship by enjoying as entrepreneurs and loving every part of the side and part of business. And thank God, this activity is very successful. "

The same thing was said by Mr. Iqbal Hanafi, Management of the Indonesian Young Entrepreneurs Association (HIPMI) of the Medan City BPC for the 2012-2015 period and now becomes the Trade, Industry and BUMN Division of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 period which was met at the BPC HIPMI office Medan city hotel Sukma Jl.SM. King No. 92 A, mosque, Medan City on Wednesday, October 18, 2017 At 11.00 WIB said as follows:

Fourth, Seminar on "How to be Entrepreneurs" North Sumatra Daily Post with HIPMI Medan City, Let's go to School. This activity targets students and students given that we want to provide the best for beginner entrepreneurs and motivate them in entrepreneurship.

From the results of the interview above, this activity is very important and urgent for

novice entrepreneurs, so beyond expectations, the participants exceeded 200 participants, and successfully contributed to the young people of Medan.

M.Ichsan as the Deputy Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) of Medan City for the 2012-2015 period and is now the chairman of the BPC's field of labor, Youth and Sports of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 period in Medan. BPC HIPMI Medan City Sukma Hotel Jl.SM. King No. 92 A, Mesjid, Medan Kota on Monday, October 24, 2017 At 2:15 p.m. further explained in the interview excerpt as follows:

The Fifth BPC HIPMI program in Medan. Is a Back to Campus "Workshop on Building Entrepreneurial Character for Indonesian Young Generation" at the USU FEB Medan. The training was held on September 23, 2015, participants were students and students of the USU 2012 economic faculty. We hope that from this activity students will no longer expect snacks from parents. But starting to think independently. By starting your own business, because the students have a lot of acquaintances on their faculties and on the USU campus.

In line with what was conveyed by Mrs. Ira as the Executive Secretary of the BPC of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 period, Medan City was met at the BPC HIPMI office in Medan City Sukma Hotel, Jl. King No. 92 A, Mosque, Medan City on Wednesday, October 25, 2017 At 11:30 a.m. explained in the excerpt of the interview:

"In order to carry out the organization's vision and mission, which is to develop the business spirit of the young generation, the Medan City HIPMI Program targets young people, for example the students of the program are. "HIPMI Goes To Campus" Workshop "Making Young Entrepreneurs Students" at the North Sumatra UIN Campus. This activity was held on April 15,

2015. *It was attended by 150 students and students. And thank God, this activity has been successful and conducive so that what we hope for these young people can be developed and useful. "*

The role of HIPMI in Medan city In cooperation or capital provider (Financier)

In this section will discuss about the role of BPC HIPMI in Medan in collaboration with State-Owned Enterprises (BUMN) or Regional-Owned Enterprises (BUMD) as financiers (capital providers).

From the results of direct interviews with the General Chairperson of the Medan Young Entrepreneurs Association (HIPMI) Branch Board for the 2012-2015 period, Mr. Afif Abdillah Dihotel Madani Jln. SM. Raja / Amaliun No.1 Kotamatum III - Medan on Thursday 5 October 2017 at 14.30 WIB. Following are excerpts of the interview:

"About cooperation with the Bank, we have done it, to help the young generation in developing their business in the form of providing capital and material.

We have worked with Bank Rakyat Indonesia (BRI), working together in terms of helping young entrepreneurs and budding entrepreneurs in providing capital on January 29, 2016 at the al-Jazeera Restaurant "

The same thing was conveyed by Mr. Rio Adrian Sukma SH. M.Kn as the General Secretary of the Indonesian Young Entrepreneurs Association (HIPMI) Medan City for the 2012-2015 period and is now the Chairperson of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 Medan City, he was met at the BPC HIPMI office in Medan, Sukma hotel, Jl. SM. King No. 92 A, mosque, Medan City on Monday, October 9, 2017 At 11:00 a.m. said that ":

"Yes ... the agreement we form in the signing of the memorandum, of understanding (MoU). Because some of the programs that we have formed, there are many students and youth in the Medan city who are constrained in terms of capital. So we help work with the BRI Bank. "

Not much different was conveyed by Mr. Rhandy Marwan BBA as Deputy General Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) Medan City 2012-2015 Period and is now the General Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 Medan City period who was met at the office BPC HIPMI Medan City Sukma Hotel Jl.SM. King No. 92 A, mosque, Medan Kota on Monday, October 16, 2017 at 9:00 a.m. said the following:

"We are very grateful to the Medan branch of the BRI bank because in terms of the agreement there are several points. Including providing capital to our young entrepreneurs, then we are given cooperation in terms of lending to beginner entrepreneurs and the management of the Hipmi of Medan City. "

The same thing was said by Mr. Iqbal Hanafi, Management of the Indonesian Young Entrepreneurs Association (HIPMI) of the Medan City BPC for the 2012-2015 period and now becomes the Trade, Industry and BUMN Division of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 period which was met at the BPC HIPMI office Medan city hotel Sukma Jl.SM. King No. 92 A, mosque, Medan City on Wednesday, October 18, 2017 At 11:00 a.m. said the following:

"On May 4, 2015, BPC HIPMI Medan city can cooperate with Mr. Supriyogo as Executive Vice President of Telkomsel. In terms of helping young entrepreneurs in the form of providing material and entrepreneurial capital in order to reduce unemployment. "

M.Ichsan as the Deputy Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) of Medan City for the 2012-2015 period and is now the chairman of the BPC's field of labor, Youth and Sports of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 period in Medan. BPC HIPMI Medan City Sukma Hotel Jl.SM. King No. 92 A, Mesjid, Medan Kota on Monday,

October 24, 2017 At 2:15 p.m. further explained in the interview excerpt as follows:

"On that occasion, BPC HIPMI in Medan was very appreciative of the collaboration. Given that the programs that we have compiled can be achieved in accordance with what is planned. Helping young entrepreneurs in the form of capital is a very significant form of helping the economy of the city of Medan and the young entrepreneurs of Medan. "

In line with what was conveyed by Mrs. Ira as the Executive Secretary of the BPC of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 period, Medan City was met at the BPC HIPMI office in Medan City Sukma Hotel, Jl. King No. 92 A, Mosque, Medan City on Wednesday, October 25, 2017 At 11:30 a.m. explained in the excerpt of the interview:

"Chairperson of the HIPMI Medan city, Bangda Afif Abdillah and General Secretary, Kang Rio Sukma, became one of the judges at the" Election of Young Entrepreneurs in North Sumatra Achievement in 2015 "in collaboration with the Government of North Sumatra. For winners get funds to develop a business in accordance with the concept of the entrepreneur. BPC HIPMI Medan city is a very big spark plug in the cooperation. Because the winner will represent North Sumatra at the National level.

Then BPC HIPMI Medan city also collaborated with Bank Mandiri in terms of "Judging the 2015 Mandiri Young Entrepreneur Region" with the aim of this collaboration is that independent young entrepreneurs have a concept in running their business and can be accounted for when they get funds from Bank Mandiri. "

The Role of Supervision of BPC HIPMI in Medan City in the Development of Young Business Souls (Controlling)

In this section will discuss about the role of the Medan City BPC HIPMI in carrying out the vision and mission of the organization in the form of supervision of

young entrepreneurs who are assisted by the HIPMI.

From the results of direct interviews with the General Chairperson of the Medan Young Entrepreneurs Association (HIPMI) Branch Board for the 2012-2015 period, Mr. Afif Abdillah Dihotel Madani Jln. SM. Raja / Amaliun No.1 Kotamatum III - Medan on Thursday 5 October 2017 at 14.30 WIB. Following are excerpts of the interview:

"The programs that we carry out are processes of all our goals. Our goal is to carry out the vision and mission of the organization that is to make the next generation to be entrepreneurial. We motivate young people to be confident. We carry out workshop activities to know how to run a business so as not to lose money and provide them with capital, so we monitor them with the aim of knowing whether something is going on according to the plan outlined. "

The same thing was conveyed by Mr. Rio Adrian Sukma SH. M.Kn as the General Secretary of the Indonesian Young Entrepreneurs Association (HIPMI) Medan City for the 2012-2015 period and is now the Chairperson of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 Medan City, he was met at the BPC HIPMI office in Medan, Sukma hotel, Jl. SM. King No. 92 A, mosque, Medan City on Monday, October 9, 2017 At 11:00 a.m. said that ":

"We formed a team from the BPC HIPMI management in Medan City to supervise our young entrepreneurs who are guided by us in order to find a way out, if we find difficulties and failures in the direction of improvement"

Not much different was conveyed by Mr. Rhandy Marwan BBA as Deputy General Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) Medan City 2012-2015 Period and is now the General Treasurer of the Indonesian Young Entrepreneurs Association (HIPMI) for the 2016-2019 Medan City period who was met at the office BPC HIPMI Medan City Sukma Hotel Jl.SM. King No. 92 A,

mosque, Medan Kota on Monday, October 16, 2017 at 9:00 a.m. said the following:

"With the aim of finding out the difficulties, weaknesses in work and to find out whether the activities are running efficiently, we see the need for a monitoring team from the BPC HIPMI of Medan City."

CONCLUSION

It can be concluded that the Branch Management Board (BPC) of the Indonesian Young Entrepreneurs Association (HIPMI) of Medan City is very instrumental in the development of the young people's business spirit in order to carry out the organization's vision and mission. The role of the HIPMI Medan City in question is:

1. The role of the Medan City HIPMI motivation in building the business spirit of the young generation which is applied to each activity / seminar, namely: First Dream-goal-plan seminar - execute, Second. Seminars and Workshop that have the theme: building a soul of joint business HIPMI ". Thirdly, "Consultant Implementing administrative and technical guidance on taxation and licensing for MSMEs". Fourth. "How to be Entrepreneur" seminar. Fifth. "Let's start a business" in a magazine cover. This motivation aims to create young people with mental characteristics of entrepreneurship, independence, self-confidence, responsibility, honesty and risk-taking.
2. The role of HIPMI Medan in the development of the young generation's business spirit by implementing the Program and Education Training as follows. First, Dream-goal-plan - execute Seminar, Second. Seminars and Workshop that have the theme: building a soul of joint business HIPMI ". Third. Entrepreneurship training "Business is fun". Fourth, the fifth "How to be Entrepreneur" Seminar. Is a Back to Campus "Workshop on Building Entrepreneurial Character for Indonesian Young Generation". Sixth.

"HIPMI Goes To Campus" Workshop "Making Young Entrepreneurs Students" at the North Sumatra UIN Campus. The purpose of conducting the program / education is to deepen and develop knowledge about Entrepreneurship Science, providing more motivation to the younger generation to dare to entrepreneurship, developing reasoning, conceptual and creativity skills.

3. The role of HIPMI in the city of Medan In collaboration or capital (Financier), HIPMI collaborates with BUMN and BUMD for the purpose of providing capital to young entrepreneurs in the form of funds and material.
4. The role of HIPMI in the city of Medan in monitoring and carrying out the vision and mission of the organization with the aim of knowing whether an activity is going according to the plan outlined, knowing the difficulties, weaknesses in the work and to find out whether the activities are running efficiently.

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