

Paper Acceptance Letter

July 10, 2017

Dear, Agus Supandi Soegoto & Ritson Eras Kadisi

It is my pleasure to inform you that your paper has been **accepted** by Etikonomi: Jurnal Ekonomi. Your article will be published on October 2017 edition

Paper No: ETK-4968

Title:

Entrepreneurial Government Mental Attitude Towards The Performance of Local Government Officials

Journal Etikonomi: Jurnal Ekonomi indexed by DOAJ, Ebsco (open science directory), CrossRef, Portal Garuda, ISJD LIPI, etc.

Thank you very much for contribution to Journal Etikonomi: Jurnal Ekonomi.

Regards,

 *Jurnal Ekonomi dan Bisnis*
ETIKONOMI

Ade Suherlan

Editor in Chief Journal of Etikonomi

Reviewer Comments:

Comments:

1. The title is too long, not more than 12 words. Please simplify the title
2. Abstract consist 100-150 words. Please simplify the abstract.
3. Add more discussion. You should related the empirical result with theory and previous research
4. You should add more references from journals. Minimum 60% references must from journals.
5. Please check again your grammar, you can use professional proofread.

Recommendation: Minor Revision

ENTREPRENEURIAL GOVERNMENT MENTAL ATTITUDE TOWARDS THE PERFORMANCE OF LOCAL GOVERNMENT OFFICIALS IN SITARO ISLANDS DISTRICT

Abstract.

People's demand for the implementation of good governance in the public sector throughout the recent years has increased. This is learned from the experiences of many public organizations that have poor performance, resulting in services provided not to be satisfactory for the community. The purpose of this study to determine the effect of entrepreneurial government mental attitude namely: Innovators, Courageous and Creative Attitude, Creating Value and Identifying Opportunities, Communication Skills, and Human Mobility and the source toward the performance of government officials in the Sitaro Islands District either simultaneously or partially. The analytical method used is the associative method. Data were analyzed using multiple linear regression analysis. The results showed that both simultaneously and partially, entrepreneurial government mental attitude have a positive and significant impact on the performance of government officials. Innovators is the variable that has the lowest value, therefore the leaders should improve the attitude of Mental Entrepreneurial by improving the attitude of Innovators on the employees, either through leadership training, entrepreneurship, or improving the quality of their education, so that with the increasing attitude of Innovators the performance of the officials in the Sitaro Islands District may be improved.

Keywords: *entrepreneurial government mental attitude, innovators, courageous attitude, creating value, performance*

Abstrak

Tuntutan masyarakat terhadap pelaksanaan *good governance* pada sektor publik dalam beberapa tahun ini semakin meningkat. Hal ini belajar dari pengalaman akibat banyaknya organisasi publik yang memiliki kinerja yang kurang baik, yang berakibat pelayanan yang diberikan tidak dapat memuaskan masyarakat. Tujuan penelitian ini untuk mengetahui pengaruh sikap mental enterpreneurial aparat pemerintah yaitu: Inovator, Sikap Pemberani dan Kreatif, Menciptakan Nilai dan Mengenali Peluang, Kemampuan Komunikasi, dan Mobilitas Manusia dan Sumber terhadap Kinerja aparatur pemerintah di Kabupaten Kepulauan Sitaro baik secara simultan maupun parsial. Metode analisis yang digunakan yaitu metode asosiatif. Teknik analisis data menggunakan Regresi Linier Berganda. Hasil penelitian menunjukkan baik secara simultan maupun parsial sikap mental enterpreneurial yaitu: Inovator, Sikap Pemberani dan Kreatif, Menciptakan Nilai dan Mengenali Peluang, Kemampuan Komunikasi, dan Mobilitas Manusia dan Sumber Daya berpengaruh positif dan signifikan terhadap Kinerja aparatur

pemerintah. Inovator merupakan variabel yang terendah nilainya, untuk itu para pimpinan sebaiknya meningkatkan sikap Mental Entrepreneurial melalui peningkatan sikap Inovator pada para pegawai, baik melalui pelatihan kepemimpinan, kewirausahaan, atau meningkatkan kualitas pendidikan mereka, sehingga dengan meningkatnya sikap Inovator dapat meningkatkan kinerja para pegawai di kabupaten Kepulauan Sitaro.

Kata kunci: sikap mental entrepreneurial, inovator, pemberani, menciptakan nilai, kinerja

INTRODUCTION

People's demand for the implementation of good governance in the public sector throughout the recent years has increased. This is learned from the experiences of many public organizations that have poor performance. White (2000) argues that the private sector and the public sector face the environmental challenges more or less the same. The environmental changes that covers all aspects of life, whether they are economic, social, cultural, and political aspects influences the demands of the community. In order to anticipate changes in the environmental conditions, the public sector needs to redirect their efforts to fit the needs and opportunities.

The public sector executive reviews and corrects the ways work, for example by introducing a new system, reorganization, adopting new work methods and so forth including making management changes (Ulupui, 2002). The public sector also needs to make efficiency and effectiveness in the management by cutting government spending (Walsh, 1995). It shows the current public sector is expected to show the characteristics possessed the private sector, including in the field of entrepreneurial behavior (Leadbetter, 1997 in White, 2000).

To meet the challenges that arise from changes in the global environment, society today requires a bureaucracy that has the soul of an entrepreneur/ entrepreneurial government (Winarno, 2004). This is due to the challenges of globalization, both in the context of administrative and political context will never be implemented effectively if local government officials failed to adequately develop its capacity to manage the development process. In this context, it is significant for reinventing government to be applied at the right moment. In this context, reinventing is interpreted as a reinvention of bureaucracy by relying on self-employment system, which is to create organizations and public systems that are used to updates, continuously, improve its quality without needing a boost from the outside.

Reinventing means creating a public sector that has the inner urge to correct in a way "that renews the system independently". In other words, make reinventing government is ready to face the challenges that may not be anticipated "economic turbulence". In addition, reinventing

not only improve the effectiveness of the current government, but also be able to build organizations that are able to improve its effectiveness in the future at the time of the organization's environment changes rapidly (Osborne and Plastrik, 1992).

In connection with the liberalization of the market, Tjokrowinoto (2001) states that in order to drive the market in order to remain efficient, the bureaucracy requires entrepreneurial qualities. There are at least seven competence that must be possessed by entrepreneurial bureaucracy, namely (Winarno, 2004): (1). Sensitive and responsive to new opportunities and challenges that arise in the market; (2). Not fixated on regular activities related to the functions instrumental bureaucracy, but must be able to make a breakthrough (breakthrough) through creative and innovative thinking; (3). Having a futuristic insight and systematic; (4). Having the ability to anticipate, calculate, and pose a risk; (5). Observant of the potential sources and new opportunities; (6). Having the ability to combine resources into a resource that has a mix of high productivity; (7). Having the ability to optimize the available resources, by shifting the source of low productivity activities towards high-productivity activities.

In an era where the market is very dynamic / volatile, high competition among competitors to capture market share are the same, as a result consumers are becoming accustomed to excellent service, high product quality, plenty of choice and enjoying competitive prices. Such changes have demanded an appropriate response from the organizers of the public bureaucracy (Osborne and Gaebler, 1992), so that the business climate remains conducive for the bureaucrats keen in regulating the market.

Osborne and Gaebler (1992) states the principles of entrepreneurial government that: “.. mostly bureaucratic entrepreneurs to promote competition among service providers, they empower people through hand over control not to the bureaucracy but to the community. They measure the performance of their agencies, focusing not on inputs but on outcomes. They are also encouraged by the mission and goals not through legislation or binding regulations.

Sitaro Islands District as a new autonomous region of the division, is currently in full swing carrying out the development in accordance with the spirit of regional autonomy, with the orientation of the progress of regional development that is consistent with national policy, through breakthroughs by both the regional government bodies, the business sector, and the community to absorb the opportunity and build the area so that it does not lag behind other autonomous regions which are divided based on the principles of wealth management area, based on the rules established between the center and regions, with the aim to improve service, and oriented towards improving people's welfare.

The mental attitude of the government apparatus as a bureaucrat, must be changed. An understanding of the spirit of service, and work to achieve results allegedly have not been part of the principles in carrying out the work. Yet it is to be a primary reflector, for the entrepreneur's mental attitude. In the workplace behavior, negative traits of government officials are still visible, they are: Employees often come late for work, being absent for no apparent reason, which result in a buildup of work (job late resolved), services administration delays, the reduce of confidence in the local government apparatus, etc. The negative traits are quite contrary to the opinion of Osborne and Gaebler (1996), among others: 1) competitive government officials and 2) the government apparatus that is driven by the mission (the organization is driven by regulation). The same opinion was delivered (Winarno, 2004) that in order to apply entrepreneurial government, then government officials should have the orientation: 1) Preventing problems before they start. 2) focus the energy to be productive, 3) decentralizing authority 4) Liking market mechanisms rather than bureaucratic mechanisms (dynamic) 5) Catalyzing all acts of public sector, business and the public to attempt to solve the problem.

The Conceptual Framework

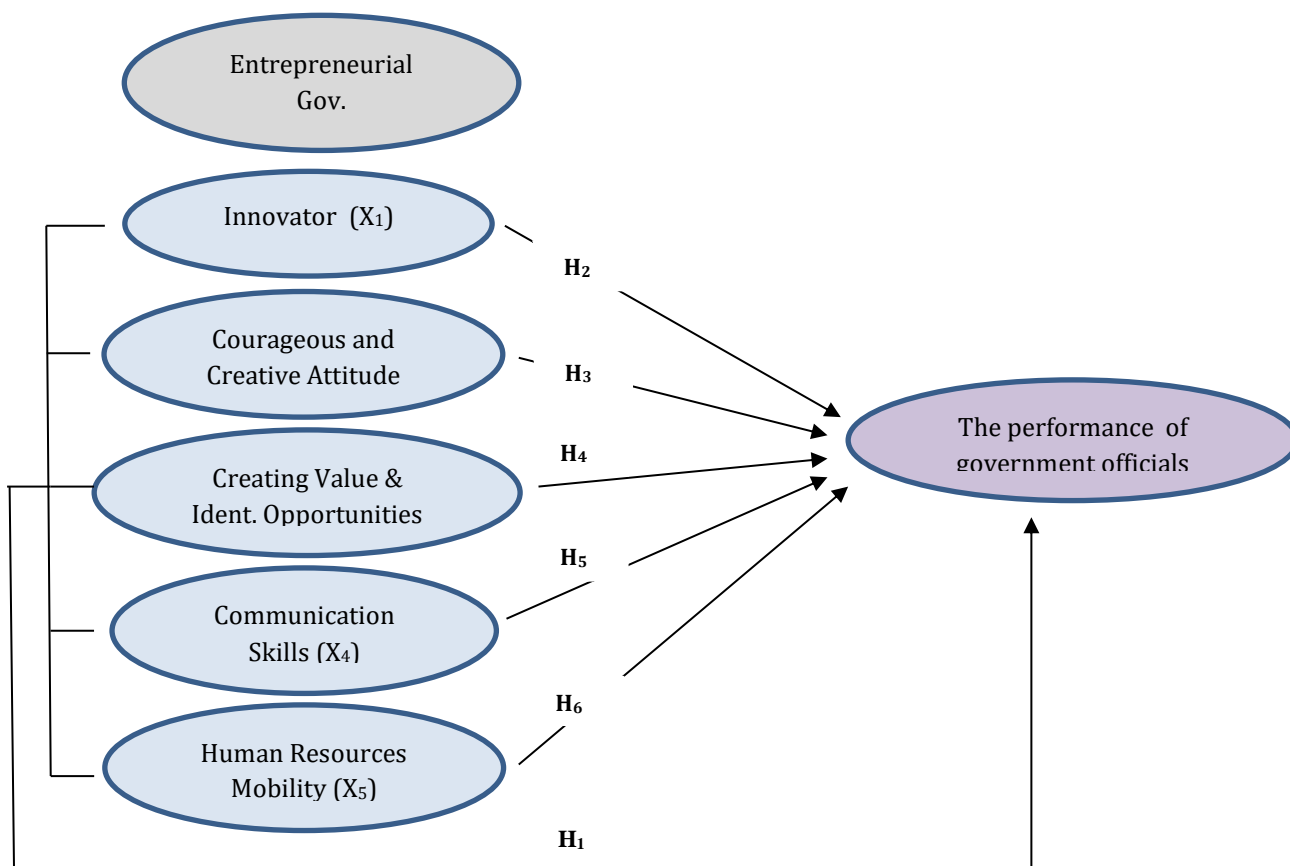


Figure 1. The Conceptual Framework

METHOD

The research type is *explanatory* or is an explanation that is associative to determine the effect of independent variables on the dependent variable. This research is based on the quantitative type of data collected. Sugiyono (2010:13) states quantitative research, a study which is based on the philosophy of positivism, which is used to examine the population or a particular sample. This study uses two kinds of data, primary data and secondary data. Primary data are obtained through surveys (Singarimbun and Effendi, 2011). The reason for choosing the survey technique is the limited time and costs, and the characteristics of the respondents according to research problems. The sampling technique is generally done at random, data collection uses the research instruments (questionnaire/questionnaire), quantitative data analysis/statistics with the aim to test the hypothesis that has been set (Rangkuti, 2009).

In this study, the target population is the government apparatus of the Sitaro Islands District with the total sample of 115 civil servants. The research location is in the District of Sitaro Islands. The study was conducted in July to September 2016. The non-probability sampling techniques were used on government officials in the area of Sitaro Islands District, where they have an opportunity and an equal chance to be elected as respondents. In accordance with the characteristics of a particular sample required then the non-probability sampling techniques selected was the purposive sampling technique. Purposive technique is used when the researchers selects a sample based on several criteria (Cooper & Schindler, 2006).

This study uses the Likert scale as a research instrument. Sugiyono (2009) states that Likert scale is used to measure attitudes, opinions and perceptions person or a group of social phenomenon specifically assigned by researchers here in after referred to as the study variables.

The analytical method used in this research is multiple linear regression, including correlation coefficient, coefficient of multiple determination, and the t-test and F-test. Validity test is used to measure whether or not the questionnaires were legitimate or valid. A questionnaire is considered valid if the questions on the questionnaire were able to reveal something that will be measured by the questionnaire. Reliability is a measure that indicates how great an instrument is trustworthy or reliable, that means reliability regarding the accuracy (in the sense of consistent) of the measurement tool (Mustafa, 2009).

The multiple regression analysis is performed using SPSS 20.0 for the purpose of discovering the influence between the variables. The multiple regression analysis is a method that is used to describe the relationship between the independent variables and the dependent

variable. The analysis techniques used in this research is multiple linear regression, following the opinion (Rangkuti, 2009), with the following formula:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \varepsilon_t$$

Dimana :

Y	= performance of government officials	X_5	= Human resources mobility
X_1	= Innovator	β_0	= Intercept Y
X_2	= Courageous and creative attitude	$\beta_1 \dots \beta_5$	= regression coefisient
X_3	= Creating value and identifying opportunities	e	= Error or gallat
X_4	= Communication skills.		

Hypothesis test

This test is done to determine the influence of each independent variables against the dependent variable:

a. Formulate the hypothesis:

1) $H_01 : \beta_1 = 0$

Entrepreneurial government mental attitude simultaneously does not influence the performance of government officials.

$H_{a1} : \beta_1 = 0$

Entrepreneurial government mental attitude simultaneously has a positive effect on the performance of government officials.

2) $H_02 : \beta_1 = 0$

Innovator does not influence the performance of government officials.

$H_{a2} : \beta_1 = 0$

Inovator has a positive effect on the performance of government officials.

3) $H_03 : \beta_2 = 0$

Courageous and Creative Attitude do not influence the performance of government officials.

$H_{a3} : \beta_2 = 0$

Courageous and Creative Attitude has a positive effect on the performance of government officials.

4) $H_04 : \beta_3 = 0$

Creating Value and Identifying Opportunities do not influence the performance of government officials.

$H_{a4} : \beta_3 = 0$

Creating Value and Identifying Opportunities has a positive effect on the performance of government officials.

5) $H_05 : \beta_4 = 0$

Communication Skills does not influence the performance of government officials.

$H_{a5} : \beta_4 = 0$

Communication Skills has a positive effect on the performance of government officials.

6) $H_0 : \beta_5 = 0$

Human Resources Mobility does not influence the performance of government officials.

$H_a : \beta_5 = 0$

Human Resources Mobility has a positive effect on the performance of government officials.

RESULT

The test results of the research instruments are all valid and reliable. All items are valid questions having a value above the value of $r_{count} > r_{table}$, and also the value of r is greater than the critical value that is above 0.30 (> 0.30). While the reliability test shows all variables are reliable because it has Cronbach alpha values above the value of 0.60 or > 0.60 (Malhotra, 2007). The test results shows that all variables in this study are valid and reliable, and may be continued for the multiple linear regression analysis and hypothesis testing. Multicollinearity test results can be seen in Table 2, as follows:

Tabel 2. Multicollinearity Test

Model	VIF	Result
Innovator (X_1)	2,321	Non multicollinearity
Courageous and Creative Attitude (X_2)	5,712	Non multicollinearity
Creating Value and Identifying Opportunities (X_3)	4,999	Non multicollinearity
Communication Skills (X_4)	1,130	Non multicollinearity
Human Resources Mobility (X_5)	1,604	Non multicollinearity
The performance of government officials (Y)	2,321	Non multicollinearity

Sumber : Data processing result (2016)

Multicollinearity test results shows that VIF (Variable Inflation Factor) is between 1 to 10 (< 10), thus it can be concluded there is no symptoms of multicollinearity between independent variables. Heteroscedasticity Test results shows that the dots randomly spread and spread both above and below the number 0 on the Y axis. It can be concluded that there is no heteroscedasticity. It also shows no patterns formed, in other words, the graph illustrates plots spread. Normality test conducted shows that the distribution of the data gathered around the test line leads to the upper right. No data were located away from the distribution of the data, so the normal distribution of data is concluded.

Multiple Regression Analysis Model

Multiple Regression Analysis is a statistical technique that simultaneously develops a mathematical relationship between two or more independent variables and an interval - scaled dependent variable.

Tabel 3. Multiple Regression Result

<i>Variable</i>	<i>B</i>	<i>Standard Error</i>	<i>Beta</i>	<i>T_{count}</i>	<i>Sig.</i>	<i>Result</i>
<i>Constant</i>	12,411	1,669		7,434	0,000	
X ₁	0,102	0,136	0,102	2,215	0,001	Significant
X ₂	0,113	0,196	0,131	2,577	0,000	Significant
X ₃	0,121	0,104	0,126	2,591	0,000	Significant
X ₄	0,167	0,174	0,191	1,903	0,000	Significant
X ₅	0,106	0,101	0,107	2,055	0,000	Significant
R (<i>Multiple R</i>)	=	0,228				
R <i>Square</i>	=	0,116				
R <i>Square (Adjusted)</i>	=	0,029				
F count	=	9,363				
Sig. F	=	0,001				
t _{tabel}	=	1,658 (n = 115; 0,05)				
α	=	0,05 (5%)				

Source: Data processing result (2016)

Based on the data in Table 3, the multiple regression equation can be formulated as follows :

$$Y = 12,411 + 0,102X_1 + 0,113X_2 + 0,121X_3 + 0,167X_4 + 0,106X_5$$

The value of R is 0.228 indicating a substantial positive association between independent and dependent variable. R Square value of 0.116 in this study may imply that the contribution of Innovator, Courageous and Creative Attitude, Creating Value and Identifying Opportunities, Communication Skills and Human Resources Mobility to Performance of government officials 11.6% while the remaining 88,4% is affected by other variables not examined in this study.

Hypothesis Testing

F_{test}

The F_{test} results on Table 3, F_{count} = 9,363 with a significance level of 0.001. In this research, F_{count} > F_{table} (F_{count} is greater than F_{table}), then the regression model of F_{test} can be 9,363 > 1,658 that means H₀ is rejected and H₁ is accepted. The regression model can be used to declare that the independent variable of X₁ (Inovator), X₂ (Courageous and Creative Attitude), X₃ (Creating Value and Identifying Opportunities), X₄ (Communication Skills) and X₅ (Human

Resources Mobility) affects the dependent variable Y (The performance of government officials). In conclusion, since the value $F_{\text{count}} > F_{\text{table}}$ means that H_0 is rejected and H_1 is accepted, meaning that entrepreneurial government mental attitude simultaneously affect the performance of the government apparatus.

T test

Testing Regression Coefficients of Variable: Innovator (X_1)

A significance level of 0.05 was used and the output obtained was $t_{\text{calculate}}$ equal to 2.215. The distribution t_{table} be sought at $\alpha = 5\%$ (Test 2 sides) with degrees of freedom $df = 113$, with 2-sided test (significance = 0.025) the results obtained for t_{table} of 1.658. Obtained $t_{\text{count}} > t_{\text{table}}$ ($2.215 > 1.658$) H_0 is rejected. The conclusion is because $t_{\text{count}} > t_{\text{table}}$ then H_0 is rejected, it means that innovator has partial effect on the performance of the government apparatus. T value is positive, meaning that the effect is positive, meaning that the higher the value of Innovator further improve the performance of government officials. Variable Innovator also has a significance less than 0.05, that is 0.001, meaning the variable Innovator has a significant influence on the performance of the government apparatus.

Testing Regression Coefficients of Variable: Courageous and Creative (X_2)

A significance level of 0.05 was used and the output obtained was t_{count} 2,577. The distribution table t be sought at $\alpha = 5\%$ (Test 2 sides) with degrees of freedom $df = 113$, with 2-sided test (significance = 0.025) the results obtained for t_{table} of 1.658. Obtained $t_{\text{count}} > t_{\text{table}}$ ($2.577 > 1.658$) H_0 is rejected. The conclusion is because $t_{\text{count}} > t_{\text{table}}$ then H_0 is rejected, it means that Courageous and Creative has partial influence on the performance of government officials. T value is positive, meaning the influence that occurs is positive, so the more courageous and creative the employees, the higher the performance of government officials. Variable Courageous and creative also has a significance influence less than 0.05, that is 0.000, meaning variable Courageous and creative significantly influence the performance of the government apparatus.

Testing Regression Coefficients of: Creating Value and Identifying Opportunities (X_3)

A significance level of 0.05 was used and the output obtained was t_{count} 2,591. The distribution table t be sought at $\alpha = 5\%$ (Test 2 sides) with degrees of freedom $df = 113$, with 2-sided test (significance = 0.025) the results obtained for t_{table} of 1.658. Obtained $t_{\text{count}} > t_{\text{table}}$

(2.591 > 1.658) H_0 is rejected. The conclusion because $t_{count} > t_{table}$ then H_0 is rejected, it means that the variable Creating value and opportunity is recognized as having partial influence on government officials performance. T value is positive, meaning the influence that occurs is positive, so the higher the nature of Creating value and opportunity increases the performance of government officials. Variable creating value and opportunity also has a significance influence less than 0.05, which is 0.000, meaning variable Creating value and opportunity has significant influence on the government officials performance.

Testing Regression Coefficients of Variable: Communication Skills (X₄)

A significance level of 0.05 was used and the output obtained was t_{count} 1,903. The distribution table t be sought at $\alpha = 5\%$ (Test 2 sides) with degrees of freedom $df = 113$, with 2-sided test (significance = 0.025) the results obtained for t_{table} of 1.658. Obtained $t_{count} > t_{table}$ (1.903 > 1.658) H_0 is rejected. The conclusion is because $t_{count} > t_{table}$ then H_0 is rejected, it means that variable Communication partially influences government officials performance. T value is positive, meaning influence that occurs is positive, so that the higher the skills of communication, the government officials performance increases. Variable Communications also has a significance influence less than 0.05, which is 0.000, meaning variable Communication Skills significantly influences government officials performance.

Testing of Human Mobility Variable Regression Coefficients and Resources (X₅)

A significance level of 0.05 was used and the output obtained was t_{count} 2,055. The distribution table t be sought at $\alpha = 5\%$ (Test 2 sides) with degrees of freedom $df = 113$, with 2-sided test (significance = 0.025) the results obtained for t_{table} of 1.658. Obtained $t_{count} > t_{table}$ (2.055 > 1.658) H_0 is rejected. The conclusion because $t_{count} > t_{table}$ then H_0 is rejected, it means that the variable Mobility human resources partially influences government officials performance. T value positive, meaning the influence that occurs is positive, so the higher the mobility of human resources the better the performance of government officials. Variable Human Resources Mobility also has a significance influence less than 0.05, which is 0.000, meaning variable Mobility human resources has significant effects on the performance of government officials.

DISCUSSION

This study uses the multiple linear regression analysis to see each of the relationship between independent variables and dependent variable. Then, to obtain a valid test of the

regression analysis the classical assumption is performed. The result of the classic assumption test conducted are namely: normality is met, there is no multicollinearity, there are no heteroscedasticity. It can be concluded that the regression model was valid. The test results are then inserted into the multiple regression equation, in the form of a formula. The research concludes that entrepreneurial mental attitude, such as; innovators, courageous and creative attitude, creating value and identifying opportunities, communication skills and mobility human resources have positive influence on the performance of government officials simultaneously. Hypothesis test results show the entrepreneurial mental attitude has significant effect on the performance of government officials. In the interpretation, the greater the entrepreneurial mental attitude, the better the effect on the performance of government officials in the Sitaro Islands District. These results show that our model can serve as a model to predict the performance of the civil state apparatus, namely Innovators, Courageous and creative attitude, Creating value and identifying opportunities, Communication Skills, and mobility of human resources.

Interpretation of the results of this study affirms that the entrepreneurial mental attitude comprising Innovators attitude, Courageous and creative attitude, Creating value and identifying opportunities, Communication skills and Mobility of human resources simultaneously influence the performance of government officials. This result also shows the percentage contribution (coefficient of determination) of independent variables, entrepreneurial mental attitude has contributed positively to performance of government officials or variation of independent variables used in the model is able to explain the variation of the independent variables. The rest was influenced by other variables not included in this research model.

Partially it is known that: Innovators attitude influences the performance of government officials. T value is positive, meaning that the effect occurring is positive, so the higher the attitude of innovators will further increase the performance of the government apparatus. Innovators also has a attitudinal variables influence, the significance is less than 0.05 is 0.001, meaning it has significant effect on Performance of the government apparatus. This is according to research of Ikhsan (2007), Pinontoan (2013), Sumarhadi (2002) who found that the entrepreneurial mental attitude, for instance Innovators, affect the performance of the civilian state apparatus. Likewise Hayati (2016) states that mental attitude significantly influence the interest in entrepreneurship. Sunarso (2010) states when a person has a entrepreneurial equipped mental attitude, then he will be ready to plunge into the business world because it has an attitude ready to look for opportunities, compete and even able to win the competition.

Courageous and creative attitude is a courageous behaviour which accepts the risk of doing work and making decision. The results shows Courageous and creative attitude influences the government officials performance. T value is positive, meaning that the effect occurring is positive, so the higher the Courageous and creative attitude will further enhance the performance of the government apparatus. Variable Courageous and creative attitude also has a significance less than 0.05 is 0.000, meaning the variable significantly influences the government officials performance. This means that employees in Siau, Tagulandang and Biaro Islands District are ready to weigh and accept the risk in decision-making.

Creating value and recognizing opportunities is the ability to create something of value and identify profitable opportunities. The variable Creating Value Recognizing Opportunity has influence on the performance of government officials. T value is positive, meaning that the effect occurring is positive, so the higher the Creating value and identifying opportunities attitude will further increase the performance of the government apparatus. Variable Creating value and Recognizing opportunity also has a significance less than 0.05, which is 0.000, meaning it has significant influence in the government officials performance. This result means that the employees in Siau, Tagulandang and Biaro Islands District are ready to create something of value and identify profitable opportunities. These results are consistent with studies Ikhsan (2007), Pinontoan (2013), Sumarhadi (2002) who found that the Entrepreneurial Mental Attitude, such as Creating value and identify opportunities, influences the performance of the civilian state apparatus.

Communication Skills has influence on the performance of government officials. T value is positive, meaning that the effect occurring is positive, so the higher the ability of communication will further increase the performance of the government apparatus. Variable Communication Skills also has a significance less than 0.05, which is 0.000, meaning it has significant influence on the government officials performance.

Likewise, Mobility human resources has influence on the performance of government officials. T value is positive, meaning that the effect occurring is positive, so the higher the mobility of Human resources will further enhance the performance of the government apparatus. The variable Human resources mobility also has a significance less than 0.05, which is 0.000, meaning it significantly influences the government officials performance.

Entrepreneurial government (government-oriented entrepreneurs) will always be able to present a policy-oriented citizens. The policies taken has strategic value because it will generate returns in the form of increased support from the lead. Mahsun (2006) states to accelerate and

magnification of dividends in the form of support from constituents is a necessity in public service and presenting problem solving regulation so that the agency can focus on three main tasks are: to respond to complaints of its citizens quickly, conduct a routine inspection, and punish who violate the regulations.

The main focus of attention on *entrepreneurial government* is how to think strategically to broaden the perspective and take advantage of the creativity that is responsible, besides that they are not only able to generate brilliant ideas, but also accompanied by the ability to realize those ideas. Government apparatus-oriented entrepreneurs, will be able and willing to take risks that are scalable and able to explain the steps that are considered strange and innovative (Mahsun, 2006; Sumarhadi 2002 and Tjokrowinoto, 2001).

CONCLUSION

The entrepreneurial mental attitude is very important for the government apparatus, so that in conducting their duties and job, they are no longer oriented toward cultural centralization, structuralization, formalization and apathy, but oriented on innovation, daring and creative attitude, ability to create value and identify opportunities, skills of communication, and capability of human resources mobility and resources organization. In the context of the interaction strategies between supervisors, peers, subordinates or employees who have a high entrepreneurial mental attitude, will always perform their tasks and job oriented toward empowering, the principles of partnership, functionalization in organization and democratization.

The results shows that both simultaneously and partially, the five independent variables of entrepreneurial mental attitude namely: Innovators, Courageous and creative attitude, Creating value and identifying opportunities, Communication skills and Mobility of human resources have positive and significant impact on the performance of government officials in Sitaro Islands District. Attitude towards Innovator (innovation capacity) employees in the District of Sitaro Islands are still low. Therefore the leadership of the local government in the Sitaro Islands District should improve the innovators attitude of their employees, either through training of leadership, entrepreneurship, or improving the quality of their education, so by increasing Innovators attitude they may improve the performance of employees in the Sitaro Islands District.

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