



## Nursing Entrepreneurship Development: Literature Review

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### ABSTRACTS

Background Entrepreneurship in nursing has enormous and promising opportunities for a nurse. It includes palliative care / home care, nursing counseling, caregiver training, physiotherapy services and others. However, the development of entrepreneurship in nursing still faces several obstacles. Purpose The aim of this study was to explore the development of entrepreneurship in nursing. Method The method used in this study was literature review. Several data bases including Google scholar, Garuda, National Library, DOAJ, PubMed, Sciencedirect, and Proquest were used. Keywords were chosen in accordance with MESH (Medical Subject Heading), including "kewirausahaan keperawatan", "hambatan kewirausahaan keperawatan", "mahasiswa keperawatan", "nursing entrepreneurship", "nursing entrepreneurial", "barrier of nursing entrepreneur", "opportunities of nursing entrepreneur", and "nursing student" in April 2020. Based on the search results there were 4 national and 4 international articles related to the topic and match the inclusion and exclusion criteria. Findings Findings from 8 articles indicated that obstacles faced by entrepreneur nurses were more due to a lack of entrepreneurial knowledge, experience, and skills. There are several ways to overcome obstacles that occur in nursing entrepreneurship, namely: increasing entrepreneurial knowledge and experience, identifying opportunities via internet or social media, and always interacting among fellow entrepreneurs, patients and the community to find opportunities that have never been found before. The solution to develop nursing entrepreneurship is to increase the interest, knowledge, skills, training and experience of nursing entrepreneurs. This research is expected to be used as an evaluation of entrepreneurship learning and nursing entrepreneurship development programs. Conclusion In conclusion, the development of nursing entrepreneurship is still facing some obstacles that need to be overcome. The main key lies in increasing knowledge, interests and skills through entrepreneurial training and education.

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## 1. INTRODUCTION

During the Covid-19 pandemic, entrepreneurship in higher education has recently been studied on various occasions, both through discussions, seminars, workshops, and even used as lessons learned by presenting "alumni" success figures in entrepreneurship as well as bench marking . In the implementation of entrepreneurship education in tertiary institutions, facing various problems, including the issue of unemployment and the problem of providing employment opportunities, which is one of the fundamental problems in national development (Wiratno, 2012).

The obstacle faced in the national development process is the high unemployment rate in Indonesia as a result of increasingly difficult jobs, especially in big cities (Setiawan & Sukanti, 2016) . Based on the results of surveys Population Inter- Census (SUPAS) the number of people in Indonesia in 2020 was as much as 269.6 million inhabitants , the number of unemployed reached 7 million people per August 2019. It is assumed there are factors that influence it, namely: competency skills of college graduates yet meet the needs of the labor market, and are more dominant in looking for work than creating jobs (Wiratno, 2012). The influence of the role of youth in Sucipto & Nasution's (2017) research on poverty reduction and unemployment is considered important and has a positive effect, namely in the form of entrepreneurship.

According to Benjamin Franklin in Santosa (2014) states that the role of youth in the world of entrepreneurship is very strategic and urgent . Where students are part of the youth is the basis for the development of a variety of problem-solving nation for example provide jobs for others. In addition to preparing the curriculum compulsory national education entrepreneurship in all majors at universities high , the government held several program development of entrepreneurship to students is Program Mahasiswa Wirausaha (PMW), Program Kreativitas Mahasiswa (PKM), pelaksanaan Kuliah Kerja Usaha (PKU), Program Magang Kewirausahaan (MKU), dan Inkubator Bisnis (INBIS). Entrepreneurship programs that have been carried out by the government must be put to good use by students in tertiary institutions, especially graduate students and students majoring in nursing because entrepreneurship courses are the core curriculum of the Nursing profession.

The problem of high unemployment in the nursing profession has become the main topic of discussion today, not just a registration certificate (STR), but an inadequate salary and a greater threat, namely the use of appropriate technology by health service owners as a form of efficiency. Then, it is undeniable 'flood' graduate nursing personnel every year, both private and from the campus of the country , as well as a contributor to the unemployment rate. Based on data from the Head of the National Agency for the Placement and Protection of Indonesian Workers , there are at least 28 thousand unemployed nurse graduates each year ,and based on the PPNI report that registered as members up to April 2017 there were 359,339 nurses (Data and Information Center of the Ministry of Health, 2017) . The government policy is that health workers who already have a Registration Certificate ( STR ) can only carry out health service activities and work, while STR can be obtained if each health worker has a certificate and competency test certificate given to students after passing the education program exam and competency test. Graduates p nurses who do not have STR impact on the high unemployment rate in the nursing profession.

Based on the phenomenon that it is a nurse must seek solutions alternatives and opportunities of work to become an entrepreneur or an entrepreneur in the field of health,

chances of employment of nurses such as palliative care / home care , counseling nursing, training of caregivers , training care of children , care f i sioterapi , training nursing, complementary therapy home , healthy food culinary etc. It is an opportunity of gold for workers health , especially nurses . With the potential expertise of academic and entrepreneurial like this , institutions of education of health actually is able to evoke the spirit of entrepreneurship in the students ( Maryati , 2015). Therefore, it is important for a graduate nurse to be equipped with entrepreneurship in tertiary education, and it is hoped that she will be ready to seize opportunities, acquire new skills and adopt new work styles to respond to changes ( Panjic et al , 2018).

Based on the results of research related to entrepreneurship according to Utomo et al. (2019) the higher personal characteristics such as age, experience, and psychology have a positive impact on business performance. Character of productive age and having sufficient experience in entrepreneurship as well as psychological characteristics such as responsibility, confidence, discipline, and innovation must be possessed by an entrepreneur to improve his business performance. According to Hidayati et al. (2018) adult massage training activities in entrepreneurship development programs as a provision for entrepreneurship affect the level of self-confidence of students in entrepreneurship and building business community networks in the health sector. However, according to Putu et al. (2019) there are obstacles WED happened to the student that student self itself that is an obstacle in growing interest in entrepreneurship and business opportunities in students.

The reasons for the importance of students becoming entrepreneurs are the difficulty of finding job vacancies in the country, the competition to become civil servants (PNS) and the difficulty of finding work abroad. It it becomes compelling reasons to become an entrepreneur because be r impact positively to increase revenue and open up employment opportunities new for others. Phenomenon in the field found several obstacles in entrepreneurial applications for nursing students and nurses including limited costs, lack of support staff, absence of entrepreneurship training during the education period, time that was not in accordance with class schedules and difficulty dividing time with work as a nurse and Corona virus pandemic . Besides that Based on the results of the search literature review , researchers have not found the studies that discuss about entrepreneurship for nurses and students of nursing , so things have become a reason main researcher interested to know and assess more in related literature reviews on the development of entrepreneurship Nursing .2.

## **2. METHODS**

Methods of research are used in research this is a literature review. Research is carried out in the month April 2020. The process of collection of data using methods PRISMA ( Preferre Reporting Items for Systematic rebiew says and Meta-Analysis ).

Search for articles using several sources from available databases, namely Google Scholar (n=1410) , PubMed: ( n = 74), Proquest : ( n = 77), Sciondirect : ( n = 322), DOAJ: ( n = 38) by entering keywords according to MESH ( Medical Subject Heading ), namely "nursing entrepreneurship" "barriers to nursing entrepreneurship" "nursing students" " nursing entrepreneurship" "nursing entrepreneurial" "barrier of nursing entrepreneur" "opportunities of nursing entrepreneur" "nursing student " was chosen fultext and match keywords. Journals are selected based on inclusion and exclusion criteria. The inclusion

criteria are journals that have titles and content relevant to the research objectives, journals for the last 5 years, journals in Indonesian and English, journals using the RCT ( Randomized Controlled Trial ) method and conducting critical appraisal on each journal by following the PRISMA framework ( Preferred Reporting Items for Systematic Reviews and Meta Analysis ). Obtained 8 articles were taken to do the analysis of literature review in accordance with the criteria. Data analysis was done by compare, contrast, criticize, and summarize. Ethics of research are applied in the literature it is misconduct, do not manipulate the data, and plagiarism in check using software turnitin ( <http://www.turnitin.com> ).

### 3. RESULTS AND DISCUSSION

**Table 1.**  
**Journal Findings Regarding Nursing Entrepreneurship**

No	Author and Year	Aim	Result Research
1	Siti Maryati (2015)	To provide skills to nurses in the management of " Home care clinic " .	1. In the first year, the X health Academy held a training that could produce 5 students and 1 alumni as new entrepreneurs in running a business in the form of <i>home care</i> services . 2. The realization of an <i>entrepreneurship capacity building</i> system for students and the X Academy of Health Entrepreneurial incubator as a <i>center of entrepreneurship</i> in entrepreneurship development .
2	Eni Hidayati, Heriyanto Aadi Nugroho, Nnuk Dev i Indrawati (2008).	To find out the needs and problems of students who have skills and interests in the field of entrepreneurship .	Adult massage training activities as a provision for entrepreneurship that provide benefits for students, affect the level of self-confidence for students and are carried out routine activities for students to build a network of business community in the health sector.
3	I Gede Wirajaya, Nina Rismawati Hakim, IGAA Sherlyna Prihandhani, Alfiery Leda Kio (2017).	To determine the effect of <i>entrepreneurship</i> courses on the interest of nursing study program students to become <i>entrepreneurs</i> .	Of the 70 students, 29 students (41.4 %) like <i>entrepreneurship</i> courses, 27 students (36 %) are interested in becoming <i>entrepreneurs</i> and the results of <i>Kendall's Tau</i> correlation statistical test are 0.755, the level of the weak relationship is $p = 0.00 < \alpha = 0.05$ ( $p < 0.05$ ), $H_a$ is accepted or $H_o$ is rejected, which means that there is a significant effect of <i>entrepreneurship</i> courses on student interest in becoming an <i>entrepreneur</i> .
4	Simin Jahani, Heidarali Abedi, Nasrin Elahi, Masoud Fallahi-Khoshknab (2018)	To describe the experiences of Iranian entrepreneur nurses in identifying the right opportunities in entrepreneurship .	The Iranian nurse said knowledge and experience played an important role in identifying opportunities and making decisions to start a business, and interacting with fellow entrepreneurs, customers and associations could foster or develop business opportunities like none other than before.
5	Fernanda Hannah da Silva Copelli, Alacoque Lorenzini Erdmann, José Luís Guedes	To understand entrepreneurial barriers to nursing management in general universities	Barriers that were found were lack of resources such as lack of support staff, difficulties in material availability and lack of infrastructure to improve and optimize teaching and learning activities in the field of entrepreneurship. Besides that, there is a lack

	dos Santos, Gabriela Marcellino de Melo Lanzoni , Selma Regina de Andrade (2017)	and strategies for overcoming them.	of knowledge and experience in the field of entrepreneurship . Interest in entrepreneurship and oneself prevents a person from developing in entrepreneurship.
6	Nuray Atsan (2016)	To find out the causes of business failure and the learning outcomes of failure experiences.	The causes of failure were found to be internal factors in the form of a lack of information about entrepreneurship education , partners or colleagues, managing finances and mentoring . External factors include changes in government policies, economic conditions, and unfortunate events.
7	Simin Jahani , Heidarali Abedi , Nasrin Elahi , Masoud Fallahi-Khoshknab (2016)	To identify and describe the barriers that nurses feel as entrepreneurs in Iran.	The obstacle felt by nurse entrepreneurs in Iran is the behavior of unprofessional colleagues such as; jealousy and comparing himself with other entrepreneurs. Legal procedures that hinder Iranian businessmen from self-employment.
8	Dwiki Prima Prasetya and Grisna Anggadwita , ST., MSM (2018)	To identify entrepreneurial barriers experienced by students of the S1 MBTI University X Bandung Study Program .	The obstacles that the researchers found were the lack of parental support, entrepreneurial concepts such as the introduction and understanding of entrepreneurship education during college, entrepreneurship education curriculum , career information and future business opportunities , government socialization about establishing a business, business experience in borrowing capital, transparency in capital lending and Obstructing borrowing, the trust of financial institutions in students and lecturers to know about entrepreneurship , the absence of work space or ICT infrastructure provided by the institution for students and the ineffective business competition law results in the competitiveness of student products being lower than imported products.

Based on the results of these 8 journals , the researcher found things that must be evaluated in the development of nursing entrepreneurship , namely:

#### **A. Entrepreneurial opportunities**

Entrepreneurial opportunities are fundamental in starting a business, and what opportunities can make the business more developed, here are the opportunities found in the research of Jahani, et al. (2018):

##### **1. Knowledge and experience**

Knowledge and experience take an important role in identifying opportunities and making decisions to start entrepreneurship, by having experience an entrepreneur can know opportunities that not all entrepreneurs can know about, such as identifying obstacles and how to deal with them. For example, a mental nurse is thinking of starting an entrepreneurship, and providing opportunities to open therapy or consulting services for individuals and families.

## **2. Social media**

In this modern era, internet technology is the main thing needed by all people. All people know and use social media, all needs and information can be obtained via the internet. Therefore why an entrepreneur must be able to master and know the market in terms of the internet or social media in order to make it easier to identify opportunities in his business, such as online promotions, reservation of clinical services through websites etc.

## **3. Identify the need for nursing community facilities**

Many nurses who want to publish their work in the form of books, but many of the book publishers refuse to publish. As a nurse entrepreneur, this problem can provide opportunities for entrepreneurial nurses to establish a book publishing center for nurses, lecturers, and nursing students.

## **4. Social interaction**

As a nurse entrepreneur, it is advisable to always interact with the community, patients or fellow entrepreneurs, so that an entrepreneur can identify opportunities for his business or develop his business directly through these interactions. What a patient need that a nurse entrepreneur has not thought of before.

## **B. Entrepreneurial barrier**

### **1. Lack of nursing education**

Entrepreneurship education is considered influential in business. The entrepreneurship curriculum is deemed adequate, but not adequate, because it is only taught in the form of basic things in entrepreneurship and there is no business practice in running it. In addition, the learning method taught is limited to students doing assignments and there is no asking in entrepreneurship, not all study program lecturers know about entrepreneurship. (Prasetya & Anggadwita, 2018)

Lack of knowledge and management of nursing entrepreneurship is characterized by low levels of dissemination in academia and a lack of qualifications in the field of entrepreneurship. Knowledge is closely related to entrepreneurship, an entrepreneur cannot act like submitting a business proposal. Having better entrepreneurial skills and management knowledge is considered to be able to carry out or create a better business. Therefore, a lack of knowledge and experience is one of the obstacles that occurs in entrepreneurship. (Copelli et al., 2017)

Knowledge, skills and experience play an important role in identifying entrepreneurial opportunities. Where entrepreneurial opportunities are closely related to obstacles. Someone with prior knowledge, skills, and experience will find it easier to identify pre-existing and non-existent opportunities, so that a nurse entrepreneur can find out the obstacles in entrepreneurship before entering a business. (Jahani et al., 2018)

### **2. Fees or funding**

Cost is one of the external factors of the barriers that cause failure in entrepreneurship. Applying for capital to access entrepreneurship is considered difficult for some nursing entrepreneurs who are just starting out in the business world. (Atsan, 2016)

Based on the research results, access to funding is important in starting a business. The importance of having personal savings is due to the low trust of financial institutions in students for borrowing capital. Apart from that, the difficulty in accessing micro credit also hinders students from becoming entrepreneurs. (Prasetya & Anggadwita, 2018)

### **3. Partners and a lack of resources**

Unprofessional behavior of colleagues such as jealousy among colleagues, they think that one of them is more attention than others. Jealousy among colleagues is an obstacle for nurse entrepreneurs in entrepreneurship because it has quite a big impact and affects the business that is being run. (Jahani et al., 2016)

Lack of resources and infrastructure also hinders nursing entrepreneurship. Being one of the obstacles to entrepreneurship because, for example, the lack of support staff and the difficulty / limited supply of goods and services are the basis for starting a business, the unavailability of goods and services greatly affects a nurse entrepreneur in starting a business. As well as the workload of the entrepreneur nurse itself which is not sufficient for the request. Entrepreneur nurses take care of production requests, and record production costs by themselves, so that pressure that has never been faced before, is now faced with suffering and stress can affect a nurse entrepreneur in running her business. (Copelli et al., 2017)

Interpersonal trust is a must for a sustainable business. Entrepreneurial experience emphasizes the importance of trust among partners. Losing trust in fellow partners can undermine initiatives to build greater partnerships, cooperation and collaboration in the business world. That way, partners are one of the obstacles in entrepreneurship. (Atsan, 2016)

### **4. Work career culture**

In Iranian society and throughout the country, the main objective of the community and family of a nurse is to be recruited by the government, because of the economic and social conditions that exist so that they are attracted to the job of nursing without financial loss or risk. The family of entrepreneurs think the only way to achieve job security is to be employed in the government system, private businesses have no stability because they will lose everything in the blink of an eye, besides that the frequent pay rather than being paid is a concern for some of the employer's nursing families to date. So that the work career culture that is considered by the community and family is an obstacle to nursing entrepreneurship. (Jahani et al., 2016)

### **5. Lack of confidence in change**

Another obstacle to nursing entrepreneurship that was found was the nurse entrepreneur's lack of confidence in change. The entrepreneur nurse is prone to change, the lack of attitude to change makes a nurse entrepreneur not only do not understand the problem but also the inability to take risks and accept new ideas and create more barriers. (Jahani et al., 2016)

### **6. Illegal laws and services**

Business competition law has not been effective yet because it entered the MEA. The competitiveness of student products is lower than imported products. Lack of socialization from the government regarding regulations regarding starting a business, even though the government has uploaded them. Besides the manufacturing rights belong to , rights of copyright , patent, and regulations for the brand trade is an indicator of the most influential (Prasetya & Anggadwita, 2018).

One of the obstacles for employer nurses is the Home Care clinic which is provided by unprofessional field providers such as assistants and professional nurses without a license. They use the facilities of the hospital where they work and offer much cheaper fees than

business nurses who have a license in the Home Care clinic . Due to lack of knowledge and lower costs patients prefer illegal care providers for their health services. This has resulted in employer nurses experiencing stagnation and even bankruptcy due to the absence of illegal care providers being seen by the regulatory agencies. (Jahani et al., 2016)

### **C. Entrepreneurial development solutions**

From every research that entrepreneurship development must be based on entrepreneurial skills, experience and entrepreneurial knowledge and entrepreneurial interest from within a person. Nurses who do not have entrepreneurial knowledge and skills during their education make it difficult for them to take risks and are not familiar with new roles as entrepreneurs, so that not only the knowledge of entrepreneurship is needed but experience in the business world and one's skills are also needed. One of them is by following entrepreneurship practice or training.

#### **1. Interests and knowledge**

In Maryati's (2015) study, training participants were given knowledge about entrepreneurship to increase interest in entrepreneurship such as ethics in entrepreneurship, encouragement and the scope of entrepreneurship, competitive analysis of home care clinic services , business and financial management and to increase a nurse's confidence in entrepreneurship. by making visits to clinical practice places where home care services are owned by nurses.

Knowledge of entrepreneurship is needed before starting a business to guide a nurse. In Hakim's research, et al. (2017) like entrepreneurship courses and the influence of entrepreneurship courses greatly affects asking nursing students in entrepreneurship.

#### **2. Skills, training and experience.**

In Maryati (2015), entrepreneurial skills can be exercised during education, one form of ability or experience needed by an entrepreneurial nurse is entrepreneurial training or practice, for example Business Management Training for home care clinic services . The purpose of conducting training is to improve entrepreneurial skills and knowledge , increase experience in entrepreneurship, awaken an entrepreneurial spirit and spirit among students and nurses.

The training conducted in Maryati's (2015) study was Business Management of Home Care Clinics . This method was chosen to show the stage of the work process for each action. A demonstration was conducted by the instructor of the stages of action and the preparation of a business proposal design that would be carried out by the training participants. Apart from training, visits were also held to practice places for home care clinics owned by nurses to improve the entrepreneurial spirit of the training participants.

Supported by Hidayati's research (2018), fostering an entrepreneurial spirit among nurses is very important, there are many things nurses can do to improve skills in entrepreneurship such as opening a health clinic or nursing. In Hidayati's research to be able to improve skills and experience in the field of entrepreneurship by conducting adult massage training on nursing students. The results obtained are that nursing students claim to be very influential



on their level of self-confidence in the business world, and can be a provision for entrepreneurship and can provide many benefits.

To increase the interest of nursing students in entrepreneurship, not only with theory during the learning period but also the implementation of entrepreneurial practices. Nursing students are equipped and taught how an entrepreneur acts and works in entrepreneurial practice. With so many found nursing students are more open-minded and interested in becoming entrepreneurs. (Hakim et al., 2017)

Lack of knowledge and experience can be had by increasing skills by participating in entrepreneurship training. The need to participate in entrepreneurship training during college years and follow entrepreneurial practices is highly recommended to make it easier for an entrepreneur to see the state of how the entrepreneurial world works. In addition, knowledge about making proposals also needs training, not only with the theory that was given during college. (Copelli et al., 2017)

#### **4. CONCLUSION**

From 8 studies, it was found that the obstacles that occurred to entrepreneur nurses were more due to a lack of entrepreneurial knowledge, experience and skills . Apart from that, the need for trust between colleagues or partners in building a business is also necessary in identifying barriers. Ways to overcome obstacles that occur in nursing entrepreneurship by identifying existing opportunities, namely increasing entrepreneurial knowledge and experience, identifying opportunities that occur via the internet or social media and always interacting among fellow entrepreneurs, patients and the community to find opportunities that have never been found before. The solution to developing nursing entrepreneurship is to increase the interest and knowledge, skills and experience of nurse entrepreneurs, for example nursing students or nurses attending entrepreneurial training and practice of home care clinic services or adult massage training, and taking courses given by nurses who are has a licensed expert in the field. In addition, nursing students and nurses can look for opportunities and participate in entrepreneurial competitions that are held by the government or the private sector to train entrepreneurial skills or skills .

Not only that, a nurse entrepreneur who wants to enter the field of entrepreneurship also needs to accept change, because many nursing students and nurses are too afraid to accept new ideas and make changes to their business.

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