



## Can Cooperatives Change The Standard Living of Youth?

Fajar Meiyanti<sup>1</sup>, Asep Kurniawan<sup>2</sup>, Ichi<sup>3</sup>, Muhammad Muaz Bin Zainudin<sup>4</sup>

<sup>1</sup>Sekolah Tinggi Ilmu Ekonomi Sutaatmadja, West Java, Indonesia

<sup>2</sup>Sekolah Tinggi Ilmu Ekonomi Sutaatmadja, West Java, Indonesia

<sup>3</sup>Sekolah Tinggi Ilmu Ekonomi Sutaatmadja, West Java, Indonesia

<sup>4</sup>Selangor International Islamic University, Selangor, Malaysia

Email: fmeiyanti@stiesa.ac.id

**Abstract:** Typical of social economy employees focus on social good rather than economic gain. They prefer to work in a sector that prioritizes satisfaction and makes them feel valued. Besides that, youth prefer to work in large places that provide greater welfare for them too. So usually working in Socially oriented businesses is made the second choice or next choice by youth. Some countries have policies to engage youth in Cooperatives. Youth represent the most important group among the working-age population. But then can cooperatives enterprise, as socially-oriented businesses, can provide and change the standard of living of youth? What motivates youth to engage in the socially oriented businesses?. This article examines field data from youth employees at cooperative members in Subang and Selangor. A survey was conducted by interview, observation and documentation study. According to the findings, now day cooperatives and their networks can change standard living of youth, but not only about it, cooperative provide an expanded learning space for youth, although there is differentiation by age, education and type of cooperative. The results of this study can attract the attention of youth to choose cooperatives as a new way to motivate youth to change their standard of living through cooperatives and learn a lot about business attitudes from this socially oriented business.

**Keywords:** Cooperatives; Youth; Standard of Living; Socially Oriented Businesses

### Article History:

Received on 6 Jul 2023

Revised on 8 Jul 2023

Accepted on 20 Jul 2023

Doi: 10.37479

### Indexing:

Google Scholar; Portal Garuda; Crossref; SINTA 3 (Science And Technology Index)

The journal allows the authors to hold the copyright without restrictions and allow the authors to retain publishing rights without restrictions. international license.

Copyright © 2023 Author | This open access article is distributed under a Creative Commons Attribution (CC-BY) 4.0 International License

## INTRODUCTION

Cooperative in Indonesian and Malaysian economies have a very strategic position and role in growth and development economics potency. Ketaren (2007) states that having a cooperative role in macroeconomics is increase benefit social and economic for society and the environment, improve production, income, and welfare, and increase work opportunity.

Based on UU No. 25 Tahun 1992 (3), the cooperative role in the economy is for welfare members in particular and society in general, as well follow building order economy national in framework to realize a developed, just, and prosperous society based on Pancasila and the 1945 Constitution. This is already reflected in the performance of which cooperatives have given an impact positive for the economy. However, besides donation benefits, since first initiated in 1895, cooperatives in Indonesia have faced various challenges. Challenge the dynamics of development economy, transition order governance, regulation legislation, and competition effort.

Similar to Indonesia, cooperatives in Malaysia also have contributed and also through obstacles. In Malaysia, A cooperative is a registered business entity that units and cooperates voluntarily to meet the economic, social, and cultural needs through the enterprise and is jointly owned and democratically controlled under the Cooperative Act 1993. Therefore, to increase the role of cooperatives in Malaysia, the government's intention to change

cooperatives as the third economic contributor after the public and private sector and their role as social entrepreneurs is emphasized in the 2018 National Entrepreneurship Framework by the Ministry of Entrepreneur Development (MED). This also coincides with the national agenda through the National Entrepreneurship Policy (DKN) 2030 which is a long-term strategy for the country in making Malaysia an entrepreneurial country nation that is superior by the year 2030.

Next based on data from the Ministry of Cooperatives and SMEs in BPS (2015), cooperatives in Indonesia are experiencing an increase, where in 2008 the total cooperatives increased by 154 thousand units to 209 thousand units in 2014. Likewise, amount member cooperatives in 2008 amounted to 27.3 thousand members increased by 29% to 36.4 thousand members in 2014. Meanwhile, in 2019, the Malaysian cooperatives sector recorded revenue of 45.79 billion through six areas of success this main achievement is considered far from the DKN 2030 target set a higher revenue projection of RM60 billion in 2030.

Focus literature about cooperatives in Indonesia and in Malaysia currently this is about the development of digital cooperatives, training as well as mentoring, and also providing good seminars on campus or at school. In Thing youth also became one thing to pay attention to, considering youth is the successor in the future come. The Youth Development Index (IPP) is a tool measuring youth development in five basic domains that are education, health and welfare, field and opportunity work, participation and leadership, and gender and discrimination.

Cooperative presents an opportunity potential for youth, to increase eye livelihood and income, and to provide a place for training for the youth in Skills organization, solidarity, cohesion social, and democratic processes. The research behind the article investigates cooperation could change standard youth life. Standard of living refers to the number of goods and services available that people bought with their money to have a Standard life this is interpreted as enough to finance necessary life like food, clothing, housing, recreation, education, and protection insurance. The standard idea could opposite of quality life, which takes into account not only standard material life but also factors subjective to others who donate for life someone, like entertainment, security, resources culture, life social, mental health, and others.

Although the strategies for promoting youth cooperatives in the two countries are different, the fields of skills and develop the same person, the learning process, and its impact is identified in the third cooperative. Data shows that cooperatives provide space for extended learning ' for youth to shape their future personal them. Expanded properties from room study generated from provided network co-operatives, as well as from activities special in cooperatives and the formal and informal learning processes involved. Kindly specifically, this research attempted to find if can cooperative change the standard of living of youth.

## **Youth and Cooperatives**

Sdrali (2015) social economy reflects a value system being different from that of the for-profit sector. The aim of social economy is initially to cover peoples' basic needs through an assessment of an equitable distribution of resources and allegiance. A socialeconomy sector has a unique role in creating a strong, sustainable, prosperous and inclusive society. Cooperatives is one of social economy organization. Cooperatives are autonomous associations of people united voluntarily to meet economic, social, and cultural needs and aspirations through jointly owned and controlled enterprises (Sudarsono, 2020). According to Kusnadi (2005) cooperative organizations exist in almost all industrialized countries and developing countries. At first, cooperatives grew in industrialized countries in western Europe, but then after colonialism in African, Asian, and South American countries, cooperatives also began to grow in colonial countries. After the colonial countries experienced independence, many countries used cooperatives as one of the government's tools in carrying out development.

The first cooperative principle was introduced in Rochdale, England in 1944. The principle this arranged as a guide for Rochdale at that time for Becomes guide in reaching the goal. However Thus, every country needs to adapt to conditions and circumstances cooperatively. In Indonesia, the cooperative principle consists of membership characteristics voluntary and open, management conducted in a manner democracy, division remainder results effort conducted in a manner fair comparable with magnitude service effort of each member, gift reply limited services to capital, and independence. More goes on, so you can develop so co-op is also necessarily doing education cooperation and cooperation between cooperatives. On cooperatives that violate principles, the Ministry of Cooperatives and SMEs provide nicknames as cooperative naughty. Cooperative mischievous in general, only activities for money laundering, investment illegal, and moneylender under the guise of cooperative (Mahardhika, 2020).

Article 33 Paragraph (1) of Undang-Undang 1945 states that the Indonesian economy is structured as a joint venture based on the principle of kinship. In his explanation, it is stated, among other things, that the priority is given to the prosperity of the community, not the prosperity of individuals or companies, so what is in accordance with this is cooperatives. As for the first cooperative in Malaysia was established in 1907 and was introduced under the name "Syarikat Koperasi" to help farmers. This cooperative movement grew in the decade of the 1980s when the Ministry of National and Rural Development or KPNLB launched the "Era Baharu Koperasi ". This launch is an initiative and encouragement to make the cooperative movement in Malaysia more progressive, dynamic, and advanced (Idris & Safaai , 2012). The development of the cooperative movement in Malaysia is not only undertaken by the government but also by researchers with the highest academic standards in Malaysia. The study conducted on cooperatives in Malaysia gives advantages to cooperative management to improve the management efficiency and performance of each cooperative. (Wan Azmi, 1990; Mohamed Hisham, 2004; Nurdina, 2021).

Cooperative entrepreneurship plays a significant role in the effort of developing future entrepreneurs. This type of entrepreneurship increases the economic and social interests of its members and brings substantial advantages to the community and society. Due to capital sharing and low risks in starting a business, cooperative entrepreneurship is a prominent way to generate job opportunities and reduce unemployment without depending on wage employment, especially among youth. In cultivating the entrepreneurial spirit, the Malaysian Ministry of Education (MOE) has introduced school cooperatives since 1968, which aim to nurture entrepreneurial experiences and orientations among youth.

For statistical purposes, the United Nations defines 'youth' as persons aged between 15 and 24. However, this definition is not universal. As the experience of being youth can vary substantially across the world, between countries and regions, we consider 'youth' as a flexible category. As such, context is always an important guide in UNESCO's definition of youth. Ridzwan (2017) Youth is an important asset to the economic development of a country. This is because they have a strong vitality that is needed for economic development. In addition, at a young age, they also still have strength both mentally and physically. Recently, the young generation especially youth constitutes a large segment, which is 43 percent of the total population in Malaysia. The involvement of youth in entrepreneurship has become a major discussion among policymakers, educators, and students throughout most developing countries. Accordingly, the youth had become one of the important assets for many countries in sustaining the country's economy.

Supandi (2018) mentioned, according to Badan Pusat Statistik (BPS) it is stated that of the approximately 251 million Indonesian population currently, the productive age population (15-64 years) dominates around 44.98% of the total current population of Indonesia. The proportion of the productive age population is expected to continue to increase until 2025, with this demographic bonus, the productive age population reaches 2/3 of the total population in Indonesia. From 2/3 of the productive age population, there is certainly the role of youth in it. This situation can certainly lead Indonesia to become a bigger and more advanced nation in various aspects.

Based on that, the Malaysian government, in order to create interest in entrepreneurship among youth, provides initial capital to start a venture. There is also an initiative that has been launched by the government to curb the unemployment rate among graduates because many people in Malaysia involvement in entrepreneurship at a young age where which is important for career development. Next whether in Indonesia or Malaysia, cooperatives moment this not yet fully become the choice of the main institution. This is seen from low participation residents to be member cooperative only 8.41%. This figure is still below the global average of 16.31 %.

### **Standard of Living**

The three main, and sometimes conflicting, definitions of Standard of Living are: 1) the utility of life (Pigou, 1952), 2) economic provision or 'opulence', which measures the amount and quality of commodities that the individual is free to use (Deutsch and Silber, 1987); and 3) a type of freedom, i.e. to be free to do something, the capability to live well for a certain socio-economic class in a certain geographic area (Sen, 1984). Among these, the last one is the most complete and complex definition; however, in practice, governments and institutions tend to use the second approach since it is easier to obtain data for this one.

Standard of living generally refers to wealth, comfort, material goods, and necessity of certain classes in certain areas—or more objective characteristics—whereas quality of life is more subjective and intangible, such as personal liberty or environmental quality. Characteristics that make up a good quality of life for one person may not necessarily be the same for someone else. According to Nur Baiti in her research entitled Theory of Quality and Human Living Standards, it states that the Standard of Living refers to the number of goods and services that people can buy with the money they have. Clothing, housing, recreation, education, and insurance coverage. The quality and standard of human life play an important role in economic development. Equitable development in various sectors is the key to improving the quality of life. Without development in various sectors, the quality of life will not work as it should. It seems that no sector does not play a role. These sectors will have the best impact in terms of development. It is there that results will emerge that reinforce the quality of life indicators.

### **METHODOLOGY**

This study uses a qualitative descriptive research method. When studying problems, research does not prove or reject hypotheses made prior to research but manages data and analyzes a non-numeric problem (Sugiyono, 2016). This type of research satisfies the description of the data in the form of sentences that have deep meaning derived from the information and behavior observed. The data from this research are in the form of facts found by researchers in the field (Sugiyono, 2016). In this study, the researcher tried to understand the subject from his own frame of mind, so that the most important thing was the participants' experiences, opinions, feelings and knowledge. Therefore, all perspectives are valuable for research.

The research method according to Sugiyono (2012) is basically a scientific way to obtain data with specific purposes and uses. This study used several data collection techniques, including field studies or direct observation. Bungin (2011) mentions that an observation is made directly on the object being observed, in the sense that the observation does not use transparent media. This means that researchers directly see and observe what happens to the object of research. Field observations were made by visiting several cooperatives that were used in the research located in Subang and Selangor. In addition, data was also obtained through interviews with members as well as cooperative management. In this study, members who are also cooperative administrators aged between 15 to 25 years are used as the object of this research. The profiles of cooperatives used as research

are as follows:

Tabel 1. Profile of Cooperatives

Cooperative	Address	Main Activity	Youth
Gunung Luhur Berkah	Kp. Babakanjati RT 001/RW 006, Desa Cisalak, Kecamatan Cisalak, Kabupaten Subang, Provinsi Jawa Barat, Subang, Indonesia 41283	Agriculture, Production, Trade	12 people
Mina Fajar Sidik	Jl. Fajar sidik No. 1 03/07 Blanakan, Blanakan, Kec. Blanakan, Kabupaten Subang, Jawa Barat 41259	Place Fish Auction, SPDN/diesel fuel, Ice Factory, Trade	15 people
Darul Ehsan	No 12-1, Jalan Seri Putra 1/5, Bandar Seri Putra, 43000 Kajang, Selangor, Malaysia	Trade and Services	7 people

Source: Processed data by author (2022)

Based on the table, there are three cooperatives that are the object of study, namely the Gunung Luhur Berkah Cooperative, Mina Fajar Sidik, and Darul Ehsan. Gunung Luhur Berkah Cooperative located in Babakanjati RT/RW. 01/06, Cisalak, Subang Regency, West Java 41283. Founded in 2017 by Mrs. Goddess Mustika. About 80% of MSMEs Coffee in Subang Regency supply the main ingredient of coffee beans from Gunung Luhur Berkah. This cooperative has also exported its products to partners in several countries. The coffee products that are exported include Greenbean or Packaged Roasted Coffee.

Mina Fajar Sidik This cooperative was started in 1958. From this pioneering, on May 23, 1966, the Misaya Laksana Marine Fisheries Cooperative was established, and later in 1974, the name of this cooperative changed to KPL Misaya Fajar Sidik. Then from 1978 until now, the name changed to Mina Fajar Sidik Village Unit Cooperative. The name Fajar Sidik was taken from a figure who played a major role in the founding of the cooperative, namely H. Fajar Sidik who was also the chairman of the first cooperative and was credited with bringing the cooperative to success. Currently registered with Legal Entity Number 3298/BH/PAD/KWK.10/VII/1997, dated 30 July 1997. Darul Ehsan Cooperative is a cooperative that stands on the campus of the Antarabangsa Islamic University of Selangor. This cooperative is engaged in trade and services, among the goods and services managed by the Darul Ehsan cooperative are retail shops, printing shops, van rentals, homestays, seminar room rentals, and camp equipment rental.

The method research used in this study interviews. Data were obtained directly from the youth respondents' that work in cooperatives in Subang and Selangor. Respondent was chosen through observation initial, interaction, and discussion with the chairman cooperative about the suitability and availability of members, with attention special assigned to the type of position in a cooperative, duration of membership, and age of the member. Interview individual focused aim for obtaining experience study from youth member. To collect data, members are given a number of questions and then requested to tell a story about their history live them, and engage them in the cooperative. They are also asked to tell and identify various types of their learning and knowledge get through Becomes administrator at a time member co-op, how? The thing that happened and what can they do as a member cooperative. These youths were also questioned about the meaning of cooperative for they as well as hope they about cooperative in the future come.

This article focuses on the narrative of youth from about involvement they are in a cooperative as well as the impact they had to get inside life them. Data is analyzed in a manner inductive to see Thing what comes up of youth working in cooperatives. Besides changes to standards of living, they were also questioned during the interview process about experience study what have they learned and related with Becomes part of cooperatives and what processes are they have involved inside. The data is also examined to identify an aspect of life that is valued by youth. Experience studying youth and how they use learning they also mapped on what they appreciate.

## RESULTS

This section discusses the answers obtained in Interviews with administrators from cooperatives range ages 15 to 25 years that is, what is said by youth about standard life as well as what they learn through becoming a member cooperative and how they understand learning resources and process them and learning what is possible they for do it. In other words, the ability that has been created or improved through becoming cooperators and how the youth could use the learning to reach what they appreciate. The following are the results of interviews on matters relating to the standard of living of youth cooperative members:

Tabel 2. Standard of Living in Cooperatives

Cooperatives	Standard of Living		
	The utility of life	Finance	Type of freedom

Cooperative A	Social safety, all interactions contribute to their well-being, guarantee health and pension	For appropriate results and income, there is even an added bonus for those who actively reach the target of the cooperative	Work flexibly, not anti-criticism, lots of learning opportunities and learning opportunities take place according to the field, occupied, have a productive time
Cooperative B	Convenience and services available, jobs for the community	The results and income obtained are very suitable even exceeding the standard minimum wage	Familial and opportunity to developing self
Cooperative C	Well-being and vision forward	Sufficient income and well-being	Given the opportunity to develop and express opinions, have a goal

Source: Processed data by author (2022)

The data above is a summary of the results of interviews conducted with members as well as youth administrators in cooperatives which are used as research objects. From the results of the study, it can be concluded that the standard of living which consists of the utility of life, finance, and type of freedom is sufficient when youth work in the cooperatives, even some youths also show pride and enthusiasm for the development of cooperatives in the future. In this case, the cooperative has also become a place to change the standard of living of youth.

In the utility of life, respondents convey about social security, welfare, and other guarantees that they get. They also mentioned the vision of the cooperative so that this did not make them worry about working in the cooperative, because with a vision, the cooperative would survive and develop. Furthermore, all employees show that the income they earn is sufficient and in accordance with minimum standards. Then the thing they like the most is when they can get positive things in the utility of life and finance is the type of freedom they get. The respondents mentioned that with their flexible time they got the opportunity to develop themselves, they also really liked it when their opinion was accepted and they also mentioned that they could get a very wide range of learning opportunities that they found in the cooperative where they worked.

## DISCUSSION

Based on the results of interviews with cooperative managers in Subang and Selangor, it can be concluded that some of the skills they learned and acquired in cooperatives are as follows:

Tabel 3. Common Skills and Personal Development for Youth in Cooperatives

Subang	Type of Skill/Development	Selangor	Type of Skill/Development
Confidence	personal	Human Management	business
Increase creativity	Personal and Business	Emotion	personal
Opportunity study	personal	Finance	business
Prepare reports finance	personal	How to work in a group	personal
Communication	personal	Future Inheritance	business
Information	business	Report finance in a manner comprehensive	business
Think for innovation forward	Personal and Business	Confidence	personal
Intrapersonal	personal	Leadership	personal
Team work	Personal and Business	Care for those environment	business

Source: Processed data by author (2022)

The data above is data obtained from the results of interviews conducted with cooperative youth managers. There are some skills or development they get either for themselves or for the cooperative as a business experience. This is not only felt by youth who are working in a cooperative for the first time but is also felt by youth who have previously worked. They even conveyed a comparison of the work they did at their previous workplace and at the cooperative where they currently work. Through this, the author realizes that in addition to an increased standard of living, the learning opportunities that exist in cooperatives are also a special attraction for youth to be able to survive in cooperatives.

Cooperatives are socially oriented institutions and sometimes even the excess profits obtained by cooperatives are also used to help the surrounding environment, but this is not a problem for youth, it is a source of pride because their work can help the community. This is also one of the interesting things because their work not only provides an opportunity for them to learn but also provides an opportunity to develop a business and have a positive impact on all members and the environment in which they live. In modern society, none can overlook the fact that economic benefits are not a priority. Regardless of the economic benefits, there are also other forces, which

significantly motivate employees.

Sdrali (2015) What motivates employees varies and depends on their temperament. Many employees are motivated by financial rewards, while others are by a combination of recognition and financial rewards (Rexhaj, 2011). The social economy sector is often seen as a workplace, where people work not only for money but also because they find satisfaction in their work (Tippet and Kluvers, 2009). In the social economy sector, employees bring to their job a greater commitment and non-financial orientation, find more challenge, variety and autonomy, and more intrinsic rewards. Based on the results of the erespondent for youth cooperative employees, most of them were employees who felt sufficient and even helped by the existence of the cooperative. Their current orientation is not only to improve their standard of living, but also their opportunity to learn and the benefits that they spread to members of the cooperative which incidentally is the surrounding community, is a source of pride for them.

## CONCLUSION


It is too early to say that all cooperatives can change the standard of living of youth, in this case, of course, further research is needed for various types of cooperatives in different places. However, according to the findings there is evidence from respondent in these three cooperatives which their standard of living is capable of meeting or exceeding their former standard of living, as well as equivalent to the minimum wage given in the region where they live. Beside that youth can also develop themselves in the cooperative where they work, this is not even felt by youth who have worked in other places apart from cooperatives. Cooperatives become places of learning and occur through the daily interactions between youth as they learn to run business on their cooperative. Many employees are motivated by financial rewards, while others are by a combination of recognition and financial rewards now day cooperatives and their networks provide an expanded learning space for youth that make youth feel recognized because as part of the cooperative their opinions are valued. They also feel proud when they can spread the benefits of fellow members and their community.

## REFERENCES

- Abd Hadi, A. e. (2022). Penglibatan Koperasi Dalam Perniagaan Online di Malaysia. Prosiding Seminar Penyelidikan. Selangor : Institut Koperasi Malaysia.
- Abd Majid, N. (2015). Cooperative Entrepreneurship in Malaysian Secondary Schools: A Review of Current Practices. Universiti Sultan Zainal Abidin, (2) 134-146 .
- Abd Rahman, N. (2018). he Efficiency Of Co-Operative Management In Malaysia. Journal of Nusantara Studies , Vol 3(2) 134-146.
- Abd Razak, N. A. (2022). Kajian Penilaian Pembiayaan Peribadi Anggota Koperasi. Prosiding Seminar Penyelidikan. Selangor: Institut Koperasi Malaysia.
- al, S. e. (2013). Developing a model for the influence of perceived organizational climate on organizational citizenship behaviour and organizational performance based on balanced score card. International Journal of Productivity and Performance Management, Vol. 63 No. 3, 2014.
- al, S. e. (2018). Analisis Peran Pemuda dalam Pengembangan Koperasi di Kota Kisaran. QE Journal, Vol.07 - No. 01 March 2018 – 56.
- Alfaridzi, E. e. (2022). Motivasi Dan Keterampilan Kewirausahaan Dalam Membentuk Wirausaha Muda (Studi Kasus: Koperasi Pemuda Karawang). Selaparang. Jurnal Pengabdian Masyarakat Berkemajuan , Volume 6, Nomor 1, Maret 2022.
- Bambang. (2011, June 21). Indonesia - Malaysia Kerja Sama Kembangkan Koperasi. Retrieved from ANTARA NEWS: <https://www.antaraneews.com/berita/264041/indonesia-malaysia-kerja-sama-kembangkan-koperasi>
- Barreiro-Gen, M. (2019). Discussing Approaches to Standard of Living. Retrieved from <https://www.researchgate.net/publication/332257785>
- Buendía-Martínez, I. (2020). Are Cooperatives an Employment Option? A Job Preference Study of Millennial University Students. Sustainability Journal, 2020, 12, 7210; doi:10.3390/su12177210.
- Bungin, B. (2011). Metodologi Penelitian Kuantitatif. Jakarta: Kencana Prenanda Media Group.
- Habidin, N. F. (2022). nalisis Ekosistem Pertumbuhan Koperasi dan Hala Tuju Bagi Meningkatkan 11 Potensi Koperasi Mikro di Malaysia. Prosiding Seminar Penyelidikan. Selangor: Institut Koperasi Malaysia.
- Hartley, S. a. (2013). Learning to Co-operate: Youth Engagement with the Co-operative Revival in Africa. European Journal of Development Research, (2014) 26, 55–70. doi:10.1057/ejdr.2013.39;.



- Ishak, S. e. (2020). Identiti koperasi pekebun kecil sawit di Malaysia: Satu deskripsi awal. GEOGRAFIA OnlineTM Malaysian Journal of Society and Space, issue 4 (84-101) © 2020, e-ISSN 2682-7727 <https://doi.org/10.17576/geo-2020-1604-07>.
- Joesron, T. S. (2005). Manajemen Strategik Koperasi. Yogyakarta: Graha Ilmu.
- Kuncoro, M. (2003). Metodologi Riset untuk Bisnis dan Ekonomi. Jakarta: Erlangga.
- Kusnadi, H. (2005). Ekonomi Koperasi. Jakarta: Fakultas Ekonomi Universitas Indonesia.
- Levent, T. M. (2003). Diversity in entrepreneurship: ethnic and female roles in urban economic life. International Journal of Social Economics, Vol. 30 No. 11, pp. 1131-1161.
- Linda, R. e. (2021). Product Innovation Analysis For Developing Competitive Advantage. Journal of Accounting and Business Issues , Vol. 01 No. 2 November 2021.
- Madzik, P. e. (2015). Standard of Living as a Factor of Countries' Competitiveness. Procedia Economics and Finance, (pp. 34 ( 2015 ) 500 – 507).
- Meiyanti, F. I. (2019). Pengaruh Faktor Risiko Kecurangan, Good Government Governance dan Organizational Citizenship Behavior terhadap Kinerja Organisasi Berdasarkan Pendekatan Value for Money. Fair Value: Jurnal Ilmiah Akuntansi dan Keuangan, 162-168.
- Nazier, M. (2011). Metode Penelitian. Bogor: Ghalia Indonesia.
- Putri, A. M. (2021). Optimizing Of Management Information Systems to Support Business Strategy. Journal of Accounting and Business Issues, Vol. 01 No. 2 November 2021.
- Ridzwan, R. (2018). Issues and Challenges among Young Entrepreneurs in Malaysia. IOSR Journal of Business and Management (IOSR-JBM), Volume 19, Issue 3. Ver. II (Mar. 2017), PP 80-84.
- Sdrali, D. e. (2016). What motivates employees to engage in the social economy sector? A case study of Greek cooperative enterprises. International Journal of Social Economics, Vol. 43 No. 12, 2016.
- Sekaran, U. (2006). Research Methods for Business. Jakarta: Salemba Empat.
- Sen, A. (1999). Development as Freedom. New York: Oxford University Press.
- Sen, A. (2009). The Idea of Justice. London: Allen Lane.
- Siregar, A. P. (2020). Kinerja Koperasi Di Indonesia. VIGOR: Jurnal Ilmu Pertanian Tropika dan Subtropika, Vol 5 (1) : 31 - 38 (2020).
- Sudarsono. (2010). Manajemen Koperasi Indonesia. Jakarta: PT. Rineka Cipta: .
- Sugiyono. (2012). Metode Penelitian Kuantitatif. Bandung: Alfabeta.
- Sugiyono. (2015). Metode Penelitian dan Pengembangan. Bandung: Alfabeta.
- Supanji, T. H. (2022, January 21). Perlu Kerja Keras Bersama Untuk Tingkatkan Indeks Pembangunan Pemuda. Retrieved from KEMNEKO PMK: <https://www.kemenkopmk.go.id/perlu-kerja-keras-bersama-untuk-tingkatkan-indeks-pembangunan-pemuda>
- Suratman, R. &. (2002). Bunga Rampai: Pokok Pemikiran Tentang Pembangunan Koperasi. Bandung: IKOPIN.
- Swasono, S. E. (2003). Ekspose Ekonomika Globalisme dan Kompetensi Sarjana Ekonomi. Yogyakarta: Pusat Studi Ekonomi Pancasila.
- Ticoalu, L. K. (2013). Organizational Citizenship Behavior (OCB) dan Komitmen Organisasi Pengaruhnya Terhadap Kinerja Karyawan. Jurnal EMBA, Vol. 1 No.4 Desember 2013. Hal 782-790.
- Tippet, J. a. (2009). Employee rewards and motivation in non profit organisations: case study from Australia. International Journal of Business and Management, Vol. 4 No. 3, pp. 7-14.
- UKM, H. K. (2022, November 29). Hobi Menjahit Jadi Rezeki, CV Zelia Tembus Pasar Malaysia. Retrieved from KEMENKOP UKM: <https://kemenkopukm.go.id/read/hobi-menjahit-jadi-rezeki-cv-zelia-tembus-pasar-malaysia>



UKM, H. K. (2022, December 08). MenKopUKM: Sudah Waktunya Kampus Ciptakan Enterpreneur Unggul Dan Kreatif. Retrieved from KEMENKOP UKM: <https://kemenkopukm.go.id/read/menkopukm-sudah-waktunya-kampus-ciptakan-enterpreneur-unggul-dan-kreatif>

Undang-Undang Nomor 25 Tahun 1992 tentang Perkoperasian. (n.d.).

Vanusita, S. &. (2015). nalisis SWOT pada Koperasi di Kalangan Pemuda Bakorwil II. Prosiding Seminar Nasional 4th UNS SME's Summit & Awards 201. Semarang: UNS.

Wujudkan Regulasi Perkoperasian Ideal, KemenKopUKM Buka Dan Serap Seluas-Luasnya Aspirasi Publik. (2022, December 09). Retrieved from KEMENKOP UKM: <https://kemenkopukm.go.id/read/wujudkan-regulasi-perkoperasian-ideal-kemenkopukm-buka-dan-serap-seluas-luasnya-aspirasi-publik>