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& Entrepreneurship

Economic Education and Entrepreneurship Learning Innovations

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**Welcome to
International Conference on Economic Educational and Entrepreneurship (ICEEE)
2016 at Universitas Negeri Surabaya**



Drs. Eko Wahjudi, M.Si
Dean, Faculty of Economic
Universitas Negeri Surabaya
Indonesia

It is an honor to have you joint this conference, with theme **Economic Education and Entrepreneurship Learning Innovation**are, this conference jointly organized by Faculty of Economic, Universitas Negeri Surabaya with ASPROPENDO, and the 1st annual conference to celebrate the 5th anniversary of Asosiasi Profesi Pendidik Ekonomi Indonesia (ASPROPENDO).

The goals of this conference are to give economic educators the opportunity to share ideas and networks while working together on economic education and entrepreneurship learning innovation for future exchange internationally. It is anticipated that the exchange of the ideas and research findings will contribute greatly to future generations and economic education.

On behalf of the Faculty of Economic, Universitas Negeri Surabaya, I would like to express my gratitude and my sincere appreciation to our co-host institution, the keynote speakers, guest participants and the organizing committees for their efforts. I would like to thank to all delegations and participations that come to the part of this conference.



Dr. Waspodo Tjipto Subroto, M.Pd

Co-Even Director I
Universitas Negeri Surabaya
Indonesia

Assalamualaikum Wr. Wb.

Honorable, the rector of State University of Surabaya, Prof. Dr. Warsono, M.S

Honorable, the Dean of Faculty of Economic of Universitas Negeri Surabaya, Drs. Eko Wahjudi, M.Si.

Honorable, the Head of ASPROPENDO, Dr. Sugiharsono, M.Si

Respectable, all speakers of the international conference,,

And all of the audiences who are very happy.

Thanks to Allah S.W.T who has been giving us bless and mercies so we can be here together in healthy condition. Then, let us greet and pray to our beloved prophet Muhammad S.AW who brings us the path of light and leave the darkness in this life.

We are glad that the idea to hold this International Conference get good responses from UNESA campus, ASPROPENDO and from Economic Educational both from Indonesia and aboard. Alhamdulillah, the participation of this conference has reached about 250 participants.

Ladies and gentleman, in this conference, we have keynote speakers who come from Indonesia and aboard, they are:

Prof. Dr. Ady Soejoto, M,Si (Indonesia)

Prof. Dr. Hitesh Shukla (India)

Prof. Dr. Ruswiati Suryasaputra (Malaysia)

Dr. Maria Elena David Cruz (Phillipine)

Dr. Moro Kadjo Daniel Bitty (Cote d'Ivoire--West Africa)

And guest participants:

Prof. Dr. Vishal Khasgiwala (India)

Prof. Dr. Chetan Lakhani (India)

The theme of this conference is the ECONOMIC EDUCATION AND ENTREPRENUERSHIP LEARNING INNOVATION. The purpose of this conference is to share the knowledges from all sides

The 1 st International Conference on Economic Education and Entrepreneurship 2016

of the world about how to make a better Innovation Learning in Economic Education. We are educator and we are should give changes in innovation learning in Economic Education.

We thank to:

Universitas Negeri Surabaya

Faculty of Economic of Universitas Negeri Surabaya

ASPROPENDO (Asosiasi Profesi Pendidik Ekonomi Indonesia)

Audience, participant, and proceeding speakers.

And all who support to hold this conference.

Thats all, thanks for your attention, we apologize if there is any mistakes. Enjoy the conference. Hope this will be useful for all of us.

Wassalamualaikum wr.wb



Dr. Sugiharsono, M.Si
The Chairman ASPROPENDO
Universitas Negeri Yogyakarta
Indonesia

Assalamualaikum w.w.

Give thanks to the God Almighty for His mercy and bless, today we are here to hold the 'Mukernas' (a national work forum) and the ASPROPENDO International conference. In this moment 'Mukernas' will discuss the ASPROPENDO follow-up work program which established in UNS Surakarta and Universitas Jambi. Meanwhile, the international seminar is taking the theme "Economic Education and Entrepreneurship Learning Innovation" (ICEEE). The theme was taken accordance to the demands of the development of education and entrepreneurship, as well as national and regional economic developments in Asia in the globalization era.

This Mukernas and ICEEE were hold by the cooperation of some university; UNESA Surabaya, UNS Surakarta, UKSW Salatiga, UNY Yogyakarta, UPI Bandung, East Java ASPROPENDO Board, and the Central Board ASPROPENDO. Therefore, on behalf of the Central Board ASPROPENDO I would like to thank for all the sacrifices, especially Faculty of Economics UNESA Surabaya for the willing to host and manage the ICEEE and Mukernas ASPROPENDO 2016. Thanks to the Dean of FE UNESA.

More than 40 universities is participated in Mukernas and the International Conference on Economic Educational and Entrepreneurship 1st 2016 as organizers and participants. I would like to say thanks for the cooperation. The role of professional associations, including ASPROPENDO is important, especially for the development of economic education programs, and the accreditation of educational institutions. Therefore, let's support ASPROPENDO as an educator profession forum in Indonesia. *Insyallah* with our support ASPROPENDO will be developed accordance to the demands of the development of education in Indonesia.

I would like to express my gratitude to Prof. Dr. Warsono, M.Hum as Rector UNESA Surabaya who have allowed and facilitated the International Conference on Economic Educational and Entrepreneurship 1st 2016, and his participation. Thank to Prof. Ruswiati Suryasaputra (Universiti Utara Malaysia), Prof. Hitesh Shukla Saurasthra (University Rajkot, Gujarat India), Maria Elena Dela Cruz David, Ed.D. (Tarlac State University Philippines), Dr. Daniel Moro Kadjo Bitty (Assistant Chairman Dakar Business School), and Prof. Ady Soedjoto, SE., M.Si. (UNESA Surabaya) as keynote speakers. Thanks to Dr. Wapodo, M.Sc. as the Committee Chairman for coordinating the Mukernas and ICEEE. Infinite thanks to all the organizers and participants who have participated in the Mukernas and International Conference on Economic Educational and Entrepreneurship 1st 2016 in UNESA Surabaya. Hopefully this seminar gives us benefit in order to face the economic education in globalization.

Wassalamualaikum w.w.

The 1 st International Conference on Economic Education and Entrepreneurship 2016



Prof. Dr. Ady Soejoto, M, Si

The Board Experts Aspropendo
Universitas Negeri Surabaya
Indonesia

Bissmilahirohmanirrohim
Assalamualaikum Wr, Wb

Welcome to the International Conference on Economic Educational and Entrepreneurship 1st 2016,

Honorable;

The rector of State University of Surabaya,

The Dean of Faculty of Economic of Universitas Negeri Surabaya,

The Chairman of the Asosiasi Profesi Pendidik Ekonomi Indonesia (Aspropendo),

And speakers who have agreed to attend this conference

The Asosiasi Profesi Pendidik Ekonomi Indonesia (Aspropendo) members, audiences and participants that enliven this conference.

Give thanks to the God Almighty, for all the blessings and joy, so we can attend this International Conference on Economic Educational and Entrepreneurship 1st 2016.

Ladies and gentlemen,

In this year, Asosiasi Profesi Pendidik Ekonomi Indonesia (Aspropendo) celebrates its 5th anniversary. This celebration took place in Surabaya, the same city where the organization was founded in July 2011. In this 5 years Aspropendo consistent annually organizes scientific activities such as workshops, seminars and call paper, held in various universities in Indonesia who joined as a member of Aspropendo.

In this celebration, Aspropendo determined to hold international seminar, which will be an annual event for Aspropendo. The Agenda called International Conference on Economic Education and Entrepreneurship (ICEEE). Next year, this agenda will be continued and one of universities in Indonesia, who joined as a member of Aspropendo will get the honor to hold the conference.

This International Conference on Economic Education and Entrepreneurship 1st 2016, were attended by more than 153 speakers from all over Indonesia and other countries. A ‘Mukernas’ were held in the previous day, and attended by all Aspropendo members throughout Indonesia at ‘Papilio Hotel’. I would like to express my gratitude and my sincere appreciation to all who have supported the ‘Mukernas’ and this International Conference on Economic Education and Entrepreneurship 1st 2016, and support Aspropendo to carry its vision and mission. Aspropendo will continue to strive and participate in advancing education, especially economic education in Indonesia. The existence of Aspropendo will be challenged by the time. The creativity and innovation from all members will answer its challenges.

That’s all, and ‘Dirgahayu ke 5 Aspropendo, Dari Aspropendo Untuk Indonesia’

Thank you, Wassalamualaikum Wr. Wb

PATRONS

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Prof. Dr. Ruswiati Suryasaputra from Universiti Utara Malaysia

Prof. Dr. Hitech Shukla from Saurashtra, University Rajkot, Gujarat India

Dr. Moro Kadjo Daniel Bitty from Dakar Business School

Dr. Maria Elena David from Talac University

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INDEX

Welcome Speachs.....	ii
Patrons	vii
Index	lxiv
Innovation In Teaching Learning and Assesment In Economic Education.....	1
The Influence Of Word Of Mout Toward Consumer Attitude Hendra Riofita, MM	2
Development Of Craft And Entepreneurship Teaching Materials At Craft Textile Material For Class X Smk Students Based Curriculum 2013 In Smkn 2 Jambi Farida Kohar, Julianti. Simatupang.....	14
Teaching According To The Manner Of The Brain Learning Denis Satya Wardana	39
Economic Environmental Learning For Increasing Economic Morality (Case Study Senior High School “Green School” In Demak City) Khasan Setiaji, Widiyanto.....	45
Business Letter Writing Skills Improved Learning Through The Inquiry Method In The Administration Office Of Education Students Faculty Of Economic Unesa Siti Sri Wulandari.....	56
The Application Of Whole Brain Teaching And Cooperative Learning To Overcome Learning Disability And Planting Character Education Nita Oryza Tzuroyya.....	66
Realizing The Economic Studies That Are Active, Innovative And Inspiring In Students Of Sma Negeri 1 Kuaru Nurullah Baha Udin	74
The Establishment Of Character Education Toward Thes Tudent As A Strategy In Dealing AEC Lusia Insiroh	84
Self Regulated Learning of Senior High School Economic Teachers Diah Dinaloni	90
Utilizing Authentic Problem Based Learning Method As A Part Of Contextual Teaching And Learning Model For Improving Students’ Achievement In Enterpreneurship Subject Munawaroh’ Nanik Sri Setyani	97
Creativity And Teacher Innovation In Order To Educate Nation Child Banowati.....	109

Humanizing the Classroom Learning Model: An Effort to Increase the Personal Skill of the Students Widya Dorestiawati	116
Factors Analysis That Affect The Timely Completion Of Studies And The Implications Toward The Quality Of Graduates Sumartini, Disman	124
Implementation Model of Problem Based Learning (PBL) to Increase Student Understanding of the Accounting Education In Chapter Income Tax 21 Rochmawati1, Suci Rohayati	137
Impact Of The Use Of Student Work Sheet Cost Accounting To Learning Outcomes Of Education Accounting Department Faculty Of Economics Unesa Joni Susilowibowo, Han Tantri Hardini	143
Internalization Of Rationality And Morality In Economic Learning Dian Eka Prasastianta	151
The Effect Of Applying The Learning Cycle 5-E On Student Learning Outcomes On Economic Subject In SMAN 8 Jambi Rosmiati	159
The Importance Of The Understanding Uud 1945 Article 33 Paragraph 1 In Learning Of Economic Yunesia Pramesthi	166
Learning Quantum Learning-Based Hard Skill And Soft Skill Development In The Cultivating The Spirit Of Entrepreneurship Imroatur Rosida	170
Teaching Innovation With Cooperative Learning Jigsaw To Improve Student Learning Outcomes On The Subject Introduction To Economic And Business Class X Administrative Office 1 Smk Pawiyatan Surabaya Dedy Rahadian	178
Integration Of Economics Education On Student Routines: Implementation Pumping Student Learning Models Masnurul Hidayat	188
Sociodramas Application Method In The Subject Of Accounting Class Xi Ips To Improve Students' Understanding (Studies In Class XI IPS Madrasah Aliyah At- Taqwa Cabelan) Mohammad Irbabullubab	198

Entrepreneurship Education in Higher Education's Model Through Sustainable Learning Process Renny Dwijayanti	208
Implementation Of Advance Organizer Model To Increase Social Studies Learning Outcomes In Economic Education Sriwijaya University (Unsri) Riswan Jaenudin, Edutivia Mardetini	215
Efforts To Improve The Understanding Of Economics Concept On Microeconomics Theory Introductory Subjects Through Success Learning Cone Theory Albrian Fiky Prakoso, Ni'matush Sholikhah	228
Implementation Of Learning Snowball Throwing Method To Improve Student Learning Outcomes Of Operation Management Subject Novi Marlana	238
+ D QGR X W ¶ V ' HY H O R S P H Q W R I 7 H D F K L Q J % D V L F 6 N Retno Mustika Dewi	243
Effectiveness Of The Use Of Cooperative Learning Model Make A Match On Course Learning Theory Durinta Puspasari	250
Perception Of Students Snowball Throwing Learning Model On Course Introduction To Science Of Administrative And Management Durinda Puspasari	254
Effect of Flip Classroom In The Students Learning Vishal Khasgiwala	258
Prakerin Effect Of Readiness Program Skills Marketing Students In Surabaya Smkn 10 Tri Sudarwanto	266
Problem Based Learning On The Course Law Business Novi Trisnawati	289
Implementation Of Cooperative Learning On The Course Economy Indonesia Novi Ilham Madhuri	295
Experiential Learning Approach, Is The Solution For The Study Of Organizational Behavior. Relating To The Readiness Of Human Resources To Asean Economic Community Brilliant Rosy	301
A Planning Design of Micro-Teaching Course (Study From University of Riau-Indonesia) Gimin, Sri Kartikowati, Gani Haryana	308

Effect Of Application Savi Approach Aided Audio Visual Media In The Problem-Based Scientific Learning On Student's Competence In Economic Subject Mohammad Syamsul Aripin	318
Application of the Learning IPS Model Live To learning outcomes Student at Public Junior High School 12 Madiun City Sudarmiani, Agus Terlaksana	323
Application OF Problem Based Learning Model IN Scientific Approach TO Improve Critical Thinking Skills AND SOFTSKILLS Students Khoiriyah Ningsih	329
The Efforts To Improve Skills Up A Business Plan Through E-Learning In Entrepreneurship Course At Economic Education FKIP Jambi University Nurmala Sari	339
Interactive Learning Media Development By Using Aurora Persentations Program To Increasing Student Learning Outcomes In Social Science Subjects At Smk 5 Jambi City Novia Sri Dwijayanti	349
Impact Of Entrepreneurship Learning Toward Entrepreneurship Attitude Of Vocational High School Students In Surabaya Raya Sulistyowati	366
The Influence Of Social Attitudes And Learning Activities For Learning Achievment Of Social Science Subject At Viii Class Mts Mathlaul Huda Malang Illa Uma'rifah	372
Application Of Quantum Learning Model In Improving Student Learning Motivation To Study In Economic Madrasah Aliyah Fathul Hidayah Lamongan Basuki Rohmad	382
Innovative Learning and Authentic Assessment in the Framework Creating Effective Study on Senior High School (SMA / MA) Ahmad Sirojudin Abbas	393
Improving Students' Learning Activity And Outcomes Of Production Management Lecturing Through Contextual Teaching Learning Model Sumarno	403
Evaluation Of The Application Of Student Activity Sheet Based On Contextual And Problem Solving In The Course Introduction To Microeconomics Theory Dhiah Fitrayati, Rifqi Evel Abdullah	412
The Revitalization of System for Creating Professional Teacher Endang Sri Rahayu	418

The 1 st International Conference on Economic Education and Entrepreneurship
2016

The Influence Of Spiritual Attitudes , Motivation To Learn , And Boarding Culture On The Learning Achievement Of Economic Subjects Kustamaji Nurhasyim	431
Application of Mind Mapping Learning Method On Materia Reconciliation On Accounting Introduction II Course To Improve Student Learning Outcomes Sri Umi Mintarti W	440
The Application Of Mangrove Forest For Educational Sustainability Development (Esd)-Based Contextual Teaching-Learning Jun Surjanti	446
Knowledge Management Practices In Indonesian Educational Organisations: A Case Study In SMPN 2 Bima City Zainuddin, Mukhlis, Ahmad Sandi	465
Empowerment Society By Entrepreneur	475
The Contribution Of National Program For Community Empowerment On Urban (PNPM-MP) To Increase People's Economic In Pekanbaru Akhyar and Nurasmawi	476
The Model Development Of Non-Formal Economic Education Program For Shoes Small And Medium Enterprises Workers In Prajurit Kulon Sub-District, Mojokerto Norida Canda Sakti	489
Empowerment Of Women Farmers Group In Order To Grow The Spirit Of Entrepreneurship Through Zone Of Sustainable Food Houses Program Inpaser Regency Of East Kalimantan Sulistiarti	496
The Strategy Of Development Micro Small And Medium Enterprises (Msmes) As Booster Of Economic Growth In Mojokerto Windri Sulistiya Ningrum	504
The Implementation of Achievement Motivation Theory by David C. McClelland as the Effort to Shape Productive Behavior Meriena Putri Ajiwibawani	512
The Role Of Fisher-Women Entrepreneurs Tgenerate Family Incomecase In Sendang Biru Coast, South Malang Alfiana Yuli Efiyanti	520
Coastal Women As Micro Entrepreneur Who Exploit Mangrove Forests With Green Economy And Blue Economy Evi Trisni Budi Utami	531

The Contribution Of Entrepreneurship Education In Character Development And Entrepreneurship Intention Ruri Nurul Aeni Wulandari	539
Enterpreneurship Values Of River Scavengers At Lok Baintan Area Dwi Atmono, Sri Setiti, Reza, Sri Setiti, Muhammad Rahmattullah, Rizky Maulana	545
Empowerment Yellow Pumpkin As Local Materials Snacks (Donut) In The Tuban Community Ridaul Innayah, Yosia Dian P.W	552
Growing Spirit Of Entrepreneurship For Young Generation	559
The Effects of Creativity, Risk-Taking Propensity, Entrepreneurial Education, and Entrepreneurial Motivation towards Vocational School Students' Entrepreneurial Intention in Jakarta Fachrunnisa, Usep Suhud, Dita Puruwita	560
Growing Entusiasm Of Entrepreneurship Of Student Through True Story Of Successful Entrepreneurs Nur Aini Anisa	570
The Influence of Personality Traits, Attitude, Entrepreneurial Education and Self-Efficacy toward Entrepreneurial Intention among Vocational School Students in Jakarta Ridwan Sobari, Usep Suhud, Dita Puruwita	574
Do Vocational School Students Have An Entrepreneurial Intention? Extending the Theory of Planned Behaviour Jejen Zenal Arifin, Usep Suhud, Dita Puruwita	584
Internalization the Eight Hidden Values of a Network Marketing Business Robert T. Kiyosaki to Establish Financial Quotient for the Young Generation Vitria Puri Rahayu	594
Developing Entrepreneurial Character and Interpersonal Skill Through Contextual Instruction Angga Irfan Farid	603
Role Of Emotional Intelligence Form Students Creative And Innovative Nindya Hendra Anggryani	609
Developing Values Of Entrepreneurship Through Student Entrepreneurial Program Nur Fahmi Winawati	615
Urgency Of Character Education And Entrepreneurship Education In Millennial Generation As A Strategy In Facing Mea	

Evi Aulia Rachma	622
Creative And Innovative Spirit Form Students Through Education In Entrepreneurship Agustin Ayu Rizki Diansari	629
Urgency Spiritual Intelligence In Forming The Superior Entrepreneurial Spirit Bima Harya Laksmana Aryana Putra	636
Cultivating The Entrepreneurial Spirit of Students Through Character Education Adinda Indra Cipta Andini	642
Contribution To Soft Skills In Building Entrepreneurial Success Tiffani	649
Economic Transformation Of Mineworker Of Sulfur Evaluated From Education Of Economics In Ijen Mount Banyuwangi Aliya Fatimah	656
The Effectiveness of Students Entrepreneurship Program (PMW) to Created Young Entrepreneur Ainul Ulumiyah	666
Structural Equation Modelling of Social Norms, Locus of Control, Education, and Entrepreneurial Motivation of Vocational High School Students in Jakarta Andia Armelita, Usep Suhud, Tjutju Fatimah	671
The Influence of Family Support, Economic Opportunity, Innovativeness, Entrepreneurial Education, Entrepreneurial Motivation toward Entrepreneurial Intention among Vocational School Students in Jakarta Anwar Khoiruddin, Usep Suhud, Dita Puruwita	679
Growing Spirit Of Entrepreneurship The Young Generation Henny Sri Astuty	689
Effect Of Knowledge Of Entrepreneurship And Self- Efficacy Interest In Entrepreneurship Motivation Students Through Fkip Unirow Tuban Yudi Supiyanto, Henny Sri Astuty	697
E-Commerce For Beginners And Young Entrepreneur Veni Rafida	715
Creative Economy Sector Development: Alternative Solutions Reduce Unemployment Young Age in Indonesia. Dhahlia Achmad	722
Entrepreneurship Education Toward Entrepreneurial Intentions Of Vocational Students Aniek Hindrayani, Budi Wahyono, Inda Fresti Puspitasari	730

Teacher's Entrepreneur Literacy for Learning Development to Suit Future Student's Need in The Competitive Environment Harti	741
Islamic Entrepreneurship Education Case Study at Sekolah Alam Ar Ridho Semarang Kardoyo, Ahmad Nurkhin	746
Firing Up Excellent Entrepreneur Embryos In Semarang State University, Indonesia Margunani, Isti Hidayah, Inaya Sari Melati	762
The Implementation Of Work Practices Industry To Build Working Readiness Vocational High School Students Moh. Wildan Robih	771
The Implementation Of Csr Exxon Mobil Program As The Development Of Entrepreneurship Spirit Toward Young Generation Prevista Fakhrun Nisa'	776
Throught Cultural Gatherings Foster Social Entrepreneurship In Young People Ning Faidah	782
Growing Passion, Design Thinking, And Entrepreneur In Mindset Among Student Kodam Didik Kurniadi	789
The Influence Of The Field Trip Activity To Motivate Entrepreneurship Students Of Economic Education Study Program At Faculty Teacher Training And Education Of Sriwijaya University Dewi Koryati , Firmansyah , Edutivia	797
Based Entrepreneurship School, Efforts Economic Empowerment Ummat Arifin	804
The Influence of Preceived Feasibility, Prechived Feasibility, Preceived Desirability, propensity to Act, Entrepreneurial Education And Entrepreneurial Motivation Towards Entrepreneurial Intention Among Vocational School Student In Jakarta Abdi Reza Utama, Usep Suhud, Rochyati	814
Factors That Encourage Students Of Economic Education Unirow Tuban Doing Online Business Candra Aeni	824
Grow Creativity And Innovation To Improve Entrepreneur Spirit In Asean Economic Community Era Dody Ragil Tri Suprpto	836

Innovation In Media And The Use Of ICT In Economic Education	841
Intention To Use E-Journal; A Unfied Theory Of Acceptance And Use Of Technology Prespective Muhsin, Ahmad Nurkhin, Hengky Pramusinto	842
Moderating Attitude To Ward On Accounting Capabiities With Self-Efficacy Agung Listiadi.....	854
The Usage Of ICT Through E-Learning Implementation Based On Islamic Integration In The Learning Process Dicki Hartanto	866
Developing Hot Photatoes-Based Materials Of Statistics Subject For Economic Education Students Kurnia Martikasari.....	880
Multimedia Use As One Media Learning In Children Herlawati	885
Gadget Smartphone Utility And Learning Facility On Economics Learning Achievement Syamsul Arifin	889
Early Age Entrepreneurship Education In The Family Soviah Nursamsi	894
Blended Learning: A Learning Method Development of e-Learning Triesninda Pahlevi.....	899
ICT-Based Learning in Developing the Economic Literacy of High School Students (SMA) Muhamad Iskhak.....	905
The Effectiveness Of Use Ict Based Learning Evaluation Tool Using Wondershare Quiz Creator In Accounting Learning Susanti, Vivi Pratiwi.....	915
Methods Of Cooperative Learning Stad (Student Teams Achievement Division) To Improve The Learning Results On Economic Lesson Of Students In Xi Ips 2 Class Sma Negeri 1 Pulau Laut Timur Hairatul Rahmayanti	920
Implementation of Blended Learning with Scientific Approach to Enhance Economic Studies Agustin Tri Murni	934

Implementation Of Cooperative Learning Model Problem Based Integrated Multimedia (Tpack) Increase Students Competencies In Subject Economics Siti Samsiah	940
Research On Economics, Accounting , Management, and Islamic Economics	948
The Existence Traditional Markets In The Future :The Analysis Of Consumer Behavior Perspective(Study On The Progo Market, Tropodo Village, Waru Sidoarjo, East Java) Saino	949
Developing The Border Region Of Entikong In The Perspective Of Economy Kardius Richi Yosada, E.T.D. Rudijanto, W.W, B.E. Soetjipto, H. Wahyono	964
An Analysis Of Education Level And Income Effect To The Number Of Poor Inhabitant In Indonesia During Period 1996-2015 Ardiansyah	980
The Influence Of Transformational Leadership On Implementation Of Knowledge Management By Market Culture Satriawan Wicaksono	990
Contextualism Reinterpretation of Javanese Expression Azhar Dwinanto	999
Model Estimates Arch / Garch Inflation In Indonesia Lucky Rachmawati SE, M.Si	1007
The Concept Of Economic Rational Behavior In Conventional Economics Perspective And Islamic Economics Dzin Nuroin	1020
Tourism Religi Tomb Of Gus Dur Masruchan	1025
Understanding Islamic School's Student To Business Sharia Merlyawati Priyantini	1036
The Competency Of Self-Management In The Global Economy Era Rosida	1046
Development Of Agro –Tourism Through Organizing Eco Tourism Community (Tourism Village Lombok Kulon, Bondowoso) Dedy Wijaya Kusuma	1060
Regional Spending Of The Regency / City In The Province Of Sumatera Barat	

Citra Ramayani, Jolianis	1078
The Correlation Between The Adversity Quotient And Self Efficacy With Job Stress Of Lecturer At Faculty Of Economics In State University Of Jakarta (Case Study: Faculty Of Economics, State University Of Jakarta)	
Corry Yohana	1088
Accounting Graduated Skills Based On Indonesian Qualification Framework (Iqf): Empirical Study In Medan City	
Azizul Kholis	1099
Consumer Behavior: The Analysis of the Impulse Buying Factors In Modern Retail	
Finisica Dwijayati Patrikha	1114
Student Behaviour Consumption Trends In Economic Education Study Program State University Of Malang	
Victry Erlitha Picaully	1120
Solow Growth Model in ASEAN	
Hendry Cahyono, Ady Soejoto, Ni'matush Sholikhah	1133
Performance Analysis Of General Hospital Arifin Achmad Riau Province Through Balance Scorecard (Bsc)	
RM Riadi	1144
The Analysis of Social Capital Continuum Level at Faculty of Education and Teacher Training in Establishing the Vision, Mission and Objective of Islamic State University of Sultan Sarief Kasim Riau	
Ansharullah	1154
Application of tax amnesty in indonesia , is it necessary?	
Yosia Dian P.W	1175
Kyai Leadership Role In Improving The Quality Of Human Resources In Kyai Syarifudin Foundation Lumajang	
Dyah Kartiko Muktiningsih, Muhammad Saleh , Moh. Adenan	1182
Competence Development of Entrepreneurship in Economic Education Curriculum Based on the National Qualifications Framework Indonesia	
Bambang Ismanto	1192
Labor Demand, Minimum Wages And Competitiveness Of Indonesian Workers	
Muhammad Abdul Ghofur	1201
FMCG Product Endorser Advertising Variables Affect The Purchase Decisions And Brand Loyalty In The Community In The District Situbondo	
Nanik Hariyana, Raden Andi Sularso, Diana Sulianti K Tobing, Sudaryanto,	1210

The 1 st International Conference on Economic Education and Entrepreneurship
2016

Indonesia Prediction In Vortex Asean Economic Community (Aec) Drajat Tirtayasa, Hendro Prasetyo	1221
Sharpening Entrepreneurship With Early Financial Planning Mariana, Ika Permatasari	1235
The Creative Economic Development To Foster Competitiveness In Asean Economic Community Waspodo Tjipto Subroto	1248
Worker’s Wage In Islamic Perspective A’rasy Fahrullah, Sri Abidah Suryaningsih , Khusnul Fikriyah,	1255
Mitigation And Adaptation Of Climate Change Impact On Farmers Household Welfare According To West Sumatra Agro- Ecology Zone Ansofino, Farida, Dasrizal, Afrital Rizki, Frauke Lindenstruth	1261
Qurani Perspective Of Entrepreneurship Moch. Khoirul Anwar	1271
Ict Based Employee Performance Improvement In The Region Vii Kopertis East Java Yovhan Firdiansyah,	1282
How Does Consumer Culture Effect Consumption Behavior? (Empirical Studies In Faculty Of Economics, Semarang State University (Unnes) Ade Rustiana, Kemal Budi Mulyono, Sandy Arief	1292
Trend Analysis Islamic Economy In Indonesia In The Era Aec Rachmat Sunnara	1303
“Ukm Broadcast” As Business Improvement In Network Marketing Umkm As A Crutch National Economy Lilik Ismawati	1311
Effect Of Village Fund Program Spirit Of Entrepreneurship Rural Communities In Sub District Karanggeneng Lamongan Hadi Santoso	1328
The Influence Of Cooperative Learning Model Which Has Entrepreneurship Conception Toward Cooperative Attitude In Building Business Of Senior High School Student Nanik Nuraini	1337
Theoretical Study: Banking Crisis Triggers Factor Musdholifah, Ulil Hartono	1344

The Impact Of Mining To The District Revenue And Its
Contribution To Lamongan

Abid Muhtarom1357

**KYAI LEADERSHIP ROLE IN IMPROVING THE QUALITY OF HUMAN
RESOURCES IN KYAI SYARIFUDIN FOUNDATION LUMAJANG**
(Peran Kepemimpinan Kyai dalam Meningkatkan Kualitas Sumber Daya Manusia di Yayasan
Kyai Syarifudin Lumajang)

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ABSTRACT

The purpose of this research is to know the role of Kyai's leadership in improving the human resources at Kyai Syarifudin Foundation by explaining n the role from time allocation that given by Kyai and the influence of Kyai's role itself in improving human resources. This research is done by phenomenology qualitative method that produce descriptive data. This research showed that time allocation that poured by Kyai Sulahat Syarif LC.,MA is 4,5 hours for formal activities and 11 hours for informal activities. So, It assumed that Kyai's working time is 15,5 per day or 93 hours per week. The influence of Kyai's role in improving the quality of human resources in Kyai Syarifudin Foundation is to establish formal and informal education institution and then the alumnae can be teacher, ustadz, community leader, farmer, seller, alternative treatment medics, and politician.

Key word : Kyai leadership role, time allocation, the quality of human resource

Introduction

Indonesia is one of country that has strategic location which is between Asia and Australia. Aside from strategic location, Indonesia also has excess in the term of demography that is suitable with Indonesian population pyramid. In 2010, the data showed that Indonesia has huge number of people in productive ages (BPS, 2010). This matter showed that Indonesia has huge number of citizen that hopefully can improve the economics development.

Education is important sector to overcome human resources problem. If human resources problem could be solved, it means backwardness of Indonesia economics could be solved too. Education prepare human resources or labor that can be value added labor. The main purpose is

improving education that can increase the society's prosperity, so it can improve economics development (Nurul Huda, 2015). Investation in education can not be gotten directly or in the short term, but this investation is long term investation that can improve economics development in a country as the result (Atmani, Hastani Dwi, 2005).

Education in Indonesia is very wide. Education is divided into two sectors. There ara formal sector and informal sector. In expansion plan, government is Q Plyo developing in the formal sector but also informal sector by wrapping the education itself with culture, for example Islamic culture. Kyai as one of dominant person in foundation or pesantren, so, it can be said that Kyai work in the informal sector. A Kyai has several role such as scholars, educators, caregivers, community liaison, and managing pesantren. The most vital Kyai role is managing foundation and as the decisive progress at the institution that managed by him (Zamakhsyari Dhofier, 1994 : 56). The main role of Kyai is in the time management and his contribution in improving human resources. This matter is suitable with Diding Nurdi Q research (2013) that explain about the role of Kyai in pesantren is important. Kyai is the central key in improving human resources. Behavior, attitude and style of Kyai in pesantren is a reference for mouslem personality that lead to enhancement of human resourses.

Kyai Syarifuddin Fondations is the second largest pondok pesantren or Islamic boarding school in Lumajang, which have some human resources development within neighboring society.

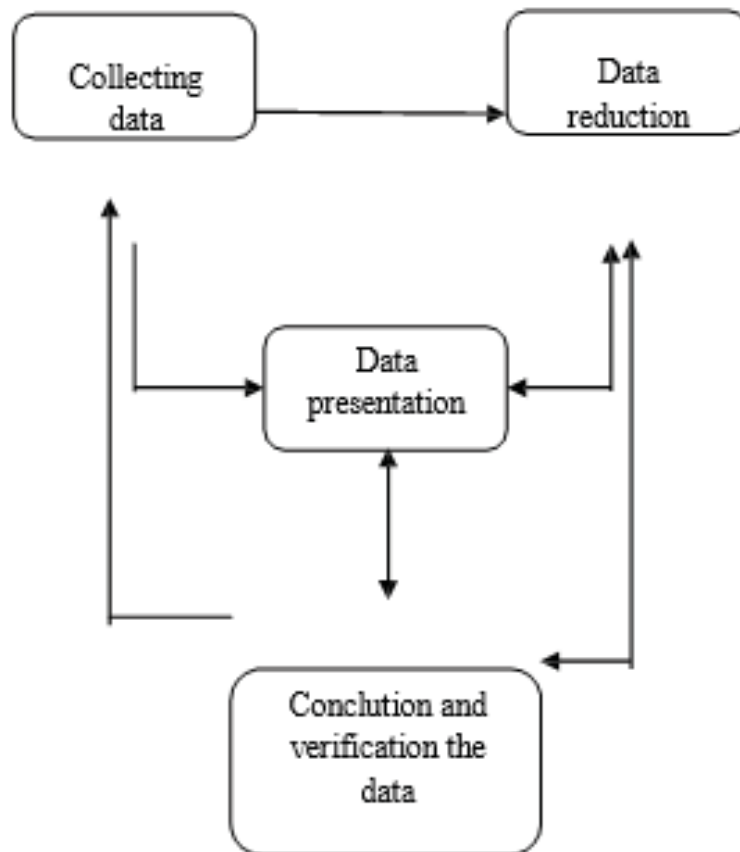
Research Method

Approach which used in this research is qualitative approach, with aims to create descriptive data, sayings/words and behavior that can be observed by its own people (subjects). This research can be called as phenomenological research that according to its previous aim to describe phenomenom that occurs in daily life Dimyati (1997:73).

This research is located in Kyai Syarifuddin Fondations. This institution have another specialities than pondok pesantren, such as preschool, kindergarten, elementary school, junior high school, senior high school, vocational school, and also Islamic Institute of Syarifuddin (IAIS), that is renown for its discipline learning methods and inline with religious teaching. This research obtains primary data from informers that having close connections with Kyai himself. Secondary data obtained from internal documentary and archives, such as institutional developmental data and alumni data. Data gathering methods used here is observation method, which can obtain geographical location, human resources developmental system, and fondations developmental units. In this research we used free-directed interview technique so that the interview will be more specific. This interview method used to obtain data regarding leadership role of Kyai in his fondation. The informer here is Nyai Atis, wife of Kyai Adnan Syarif, LC.,

MA., chief manager of boarding school for boys and girls, Ustad Sayyidi as Headmaster of Vocational School, also as one of the lecturer of IAIS, once held position as ustad in Junior High school, and also as representative of santri and society.

Qualitative-descriptive approach give whole picture about reality. This research used interactive data analysis methods, developed by Miles and Huberman. Qualitative research is process where data analysis staged into three steps (Miles and Huberman, 1992), with illustrated as follows : Kyai Syarifudin foundation has a teaching system which is integrative with pondok pesantren. The relationship between society and santri also parents made this foundation has different social condition and culture. Society's social condition at Kyai Syarifudin Foundation more concern in religion rules as the foundation. It made the neighborhood around the foundation more Islamic. This Islamic



Picture 3.1 data analysis component, interactive moethod. (Source: Miles and Huberman in Sugiyono's, 2010)

Kyai Syarifudin Foundation has organization structure that is different with other foundation. Kyai Syarifudin foundation has two Kyai, they are Kyai Adnan Syarif, LC, MA., and Kyai Suhalak Syarif. Those two Kyai have the different task in the foundation. Kyai Adnan Syarif is the leader of Kyai Syarifudin foundation nad the rector of IAIS Syarifudin, while Kyai Sulahak is the educator of pondok pesantren Kyai Syarifudin.

Then , because there is no different time allocation used by Kyai, therefore, time allocation is set as follows:

Tabel 4.2V Kyai's activities schedule in Kyai Syarifuddin Foundation

Result and Discussion follows. After doing the research, the result as Kyai Syarifudin Foundation is located at Wonorejo village, Lumajang regency. It's located on Ponpes Kyai Syarifudin street, Wonorejo, Lumajang which is a new shortcut way from Kedungjajang to Jember. Most of Wonorejo society are Madurese. Previously, the society here are apathetic, rude, far from religion so that at 1900-1912, a pondok pesantren was established by Kyai Syarif. Charisma of Kyai syarif finally made society around believed. Santri-santri appeared from around of village and made pondok pesantren Kyai Syarifudin that managed by KH. Suhalak Syarif and KH. M. Adnan Syarif, Lc., MA was crowded. As time goes by, Kyai felt challenged to cater the society in the term of education, so because of that all of the activities in the ponpes Kyai Syarifudin was coordinated by education institution.

12.00-16.30	Teaching in IAIS	Formal activity of Kyai
18.00-19.00	Wiritan	Worshi p activity
19.00-22.00	Invitation for foundation meeting	informal and non formal activities

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2016

22.00- 24.00	Mengaji and getting discussion with senior students	Informal activities in Islamic boarding school
*Jumat 18.00- 20.00	Tibaan (shalawatan)	informal activities in islamic boarding school

Source : Nyai Atis (Istri Kyai Adnan Syarif, Lc., MA) Based on the information above, it can be proven that time allocation used by Kyai Adnan Syarif, Lc. MA mostly used for formal activities or intern activities like studying Islamic holy books, discussion, tibaan (sholawatan) that takes 11 hours, while, for formal activities in education institution, IAIS kyai spends 4,5 hours. Time allocation theory assumed by Becker (1976) declare that there are 3 choices for labours in using time consisted for consumption, which means, that labours use their time for non economy activity such as sleeping, eating, and taking a rest, and etc, labor force participation is the number of hours used every labours in various labour market. Factor that can cause various work time that labour effort can reach the highest level of job satisfaction. Assumption in this study is influenced by endowment factor and the wage level. The higher the wage level that labours get, the higher time allocation adapted to solve the problem (24 hours). In this case, time allocation used by kyai, comparing Becker's theory, it said that Kyai prefer for labour time that is for non economy that takes 11 times. According to the result of interview, Informal and intern activity in islamic boarding school is not paid because this is kyai's job. The activity that is paid by foundation is the diniyah activity or the development activities that every hours would be paid 5000/ hour for ustad and kyai. However, because the Kyai Adnan Syarief's activities tend to be more internal in Islamic boarding school, it can be concluded that the orientation of activity is not for profit.

This follows the assumption of Badan Pusat Statistic for labours who have worktime (35 hours/week). Based on the result of interview from Kyai, one day has worktime 15,5 hours, which is differentiated between formal and informal. If it is assumed in one week, so the worktime of kyai is 93 hours. In that 15,5 hour, it follows study of labours based on BPS, that the the activities that earn benefit is not applied by Kyai. From the 15,5 hours, the time for formal activity is 4,5 hours, and the rest is the job of kyai without wage.

The role of Kyai in developing human resources, relates to education institution in the foundation. The proof that kyai always improve human resources is founding education institution from pre- school playgroup until college. This establishment is hoped can fulfill the demand of this era, the roles of kyai in improvement in the foundation is mentioned as follows:

Informal education In informal education, Kyai primarily ask santri to read al Qur'an rather than Islamic books, so, in this formal activity, the role of kyai is a teacher who teach to read Al quran and Islamic holy books for students, it is not all students who could study to the teacher but just certain students who have good skills compared to others that their names are decided from getting discussion. Kyai also teach male and female students every Saturday which locates in mosque of Islamic boarding school to mengaji together.

2. Formal Education

Formal education in Kyai Syarifudin's consists from pre-school playgroup until college, Kyai is responsible as leader which set the policy in entire formal institution, especially for college, that is, IAIS, Kyai is a rector and teacher in IAIS. From the result of interview, it is said that kyai's formal activity is rightly scheduled based on the regularities but sometimes kyai cannot teach because the limited time. The role of kyai in formal education which is integrative in this Islamic boarding school does not force students to study in formal education inside that foundation but Kyai urge to santri who wants to study outside the foundation hoped could back again to develop the foundation.

3. Islamic boarding school

Going to Islamic boarding school is obligatory to all students who have house more than 3 km from islamic boarding school. Kyai improves human resources in every islamic boarding school. Islamic boarding school of Kyai Syarifudin's foundation has differences, those are, Islamic boarding school with arab language and islamic boarding school with English language. This is used to students to practice language skill in islamic boarding school, for islamic boarding school with arab language, it means that all activities and communication between friends and announcement use arab language and vice versa, the students would be fined if they dont use those language. Besides, inside Islamic boarding school, there is hitobah activity that teach organization skill, for students who want to be mc, chairman of activities, speech, qiroah, host, and becoming nyai, this activities are done every Monday night and Thursday night activity is shalawatan alternated every rooms.

Next, inside islamic boarding school pesantren, there is discussion activity. This activity is exchanging ideas with kyai about the development of kyai syarifudin's foundation followed by ustad and senior students.

4. Kyai syarifudin's Foundation

This foundation the main of formal institution. The members of foundation are students who have good qualities. After organization skill is taught in islamic boarding school, this students also hoped to be good generation in this foundation, not only in Islamic boarding school pesantren but also wider organization which involves society with kyai as a central leader.

5. Society

The role of kyai in community varies, the environment of this community cannot be differentiated between who is close with kyai's family or not, based on the result of interview, if there is an invitation like tahlilan, so, kyai should prioritize and come without invitation. If the invitation like walimatul usruri or tingkepan which is done privately, kyai will wait for invitation. Besides, kyai in that community is also as mediator if RT ask help to kyai to solve the problem around them. If Kyai come in community event, so, communities will give gift, it is not money but with special berkatan brought by kyai.

A Trail Graduation of Kyai Syarifuddin Foundation

1. Teacher

Kyai Syarifuddin foundation has a lot of alumni and most of them are teachers. Those teachers are based on their learning skill at The Syarifuddin Islamic Institute which has several majors, such as MI education, BK education, and teacher training in early childhood education program. Mostly, they teach in early childhood education, Islamic or vocational schools in various regions. Not only teaching in secondary schools but also becoming lecturer, even though this foundation has not establish a magister program, but Kyai expects all alumnus to increase their knowledge not only in this foundation or other schools, but also they can continue their education abroad. some of them have already gone to several countries.

2. Ustad

Being an Ustad is a profession that is expected by the alumni of this foundation. This profession related to the loyalty of the alumni. Ustad in Kyai Syarifuddin foundation is an educator who teaches in educational institutions. The difference is that Ustad in Syarifuddin Foundation has two elements, Ustad who teaches at diniyah school and those who teach in the boarding school. Ustad who teaches at the diniyah institute are people who are capable in their major and they are mastering holy books. Because they are teaching in the

formal educational institution, therefore they were paid according to how much time they spent. It is about Rp. 5000/hour. Ustad who teaches in the boarding schools that has a mastery of science related to the holy book, for teaching in a boarding school, they are not provided any kind of wages because it is the duty of an Ustad to teach other students. Those selected-people usually replace the position of the Kyai when he cannot attend or teach to the students in the boarding school.

3. Farmer

Mostly, the parents of the students in Syarifuddin foundation work as farmer. Those parents want to educate their children in this foundation because they have financial problem. The cost of entering children in boarding school is much cheaper than in general school, therefore the lower class people think that learning in boarding school is better. Besides getting a lot of knowledge, the students will also get spiritual building. This kind of mindset do not develop students' skill and knowledge. They eventually will return to farming and work as farmer after graduating from their school. The difference is when they become farmers, they are expected to be a good farmer. all of knowledge that they have gained in the school, specifically about entrepreneurship make them follow their parents.

4. Trader

Syarifuddin foundation has a lot of alumnus who become sellers. Those alumnus try to follow what propet Muhammad said. Most of them become seller because in their school they have been thought about entrepreneurship. at the Pesantren, there is SMESCO, a cooperation that sells the needs of students. In addition, for the events in Pesantren, such as imtihan (graduation), they are recommended to sell any kind of foods, drinks, etc.

5. alternative medicine

Alumni of Syarifuddin foundation also has a medical store. the service here related to traditional medicine. This is a profession that offers medical services to burn incense, besides that this treatment is associated with a mate search. Not all of the alumnus are appropriate with the expectation. But, the most important thing is that knowledge that has been delivered by the teachers becomes a beneficial thing for the society.

6. Public figure

There are some people from Kyai Syarifuddin foundation become public figure. It happens because they are taught how to be a good public figure. This activity is being taught to the students early. It will be held every Tuesday evening. Student who becomes public figure having a responsibility to be a leader (Imam) in the mosque, advisor (penceramah) around the pesantren.

7. Politics Organisation within Kyai Syarifuddin foundation made some graduates go into politics. This is because the alumni are expected to be a leader. To become the leader, they must plunge

into politics. some of them become supporting team and some of them participate into the organisation.

Conclusion

Based on the results of research and discussion presented, it can be deduced as follows.

1. Allocation of time spent by Kyai Adnan Sharif LC., MA is a measurement of how the development of the foundation. According to the survey results revealed that the allocation of time by Kyai in one day is used for formal, informal and activities comply with the regulations as well as guests. Kyai formal activities within 24 hours of taking time for 4.5 hours for teaching in the IAIS, While the for informal activities is 11 hours a day. In one week in accordance with the concept of allocation BPS, Kyai used more than 35 hours / week, whereas according to the theory proposed allocation of time by Becker (1976), the allocation of time Kyai used for non-formal activities are not based on wages. According to the theory backward bending supply allocation and leisure time Kyai taken related to wage levels is not appropriate. Kyai allocation of time is used more for the benefit of public services that are not based on the level of wages for serving the community and as “uswatun hasanah” duty of Ustad.
2. The role of Kyai in improving human resources in Kyai Syarifuddin foundation can be looked from allocation used by Kyai in developing educational institutions ranging from early childhood, kindergarten, MI, MTS, MA, vocational, and higher education while also developing activities in the Pesantren like deliberation, Shalawatan and diniyah institutions.

Suggestion

The suggestions that might be given for the research in terms of improving the quality of human resources in the Kyai Syarifuddin Foundation as follows.

1. For Kyai Syarifuddin Foundation, advised to develop formal and informal education institutions to improve the quality of human resources for the teachers and Ustad.
2. For further research to investigate more widely the Kyai is by learning more depth the output of graduates boarding schools because there are many varieties of output boarding school, whether they are appropriate or not.

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