

## **HISTORI KOREPONDENSI**

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<b>ACCEPTANCE</b>	<b>18</b>



Syamsul Hidayat &lt;mastersyah@gmail.com&gt;

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**ICOEN 7 submission 69**

1 message

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**ICOEN 7** <icoen7@easychair.org>  
To: Syamsul Hidayat <mastersyah@gmail.com>

Sat, Oct 10, 2020 at 2:50 PM

Dear authors,

We received your submission to ICOEN 7 (The 7th International Conference on Entrepreneurship 2020):

Authors : Bambang Dwi Suseno, Furtasan Ali Yusuf, Syamsul Hidayat and Dewi Surani  
Title : Resource Sharing Innovation Model in Addressing the High Unemployment Rate in a Sustainable Way  
Number : 69

The submission was uploaded by Syamsul Hidayat <mastersyah@gmail.com>. You can access it via the ICOEN 7 EasyChair Web page

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Thank you for submitting to ICOEN 7.

Best regards,  
EasyChair for ICOEN 7.

## HASIL EVALUASI OLEH REVIEWER

Judul Naskah: **Resource Sharing Innovation Model in Addressing the High Unemployment Rate in a Sustainable Way**

Tanggal diterima : 12 Oktober 2020  
 Jadwal dikembalikan : **15 Oktober 2020**

(beri tanda  pada tempat yang disediakan)

### A. Dampak Keilmuan

Memberi dasar teori baru [ ]  
 Memberi informasi baru [ ]  
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 Tidak ada yang baru [ ]

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	Ya	Tidak
1) Apakah judul naskah cukup sesuai, singkat, dan jelas?	[ <input checked="" type="checkbox"/> ]	[ ]
2) Apakah Abstrak telah mewakili isi makalah?	[ ]	[ <input checked="" type="checkbox"/> ]
3) Apakah isi naskah telah disusun dengan sistematis?	[ <input checked="" type="checkbox"/> ]	[ ]
4) Apakah tujuan makalah sudah jelas dikemukakan ?	[ <input checked="" type="checkbox"/> ]	[ ]
5) Apakah metodologi dan rancangan penelitian sesuai dengan Tujuan penelitian?	[ ]	[ <input checked="" type="checkbox"/> ]
6) Apakah ada kesalahan penafsiran fakta, hasil, dan kesimpulan?	[ ]	[ <input checked="" type="checkbox"/> ]
7) Apakah pembahasan relevan dengan ruang lingkup penelitian?	[ <input checked="" type="checkbox"/> ]	[ ]
8) Apakah Penulis telah mengutip semua pustaka yang penting?	[ <input checked="" type="checkbox"/> ]	[ ]

### C. Rekomendasi

Direvisi [  ]  
 Diterima [ ]

### D. Usulan Perbaikan Reviewer-wajib diisi (mohon tidak membubuhkan tanda tangan):

- Abtrak sebaiknya tidak lagi memasukkan data statistic
- Metodologi perlu diperjelas (termasuk uji validitas dan reliabilitas )
- Sebaiknya model CFA nya di gambarkan
- Tambahkan saran yang implikatif

Mohon diisi dengan lengkap dan jelas

Nama Penelaah dan gelar : Prof. Dr. Ch. Whidya Utami, M.M., CLC., CPM.(A)



Syamsul Hidayat <mastersyah@gmail.com>

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## ICOEN 7 submission 69 update

1 message

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ICOEN 7 <icoen7@easychair.org>  
To: Syamsul Hidayat <mastersyah@gmail.com>

Fri, Oct 16, 2020 at 10:28 AM

Dear authors,

we acknowledge that we received new files for your ICOEN 7 submission. The information about this update is shown below.

Number: 69

Authors: Bambang Dwi Suseno, Furtasan Ali Yusuf, Syamsul Hidayat and Dewi Surani

Title: Resource Sharing Innovation Model in Addressing the High Unemployment Rate in a Sustainable Way

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# Resource Sharing Innovation Model in Addressing the High Unemployment Rate in a Sustainable Way

**Bambang Dwi Suseno<sup>1</sup>, Furtasan Ali Yusuf<sup>2</sup>, Syamsul Hidayat<sup>3\*</sup> and Dewi Surani<sup>4</sup>**

<sup>1,3</sup>Fakultas Ekonomi dan Bisnis, University of Bina Bangsa, Banten, Indonesia

<sup>2,4</sup>Fakultas Keguruan dan Ilmu Pendidikan, University of Bina Bangsa, Banten, Indonesia

\*Corresponding author: Syamsul Hidayat; Email: [mastersyah@gmail.com](mailto:mastersyah@gmail.com)

## Abstract

There is a paradoxical condition in which Banten Province as an area with an abundance of manufacturing companies, but has a high unemployment rate, so it is interesting and important to research in order to find answers to provide innovative and sustainable policy mix recommendations for local governments. This study aims (1) to analyze the relationship between training revolving funds and the competence of vocational school graduates, (2) to examine the relationship between training revolving funds and the skill development center, (3) to analyze the relationship between the competence of vocational school graduates and the skill development center, (4) to analyze the relationship between competence. Vocational education graduates with resource sharing innovation, (5) testing the relationship between resource sharing innovation and skill development centers, (6) analyzing resource sharing innovation with industrial human competitiveness, (7) examining the effect of development center skills on industrial human competitiveness. This study used Research and Development (R&D) method with apprentice participants from selected companies who are willing to accept apprentices from vocational graduates. After the data had been collected, then had processed IBM AMOS 2.2 application. The findings and tests then confirmed through triangulation to the person in charge of apprenticeship at the seven participating companies. The results showed that the willingness to do Resource Sharing Innovation (RSI) had an effect on the Competitiveness of Industrial People. Based on these results, it can be concluded that it is proven that Resource Sharing Innovation (RSI) offered as novelty can increase the competitiveness of industrial people. The managerial implications of the research results can provide a way out to overcome the high unemployment rate in an area through Resource Sharing Innovation (RSI) from companies in the region by providing business convenience incentives.

**Keywords:** Resource Sharing Innovation, Unemployment, Sustainability

## 1. Introduction

According to BPS data, the number of working population in Banten Province increased from 5.62 million people in 2018 to 5.68 million people in 2019. With the largest main employment structure covering trade amounting to 23.88 percent or 1.36 million people, processing industry by 19.97 percent or 1.13 million people, agriculture, mining and quarrying by 12.72 percent or 722,120 people [1].

Meanwhile, the unemployment rate in Banten in the August 2019 period was the highest in Indonesia, namely 8.11% while the national unemployment rate was 5.28%. The ability of Banten Province in preparing employment opportunities is conspicuous compared to other provinces with the fact that the unemployment rate is 8.11% [2]. Although the Banten Provincial Government has made efforts to reduce the unemployment rate, the reality is not yet encouraging. Facts show that in 2017 Banten was ranked 2nd nationally. The following year 2018 rose to rank 1. Furthermore, in 2019 it returned to rank 1 even though it decreased relatively by 0.14% from 8.25% to 8.11% [1].

Based on the potential for employment, it can be examined through three industrial areas, namely Serang Regency, Cilegon City and Tangerang Regency as the basis for manufacturing companies,

which turns out to be paradoxically the highest contributor to unemployment in Banten Province. Serang Regency became the highest contributor with 10.65%, followed by the second highest, Cilegon Regency with 9.68% and Tangerang Regency 8.91% [1]. In fact, if we look at districts / cities with high unemployment, for example, Serang Regency has 847 large companies, Tangerang Regency 3,858 units, and Cilegon City with 878 company units [3]. The purpose of this research is to find answers and formulation of innovative and appropriate policy models to overcome high unemployment in Banten Province.

The classical theory of labor which was pioneered by Pigou [4] explains that the labor market consists of the demand and supply of labor. The demand for labor which corresponds to the demands of the industrial needs is a derivative demand, which is obtained from the decreasing share of the marginal product of labor. Several previous studies on unemployment have been conducted by (Alghofari [5], Baeti [6], Budiani [7], Hadroj [8], Heriansyah, Nuraini, & Kusuma [9], Imsar [10], Machin & Manning [11], Santoso [12], Setiyawati & Hamzah [13], Winardi [14], Yacoub [15]).

## 2 Methods and Equipment

This research used Research and Development (R&D) approach [17]. Respondents for apprentices at selected companies that are willing to accept apprentices from vocational graduates. After the data is collected, then had processed using IBM AMOS 2.2 software. The findings and tests then confirmed through triangulation to the person in charge of apprenticeship at the seven participating companies.

## 3 Results

In this CFA model, it is conducted to test the indicators on each latent variable and the relationship between latent variables. Indicator testing is done by looking at the loading value of the indicator on the latent variables for both exogenous and endogenous variables. The results of standardized regression calculations show that the loading value is  $> 0.5$ , it means that all indicators are valid as a measure of their latent variables. This CFA model also produces correlation values between latent variables, both exogenous and endogenous latent variables.

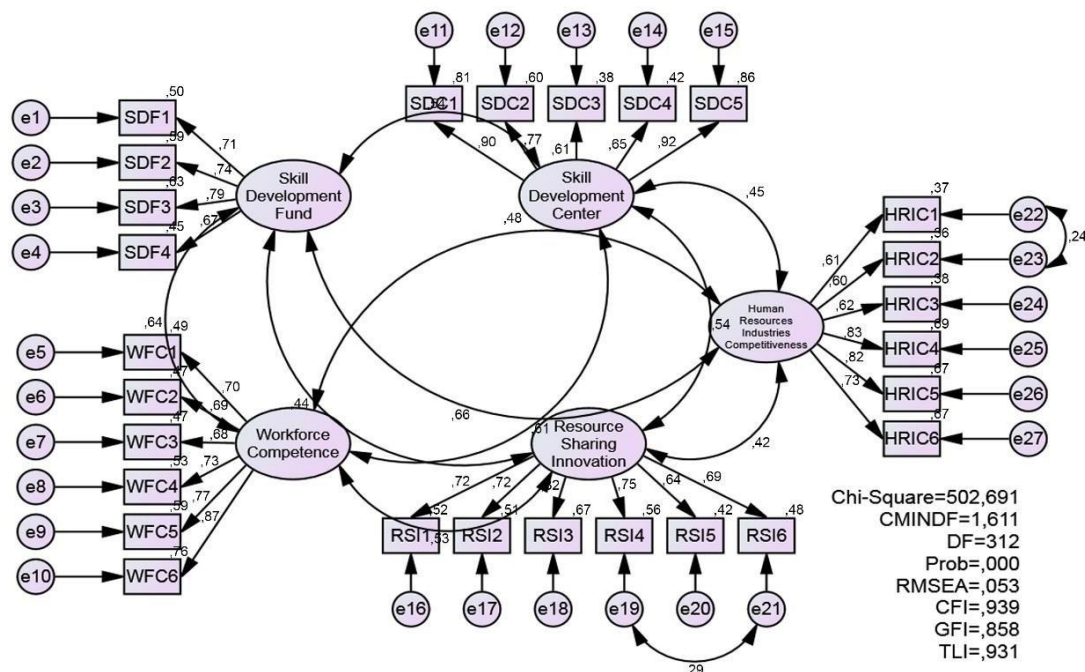
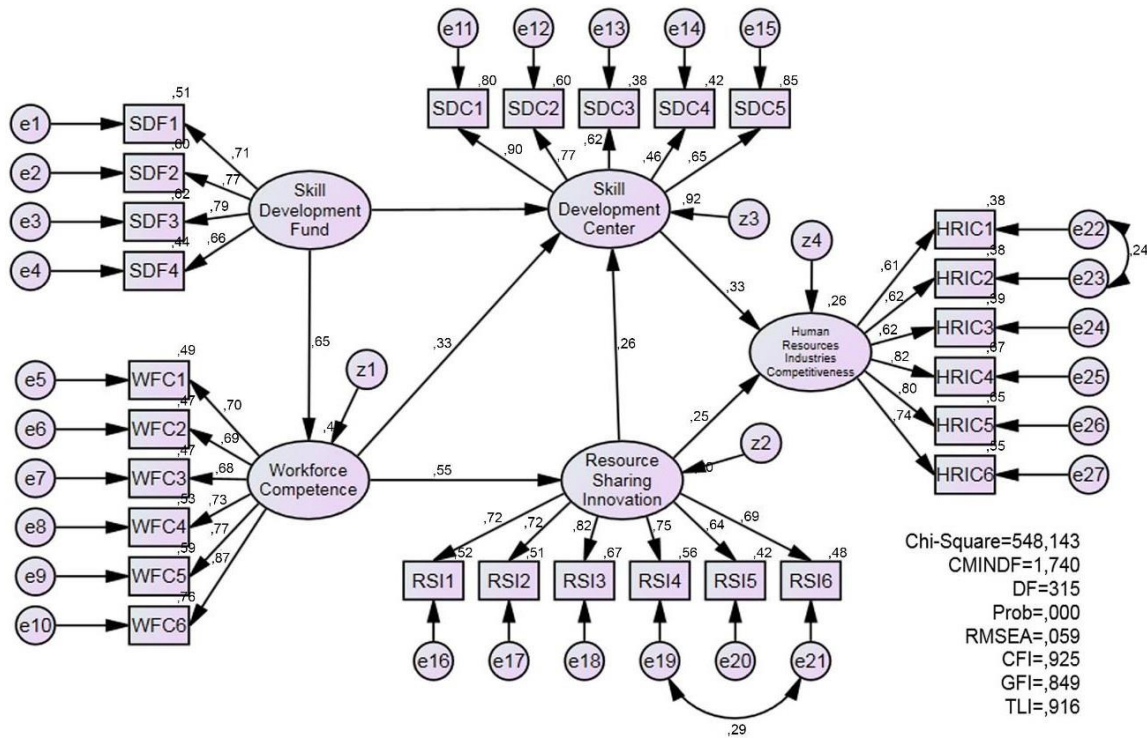


Fig. 1. CFA Model



**Fig. 2.** Full Structural Model

The results of the hypothesis test show that the estimated correlation value between the latent variables of the Skill Development Fund (training revolving fund), Skill Development Center, Resource Sharing Innovation, Workforce Competence (Competence of vocational school graduates), and Human Resources Industries Competitiveness each has a significant correlation value. This can be done by testing the structural model according to the hypothesis that has been developed.

**Table 1:** Hypothesis Testing Results

	Influence path	Estimate	S.E.	C.R.	P	Result
Workforce_Competence	← Skill_Development_Fund	,615	,087	7,075	***	Significant
Resource_Sharing_Innovation	← Workforce_Competence	,570	,089	6,413	***	Significant
Skill_Development_Center	← Skill_Development_Fund	,307	,122	2,512	,012	Significant
Skill_Development_Center	← Workforce_Competence	,478	,145	3,296	***	Significant
Skill_Development_Center	← Resource_Sharing_Innovation	,370	,108	3,443	***	Significant
Human_Resource_Industries_Co mpetitiveness	← Skill_Development_Center	,230	,061	3,766	***	Significant
Human_Resource_Industries_Co mpetitiveness	← Resource_Sharing_Innovation	,247	,087	2,839	,005	Significant

\*\*\* Sig. <0.001

#### 4 Discussion

The results of testing the complete hypothesis through the following discussion:

*First*, the results of statistical testing on the estimated value of the effect of the Skill Development Fund on the Workforce Competence are 0.615, the CR value is 7.075 and the p-value is 0.000. Based on these results, it can be concluded that the training revolving fund has a significant positive effect on the competence of vocational school graduates at the 5% significance level.

*Second*, the results of statistical testing on the estimated value of the effect of the Skill Development Fund on the Skill Development Center are 0.307, the CR value is 2.512 and the p-value is 0.012. Based on these results, it can be concluded that the training revolving fund has a significant positive effect on the Skill Development Center at the 5% significance level.

*Third*, the results of statistical tests on the estimated value of the influence of the Workforce Competence on the Skill Development Center of 0.478, the CR value of 3.296 and the p-value of 0.000. Based on these results, it can be concluded that it is proven that the Competence of Vocational School Graduates has a significant positive effect on the Skill Development Center at the 5% significance level.

*Fourth*, the results of statistical tests on the estimated value of the influence of Workforce Competence on Resource Sharing Innovation of 0.570, CR value of 6.413 and p-value of 0.000. Based on these results, it can be concluded that it is proven that the Competence of Vocational Education Graduates has a significant positive effect on Resource Sharing Innovation at the 5% significance level. The average competency achievement of SMK graduates in Banten Province is still not encouraging.

*Fifth*, the results of statistical testing on the estimated value of the influence of Resource Sharing Innovation on the Skill Development Center are 0.370, the CR value is 3.443 and the p-value is 0.000. Based on these results, it can be concluded that Resource Sharing Innovation has a significant positive effect on the Skill Development Center at the 5% significance level.

*Sixth*, the results of statistical testing on the estimated value of the influence of the Skill Development Center (SDC) on Human Resources Industries Competitiveness are 0.230, the CR value is 3.776 and the p-value is 0.000. Based on these results, it can be concluded that it is proven that the Skill Development Center has a significant positive effect on industrial human competitiveness at the 5% significance level. This evidence suggests that the Skill Development Center can act as a collaborative bridge.

*Seventh*, the results of statistical testing on the estimated value of the effect of Resource Sharing Innovation on Human Resources Industries Competitiveness are 0.247, CR value is 2.839 and p-value is 0.005. Based on these results, it can be concluded that it is proven that Resource Sharing Innovation (RSI) has a significant positive effect on Industrial Competitiveness at the 5% significance level. These results prove that openness to resource sharing will result in a real technology transfer process [14] from the manufacturing sector industry.

## 5. Conclusion

Based on these results, it can be concluded that it is proven that Resource Sharing Innovation offered as novelty can increase the competitiveness of industrial people. Theoretically and conceptually research broadens the theory and concepts in human resource management practices, especially related to human resource training and development as well as the concept of strategic management where the competitive advantage of the resource requirements must be consolidated. Furthermore, the managerial implications of the research results can provide a way out to overcome the high unemployment rate in an area through Resource Sharing Innovation from companies in the region by providing business convenience incentives.

## Funding

This work was supported by Kementerian Riset Dan Teknologi/Badan Riset Dan Inovasi Nasional (RISTEK/BRIN) under Grant No. 29/INS-1/PPK/E4/2020.

## Acknowledgement

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## Conflict of Interest

The authors have no conflict of interest to declare.

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## Conference Paper

## Implementing the Resource Sharing Innovation Model to Sustainably Address the High Unemployment Rate

Bambang Dwi Suseno<sup>1</sup>, Furtasan Ali Yusuf<sup>2</sup>, Syamsul Hidayat<sup>1</sup>, and Dewi Surani<sup>2</sup>

<sup>1</sup>Fakultas Ekonomi dan Bisnis, University of Bina Bangsa, Banten, Indonesia

<sup>2</sup>Fakultas Keguruan dan Ilmu Pendidikan, University of Bina Bangsa, Banten, Indonesia

### ORCID:

Bambang Dwi Suseno: <http://orcid.org/0000-0001-8196-6146>

### Abstract

There is a paradoxical condition in which Banten Province is an area with an abundance of manufacturing companies, but has a high unemployment rate. So it is important to carry out research to provide innovative and sustainable policy mix recommendations for local governments. This study aims to analyze (1) the relationship between training revolving funds and the competence of vocational school graduates, (2) the relationship between training revolving funds and the skill development center, (3) the relationship between the competence of vocational school graduates and the skill development center, (4) the relationship between the competence of vocational education graduates and resource sharing innovation, (5) the relationship between resource sharing innovation and skill development centers, (6) resource sharing innovation with industrial human competitiveness, and (7) the effect of development center skills on industrial human competitiveness. This study used Research and Development (R&D) methods with participants from selected companies who were willing to accept vocational graduates as apprentices. After the data were collected, they were processed using the IBM AMOS 2.2 application. The findings were confirmed through triangulation with the person in charge of apprenticeships at the seven participating companies. The willingness to do resource sharing innovation (RSI) had an effect on the competitiveness of industrial people. Based on these results, it can be concluded that RSI, offered as a novelty, can increase the competitiveness of industrial people. These results can be used to overcome the high unemployment rate through RSI from companies in the region providing business convenience incentives.

**Keywords:** Resource Sharing Innovation, Unemployment, Sustainability

## 1. Introduction

According to BPS data, the number of working population in Banten Province increased from 5.62 million people in 2018 to 5.68 million people in 2019. With the largest main employment structure covering trade amounting to 23.88 percent or 1.36 million people,

**Commented [A1]:** Please write affiliation in English.

**Commented [A2]:** Please describe the background of your research in a comprehensive manner involving all of your research variables.

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mastersyah@gmail.com

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processing industry by 19.97 percent or 1.13 million people, agriculture, mining and quarrying by 12.72 percent or 722,120 people[1].

Meanwhile, the unemployment rate in Banten in the August 2019 period was the highest in Indonesia, namely 8.11% while the national unemployment rate was 5.28%. The ability of Banten Province in preparing employment opportunities is conspicuous compared to other provinces with the fact that the unemployment rate is 8.11% [2]. Although the Banten Provincial Government has made efforts to reduce the unemployment rate, the reality is not yet encouraging. Facts show that in 2017 Banten was ranked 2nd nationally. The following year 2018 rose to rank 1. Furthermore, in 2019 it returned to rank 1 even though it decreased relatively by 0.14% from 8.25% to 8.11% [1].

Based on the potential for employment, it can be examined through three industrial areas, namely Serang Regency, Cilegon City and Tangerang Regency as the basis for manufacturing companies, which turns out to be paradoxically the highest contributor to unemployment in Banten Province. Serang Regency became the highest contributor with 10.65%, followed by the second highest, Cilegon Regency with 9.68% and Tangerang Regency 8.91% [1]. In fact, if we look at districts / cities with high unemployment, for example, Serang Regency has 847 large companies, Tangerang Regency 3,858 units, and Cilegon City with 878 company units [3]. The purpose of this research is to find answers and formulation of innovative and appropriate policy models to overcome high unemployment in Banten Province.

The classical theory of labor which was pioneered by Pigou [4] explains that the labor market consists of the demand and supply of labor. The demand for labor which corresponds to the demands of the industrial needs is a derivative demand, which is obtained from the decreasing share of the marginal product of labor. Several previous studies on unemployment have been conducted by (Alghofari [5], Baeti [6], Budiani [7], Hadroj [8], Heriansyah, Nuraini, & Kusuma [9], Imsar [10], Machin & Manning [11], Santoso [12], Setiyawati & Hamzah [13], Winardi [14], Yacoub [15].

## 2. Methods and Equipment

This research used Research and Development (R&D) approach [17]. Respondents for apprentices at selected companies that are willing to accept apprentices from vocational graduates. After the data is collected, then had processed using IBM AMOS 2.2 software. The findings and tests then confirmed through triangulation to the person in charge of apprenticeship at the seven participating companies.

**Commented [A3]:** Please add an explanation of the sample and sampling techniques, data collection techniques and data analysis techniques of your research.

### 3. Results

In this CFA model, it is conducted to test the indicators on each latent variable and the relationship between latent variables. Indicator testing is done by looking at the loading value of the indicator on the latent variables for both exogenous and endogenous variables. The results of standardized regression calculations show that the loading value is  $> 0.5$ , it means that all indicators are valid as a measure of their latent variables. This CFA model also produces correlation values between latent variables, both exogenous and endogenous latent variables.

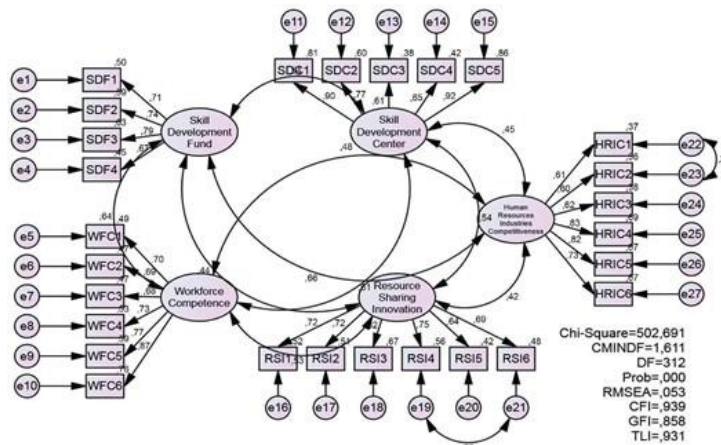


Figure 1: CFA Model

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The results of the hypothesis test show that the estimated correlation value between the latent variables of the Skill Development Fund (training revolving fund), Skill Development Center, Resource Sharing Innovation, Workforce Competence (Competence of vocational school graduates), and Human Resources Industries Competitiveness each has a significant correlation value. This can be done by testing the structural model according to the hypothesis that has been developed.

### 4. Discussion

The results of testing the complete hypothesis through the following discussion:

First, the results of statistical testing on the estimated value of the effect of the Skill Development Fund on the Workforce Competence are 0.615, the CR value is 7.075

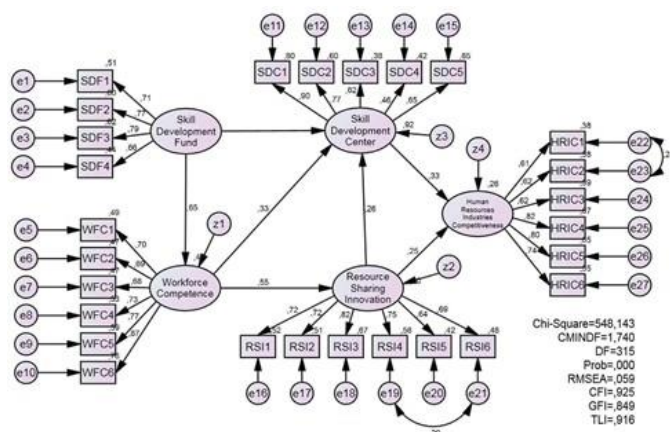


Figure 2: Full Structural Model

TABLE 1: Hypothesis Testing Results

Influence path	Estimate	S.E.	C.R.	P	Result
Workforce_Competence → Skill_Development_Fund	.615	.087	7.075	***	Significant
Resource_Sharing_Innovation → Workforce_Competence	.570	.089	6.413	***	Significant
Skill_Development_Center → Skill_Development_Fund	.307	.122	2.512	.012	Significant
Skill_Development_Center → Workforce_Competence	.478	.145	3.296	***	Significant
Skill_Development_Center → Resource_Sharing_Innovation	.370	.108	3.443	***	Significant
Human_Resource_Industries_Competitiveness → Skill_Development_Center	.230	.061	3.766	***	Significant
Human_Resource_Industries_Competitiveness → Resource_Sharing_Innovation	.247	.087	2.839	.005	Significant

\*\*\* Sig. <0.001

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and the p-value is 0.000. Based on these results, it can be concluded that the training revolving fund has a significant positive effect on the competence of vocational school graduates at the 5% significance level.

Second, the results of statistical testing on the estimated value of the effect of the Skill Development Fund on the Skill Development Center are 0.307, the CR value is 2.512 and the p-value is 0.012. Based on these results, it can be concluded that the training revolving fund has a significant positive effect on the Skill Development Center at the 5% significance level.

Third, the results of statistical tests on the estimated value of the influence of the Workforce Competence on the Skill Development Center of 0.478, the CR value of 3.296 and the p-value of 0.000. Based on these results, it can be concluded that it is proven that the Competence of Vocational School Graduates has a significant positive effect on the Skill Development Center at the 5% significance level. Fourth, the results of statistical tests on the estimated value of the influence of Workforce Competence on

Resource Sharing Innovation of 0.570, CR value of 6.413 and p-value of 0.000. Based on these results, it can be concluded that it is proven that the Competence of Vocational Education Graduates has a significant positive effect on Resource Sharing Innovation at the 5% significance level. The average competency achievement of SMK graduates in Banten Province is still not encouraging.

*Fifth*, the results of statistical testing on the estimated value of the influence of Resource Sharing Innovation on the Skill Development Center are 0.370, the CR value is 3.443 and the p-value is 0.000. Based on these results, it can be concluded that Resource Sharing Innovation has a significant positive effect on the Skill Development Center at the 5% significance level.

*Sixth*, the results of statistical testing on the estimated value of the influence of the Skill Development Center (SDC) on Human Resources Industries Competitiveness are 0.230, the CR value is 3.776 and the p-value is 0.000. Based on these results, it can be concluded that it is proven that the Skill Development Center has a significant positive effect on industrial human competitiveness at the 5% significance level. This evidence suggests that the Skill Development Center can act as a collaborative bridge.

*Seventh*, the results of statistical testing on the estimated value of the effect of Resource Sharing Innovation on Human Resources Industries Competitiveness are 0.247, CR value is 2.839 and p-value is 0.005. Based on these results, it can be concluded that it is proven that Resource Sharing Innovation (RSI) has a significant positive effect on Industrial Competitiveness at the 5% significance level. These results prove that openness to resource sharing will result in a real technology transfer process [14] from the manufacturing sector industry.

## 5. Conclusion

Based on these results, it can be concluded that it is proven that Resource Sharing Innovation offered as novelty can increase the competitiveness of industrial people. Theoretically and conceptually research broadens the theory and concepts in human resource management practices, especially related to human resource training and development as well as the concept of strategic management where the competitive advantage of the resource requirements must be consolidated. Furthermore, the managerial implications of the research results can provide a way out to overcome the high unemployment rate in an area through Resource Sharing Innovation from companies in the region by providing business convenience incentives.

**Commented [A6]:** Please include your research recommendations.

## Funding

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## Conflict of Interest

The authors have no conflict of interest to declare.

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Subject : Letter of Acceptance  
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Notification for **Bambang Dwi Suseno, Furtasan Ali Yusuf, Syamsul Hidayat and**

**Dewi Surani**

Dear Esteemed Author(s),

On behalf of the Organizing Committee (OC) of the **7<sup>th</sup> International Conference on Entrepreneurship (ICOEN) 2020**, which will be hosted by Universitas Ciputra (UC) on 22<sup>nd</sup> October 2020, we are very pleased to inform you that your full paper, the title of which appears below **has been accepted** for this conference.

**Title:**

**Resource Sharing Innovation Model in Addressing the High Unemployment Rate in a Sustainable Way**

Based on the conference reviewer, your paper is entitled to be published in **Knowledge-E** which will be submitted for further indexing to **Scopus** and **Web of Science**.

You are now officially invited to attend the conference as a **presenter(s)**. In this connection, we would like you to fill out a Confirmation Form (Attachment 1) to indicate whether you will attend the conference and Confirmation Payment (Attachment 2) to confirm your payment. We would like you to send back Attachment 1 and Attachment 2 as the confirmation to email: [icoen@ciputra.ac.id](mailto:icoen@ciputra.ac.id).

Should you have any queries, please do not hesitate to contact the OC at [icoen@ciputra.ac.id](mailto:icoen@ciputra.ac.id) or keep in touch with our contact person: Ms. Gladys Gosal (+6281-232-520-231).

We look forward to meeting you at the conference.

 **ICOEN**

**Dr. E. Elia Ardyan, S.E., MBA.**

Chair of the Organizing Committee

[icoen.org](http://icoen.org)  
[icoen@ciputra.ac.id](mailto:icoen@ciputra.ac.id)  
CitraLand CBD Boulevard,  
Surabaya - Indonesia

Address CitraLand CBD Boulevard,  
Surabaya 60219 Indonesia  
Phone (62-31) 745 1699  
Fax (62-31) 745 1698  
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## Attachment 1

### CONFIRMATION FORM

As the corresponding author of the accepted paper, you are kindly requested to fill out the following form to confirm whether you will attend the 7th International Conference on Entrepreneurship (ICOEN) 2020 held by Universitas Ciputra Surabaya on 22<sup>nd</sup> October 2020. This form is made to obtain an estimate of how many people will attend the conference and the publication option. The Organizing Committee wishes to thank you for the information that you provide.

#### Author

Name : **Bambang Dwi Suseno**  
 Institution : **Universitas Bina Bangsa**  
 Phone Number : **081380554478**  
 Paper Title : **Resource Sharing Innovation Model in Addressing the High Unemployment Rate in a Sustainable Way**

Attendance Confirmation :  Yes  No

#### Co- Author

NO	Co-Author Name	Attendance Confirmation
1.	<b>Furtasan Ali Yusuf</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2.	<b>Syamsul Hidayat</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3.	<b>Dewi Surani</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
4.		<input type="checkbox"/> Yes <input type="checkbox"/> No
5.		<input type="checkbox"/> Yes <input type="checkbox"/> No

## Attachment 2

### Registration Fee

On behalf of your payment, please confirm your payment by checking (✓) on your option.

No	Information	Qty	Fee
1.	Registration of presenter for national participants	1	<input checked="" type="checkbox"/> Rp1.500.000,00 @ paper
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