The Effect of Mindset and Motivation on Grit Became Accountant of Accounting Students University in Jakarta

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Abstrack

This study aims to find out whether there is an influence between Mindset and Motivation with Grit of Students University in Jakarta. The Study was conducted for three months staring from November 2019 until January 2020. The research method used survey method. The Population in this research is 320 accounting students of University in Jakarta. The Sampling technique used random sampling so that the sample was 167 students. Data of variable (Y) Grit, (X1) Mindset, and (X2) Motivation were obtained from the questionnaire. The requirements analysis test done is tofind regression equation that produces Ŷ = 5,177 + 0,477X1 + 0,677X2. The results of analysis show: (i) there is significant positive influence between mindset with grit, (ii) there is significant positive influence between motivation and grit, (iii) there is significant positive influence between mindset and motivation with grit. Basic on the results of the analysis it can be concluded that mindset and motivation stimultaneously affect grit

Keywords: Mindset, Motivation, Grit

PRELIMINARY

The rapid development of the business world and the industrial revolution 4.0 must be responded by higher education by creating an appropriate accounting education system in order to produce quality accounting graduates who are ready to use and able to compete in the world of work. Long before that, in 2015 ASEAN member organizations including Indonesia implemented the AEC (Asean Economic Community). AEC is a free market for members of ASEAN organizations, and one area of service that is enforced is the professional services of accountants. The implementation of the Asean Economic Community makes students majoring in accounting will not be easy to achieve their goals of becoming professional accountants. Additional expertise is needed such as mastering a foreign language such as English and expertise in mastering technology. Furthermore,

Changes in the mindset of students need to be done so that students have the desire to develop the knowledge they have and can use their minds to solve problems encountered in the process of becoming an accountant. Can be interpreted mindset is a collection of beliefs or ways humans think to influence one's behavior and attitudes, which further determine the level of success of his life (Adi, 2007).

Having a mindset of growing makes students more motivated to reach the dream of becoming an accountant, so that he will continue to try even though there are difficulties facing. And accounting students with a growth mindset will continue to learn from mistakes and find the best solutions when they encounter difficulties.

Motivation gives encouragement to students to move forward in achieving their goals of becoming professional accountants. Motivation is the background of the individual in doing something to achieve a certain goal. Motivation is like a fire that ignites the enthusiasm of students to run the process of becoming a professional accountant. Starting from studying in college, following the certification of accountants who have registered and then competing for positions in becoming accountants with accountants from various countries.

The motivation of accountant students in Jakarta according to researchers still needs to be improved. This was seen by researchers from the daily lives of students on campus with low motivation to learn. Judging from how students in the process of doing assignments there are still many who complain hard, etc. Supposedly, if accounting students are highly motivated, these students will be eager to work on assignments and complete them as much as possible. Therefore, researchers are interested in examining the motivational variables found in students in the Jakarta area.

Grit

Leman (2007) explain the notion of grit, namely as an individual's ability to face and survive a problem. Nashori (2007) mentions the power of struggle is the ability of individuals to use their intelligence to provide direction, change their way of thinking and actions when they encounter obstacles and difficulties that can be miserable or distressing themselves. While Miarti Yoga(2016)explain grit as a complete picture of how humans approach difficulties, while many individuals who avoid difficulties, by having the struggle for adversity, are considered to be a challenge to make life more alive. In harmony with that,Michael D. Matthews & Dennis R. Kelly (2007) define Grit as grit perseverance and passion for long-term goals. Grit requires hard work towards challenges, maintaining friendship and so on.Stotlz (2007) explains in his book that grit is a set of tools that have a scientific basis to improve one's response to difficulties, and understand these difficulties in order to achieve success. Grit helps individuals to survive and find solutions to overcome the difficulties that befall them.

Duckworth (2007) defining grit is the tendency to maintain perseverance and enthusiasm for challenging long-term goals, where people persevere with their goals for a very long time until they master them. Duckworth (2016) states four important things in grit, namely:
 a. Consistency of interest
 b. Consistency in business persistence
 c. Stick to goals

d. Keep expectations

In line with that Chrisantiana Trisa and Sembiring Tessalonika in their research divided the grit force into two forms, namely:

a. Consistency of interest
b. Business Perseverance

Vivekananda (2017) in his research states that Grit or grit there are two aspects, namely:

a. Consistency of interest
b. Business Perseverance

Factors That Affect Grit

Stoltz (2007)divides the factors that influence the grit into four parts. Stoltz gave the four parts with the names of leaves, branches, stems and roots. The following is a more detailed explanation of leaves, branches, stems and roots, namely:

a. Leaves (performance)
b. Branch (Talent and Desire)
    1) Talent
    2) Desire
c. Trunk (Intelligence, Health, and Character)
    1) Intelligence
    2) Health
    3) Character
d. Roots (Genetics, Education, and Beliefs)
    1) Genetics
    2) Education
    3) Confidence

Grit Indicator

Based on the opinions of several experts above, the researchers used indicators of consistency in business interest and perseverance as a basis for measuring the grit variable.

Mindset

In everyday life we often hear the term thought pattern or also known as mindset. For example, in a group meeting, usually between one group with another group mutually express their mindset to express something. Sometimes the mindset of each individual group or between humans with one another, often differences occur (Kinanti, 2017). According to Adi W. Gunawan (2007) mindset is a belief that affects somebody's attitude; a set of beliefs or away from thingking that determines somebody's behavior and outlook (beliefs that affect one's attitude; a set of beliefs or a way of thinking that determines a person's behavior and views, attitudes and future).

Mulyadi in his book explained (2007) mindset is a well-established mental attitude formed through education, experience, and prejudice. In line with that Sigit B. Darmawan (2008) states mindet or mindset is the core of self learning. This is what

determines how to view a potential, intelligence, challenges and opportunities as a process that must be pursued with perseverance, hard work, and efforts to achieve goals. Next is Jonah(2014)Explaining the mindset or mindset is the way the brain and reason accept, process, analyze, perceive, and make conclusions about information that enters through our senses. Kinanti(2017) expresses a mindset which is also known as the mindset, namely the way the brain and reason accept, process, analyze, perceive and make conclusions about information that enters through the senses contained in our bodies.

Based on the above understanding, the mindset is the way the brain and reason accept the beliefs that affect attitudes and can receive, process, analyze and make conclusions about information that is useful for one's future.

Factors That Influence Mindset

The mindset is the result of the interaction of thinking of various factors that influence the way of thinking of humans individually, namely internal and external factors.
According to M. Yunus (2014) the factors that influence the mindset of students include internal and external factors, namely:
a) Internal factors

b) External Factors
1) Parents
2) Social environment

According to Iskandar in (Sari, Holilulloh, & Yanzi, 2015) there are seven sources that influence the process of human thought and are divided into two, internal and external, namely:
a) Internal factors
1) Self

b) External Factors
1) Parents
2) Family
3) Public
4) School
5) Friend
6) Mass media

Types of Mindset

Dweck (2017)explain there are two kinds of mindsets that exist in humans. Two patterns, namely:
a) Growth Mindset
This mindset of growth (Growth Mindset) believes that a person's basic quality can be developed through certain efforts. Individuals have fundamental differences in many things, such as their talents, and abilities, interests or temperament, each individual can develop and change what is in themselves with learning and experience
b) Fixed Mindset

Fixed mindset or the mindset continues to believe that a person's nature and abilities have been determined. Therefore, people who have the mindset still need to prove themselves continuously. If the individual has a certain level of intelligence, personality, and certain moral character, the person should prove that they have each in a healthy measure. It is enough if one does not consider or feel inadequate with these most basic characteristics.

In line with the opinion of Dweck, Rhenald Kasali (2016) divides the mindset into two parts, namely:
a) Growth Mindset
    People who have a growth mindset are those who have low self-control or so-called low self monitors.
b) Fixed Mindset
    Fixed mindset or fixed mindset is the way of thinking of individuals who always want to get ease and pleasure so that they are not accustomed to accepting challenges and are not accustomed to facing those challenges.

How to Grow Your Mindset

Mindset or mindset is one of the main motivational tools that can arouse human enthusiasm in order to reach his life goals. Therefore humans need to practice in growing the mindset in themselves. According to Rhenald Kasali(2016) There are several ways to grow the mindset of humans as follows:
1) Expose yourself to new challenges.
2) Get used to generate desire to do difficult things that do not want to be done by others.
3) Go to successful people and ask for knowledge from them.

Indicators of Mindset

Based on the opinions of the experts above, the mindset indicators in this study were measured by belief in abilities, talents, and attitudes, attitudes when facing exams, hard work in trying, facing criticism given by others.

Motivation

Greenberg and Baron inside (Wibowo, 2018)argues that motivation is a series of processes that arouse (direct), direct (direct), and maintain (maintain) human behavior toward the achievement of goals, motivation is also concerned with the choices made by individuals and the direction of their behavior. According to Reksohadiprodjo and Handoko in(Prihantoro, 2015) stated that motivation is a condition in a person that drives the desire of individuals to carry out certain activities to achieve goals.

Abraham Sperling inside (Mangkunegara, 2015)explain motivation as a tendency to move, starting from the drive within (drive) and ending with adjustment. Fillomore H. Stanford in(Mangkunegara, 2015)defines motivation as a condition that moves people towards certain goals. Wexley & Yukl inside(Sutrisno, 2017) Defining motivation is something that gives rise to enthusiasm or drive, then Hasibuan (2017) mentions motivation as providing the driving force that creates the excitement of one's work, so that they want to work together, work effectively, and be integrated with all their efforts to achieve satisfaction, as for Robbins (2017) expressed motivation is a willingness to

try as optimal as possible in achieving goals that are influenced by the ability of individual businesses.

Hamalik (2017) , said there are two principles that can be used to review motivation, namely:
1. Motivation is seen as a process.
2. Determine the character of this process.

Factors That Influence Motivation

Factors that influence motivation according to Edy Sutrisno (2017) as follows.
Factors that influence motivation are:
1. The desire to live
2. The desire to be able to have
3. The desire to get an award
4. The desire to rule

Purpose of Motivation

The purpose of motivation is an effort to move human resources so that they can successfully achieve their desired goals. The following is the purpose of providing work motivation according to Malayu Hasibuan(2007) that is:
1. Encourage passion and enthusiasm
2. Improve morale and self-satisfaction
3. Improve discipline
4. Increase productivity
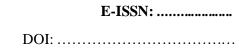5. Increase creativity and participation
6. Enhance your sense of responsibility

Meanwhile, according to Saydam in (Kadarisman, 2012) that there are several motivational goals as follows:

1. Change behavior to achieve goals
2. Increase passion and enthusiasm
3. Improve discipline
4. Increase achievement
5. Improve morale
6. Increase sense of responsibility
7. Increase productivity

Furthermore according to Sofyandi (2008) that the purpose of motivation is as follows:

1. Improve morale
2. Increase productivity
3. Improve discipline
4. Increase sense of responsibility

Indicator of Motivation

Based on the opinion of the experts above, the researchers used indicators to improve morale, increase discipline, increase the sense of responsibility in the measurement basis for the Motivation variable.

Hypothesis Formulation

From the explanation of the conceptual description and theory described in this study, the researcher formulated the research hypothesis as follows:

1. There is an influence between mindset on grit.
2. There is an influence between motivation on grit.
3. There is an influence between mindset and motivation on grit.

Researchers conducted research involving objects of S1 Accounting students university at Jakarta. The study was conducted of these universities because of the easy access for researchers to conduct this research.

This research was studied for three months, starting in November 2019 until January 2020. Researchers looked at the problem of mindset, motivation and grit found in students.

In this study researchers used a survey method with a regression model. The researcher uses primary data for the mindset variable (X1), motivation (X2) and grit (Y). According to Sugiyono(2016) The survey approach method is a quantitative research method used to obtain data that occurred in the past or present, about beliefs, opinions, characteristics, behaviors, relationships, variables and to test several hypotheses about sociological and psychological variables from samples taken from the population certain, data collection techniques with in-depth observations (interviews or questionnaires), and research results tend to be generalizable.

This method was chosen because this method is in accordance with the purpose of the study to get proof / confirmation of the information obtained and expected from this study.

Sugiyono (2016)explain that the population is a generalization area consisting of objects / subjects that have a certain quantity and characteristics determined by researchers to be studied and then drawn conclusions. Affordable population in this research are S1 Accounting Study Program students found in Jakarta, with the following details:

Population Details

No	University	Population
1	State University of Jakarta	80
2	Jakarta Veterans National Development University	80
3	Esa Unggul University	80
4	Tarumanagara University	80
	Total	320

In this study the researchers used random sampling techniques. According to Sugiyono(2018)random sampling is each member of the population has the same

opportunity and opportunity to be chosen as a sample. The determination of the sample in this study refers to the Isaac and Michael tables that with a population of 320 people, the sample needed was 167 students, the error rate used was 5%.

Data collection technique

This study uses two variables to be examined namely the dependent variable and the independent variable, mindset (X1) and motivation (X2) as the independent variable and grit (Y) as the dependent variable. Researchers collect data primarily for mindset (X1), motivation (X2), and grit (Y). Primary data is data taken without going through intermediaries but directly obtained from the sample. This research instrument measuring the two variables will be explained as follows:

Normality test

The results of the normality test using Kolmogorov-Sminov can be concluded that the data in this study are normally distributed. It can be proven that the significance level is 0.200> 0.05. Then it can be concluded that the data from the three variables are normally distributed and the data can be used in the next analysis.

Linearity Test

The test results found that the significance obtained at 0,000 <0.05 can be seen that the mindset variable data has a linear relationship to Grit. The test results found that the significance of the data of 0,000 <0.05 can be known Motivation variable data has a linear relationship to Grit.

Multicollinearity Test

Multicollinearity Test Results Shows Tolerance on the independent variable that is 0.527> 0.1 and also shows the Variance Inflation Factor between the independent variables that is 1.898 <10. So this study did not find the problem of multicollinearity.

Heteroscedasticity Test

The data above shows the significance level of the Mindset variable (X1) which is 0.262 and the significance level of the Motivation variable (X2) which is 0.251. Significance value of the two variables> 0.05 then this study did not have a heterokedasticity problem.

Multiple Regression Test

Researchers conducted a multiple regression test aimed at seeing whether there is a relationship between two independent variables on the dependent variable in a linear fashion. The following is the multiple regression test of this research:

Multiple Regression Test

Coefficientsa								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5,177	6,256		, 828	, 409		
	Mindset	**, 477**	, 128	, 296	3,738	, 000	, 527	1,898
	Motivation	**, 677**	, 123	, 437	5.508	, 000	, 527	1,898
a. Dependent Variable: Grit								

From the above data it can be found that the multiple regression equation obtained is as follows:

$$\dot{Y} = 5.177 + 0.477X1 + 0.677X2$$

So it can be interpreted if the Mindset and Motivation variable has a value of 0, interpreted Grit has a score of 5.177. The coefficient score of X1 is 0.477 meaning that if the Mindset variable increases by 1, the Grit has an increase of 0.477 on a constant of 5.177 with the assumption approach that the Motivation coefficient value remains.

Next the Motivation coefficient score of 0.677 means that if the Motivation variable increases by 1, the Grit has an increase of 0.677 on a constant of 5.177 with the assumption value approach of the Fixed Mindset coefficient.

F test

F Test results show that the F count is 68.931. The F table is searched by using the F statistic table with a significance level of 0.05 with the formula degree of freedom nk-1 = 167-2-1 = 164. The F table value of 3.05 is obtained. The conclusion 68,931> 3.05 means that Ho is rejected, meaning that the Mindset and Motivation variables influence the Grit simultaneously.

T test

T Test Results show the results of the T Test. T tables are searched using a statistical T table with a significance level of 0.05 with the formula degree of freedom nk-1 = 167-2-1 -164, obtained T count is 1.65. T calculate the mindset variable of 3,738> 1.65 Ho is rejected, then the mindset of grit has a significant effect. While the results of T arithmetic Motivation variable of 5.508> 1.65 Ho were rejected, then Motivation towards Grit has a significant effect.

Analysis of the Coefficient of Determination

The results of the study above found the results of the coefficient of determination of 0.457. So that the ability of independent variables Mindset and Motivation explain the dependent variable simultaneously at 45.7%,

1. Effect of Mindset on Grit

Normality test for mindset variables shows Asymp. Sig. (2-tailed) of 0.200 ie> 0.05, the Mindset data in this study has normal data. Furthermore, the calculation of the T test was obtained by tcount of 3.738 and the statistical table with a significance of 0.05, degree of freedom = nk-1 or 167-2-1 = 164, the table obtained by 1.65. Thus Thitung> Ttabel namely 3,378> 1.65, H0 is rejected and the conclusion is that mindset towards grit has a positive and significant influence.

2. Effect of Motivation on Grit

Normality test for motivational variables shows Asymp. Sig. (2-tailed) of 0.200 ie> 0.05, the Motivation data in this study has data. Furthermore, the calculation of the T test was obtained by Thitung of 5.508 and a statistical table with a significance of 0.05 with a degree of freedom = nk-1 or 167-2-1 = 164, a table of 1.65. Thus Tcount> Ttable ie 5.508> 1.65 then H0 is rejected and the conclusion is found that the Motivation variable on grit has a positive and significant effect.

3. Effect of Mindset and Motivation on Grit

The multiple regression test performed obtained Y = 5.177 + 0.477 X1 + 0.677 X2.This can be interpreted if the Mindset and Motivation value is 0, it means the Grit has a score of 5.177. The coefficient score of X1 is 0.477 meaning that if the Mindset variable increases by 1, the Grit has an increase of 0.477 on a constant of 5.177 with the assumption approach that the Motivation coefficient value remains.

Next the Motivation coefficient score of 0.677 means that if the Motivation variable increases by 1, the Grit has an increase of 0.677 on a constant of 5.177 with the assumption value approach of the Fixed Mindset coefficient.

Then, the result from Fcount is 68.931> Ftabrl is 3.05 then H0 is rejected. In conclusion, that Mindset and Motivation simultaneously influence the Grit ..

Then the coefficient of determination test is performed, to find out how successful the regression model is in predicting the value of the dependent variable. The result, an R2 value of 0.457 or 45.7% was found. That is, that the independent variable, mindset and motivation can explain 45.7% of the influence of the dependent variable, namely grit. The rest can be explained by other independent variables outside the mindset and motivation.

Conclusion

There is a positive and significant influence between mindset on grit. There is a positive and significant effect between motivation on grit. There is a positive influence between mindset and motivation on grit. This can be interpreted as the higher the

mindset and motivation of students the struggle for students will be higher, and if the mindset and motivation of students is low, the grit will be low.

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