

THE EFFECT OF BUSINESS ETHICS, ENTREPRENEURSHIP BEHAVIOR, AND ORGANIZATIONAL CLIMATE ON LEGAL MICRO, SMALL AND MEDIUM ENTERPRISES PERFORMANCE THROUGH PROFESSIONAL COMMITMENTS IN PASURUAN CITY

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ABSTRACT

This study aims to analyze the influence of business ethics, entrepreneurial behavior, organizational climate towards professional commitment of MSMEs; analyze the influence of business ethics, entrepreneurial behavior, organizational climate on the performance of MSMEs entrepreneurs; analyze the influence of professional commitment to the performance of MSMEs entrepreneurs, and analyze the influence of business ethics, entrepreneurial behavior, organizational climate on the performance of MSMEs entrepreneurs through professional commitment in Pasuruan East Java. The target population is MSMEs in Pasuruan City which has SIUP of 237 entrepreneurs. In this research the determination of sample size by using Slovin formula, The number of samples in this study as many as 149 entrepreneurs. The sampling technique used is simple proportional random sampling. The analysis technique used is descriptive analysis and Structural Equation Modeling (SEM) Analysis. Business ethics, entrepreneurial behavior, and organizational climate have an effect on professional commitment. Business ethics, entrepreneurial behavior, and organizational climate affect performance. Professional commitment affects performance. Professional commitment is the strengthening (mediation) of business ethics, entrepreneurial behavior and organizational climate on performance..

Keywords: Business ethics, entrepreneurial behavior, organizational climate, professional commitment, performance

1. INTRODUCTION

Performance is something that must be achieved by any organization anywhere, because the performance is a reflection of the organization's ability to manage and allocate its resources. As the concept of Peterson et al., (1998) which stated that the performance is an act, an achievement, a public exhibition of skill, that the use of financial measures and non-financial in measuring performance is very important for both measures were able to see the activities that create benefits committed by individuals. Performance is something produced by an organization in a given period.

MSMEs are very helpful in terms of the distribution of incomes. It is also capable of creating creativity in line with efforts to maintain and develop the

elements of tradition and local culture. It is a characteristic of the nature and existence of SMEs are able to synergize with the socio-cultural conditions of local communities, and thus the tradition and the culture is not lost and remain entrenched, because of tradition and culture is a wealth of assets to be preserved and maintained. On the other hand, SMEs can create jobs on a large scale given the large number of Indonesian population so that it can reduce the unemployment rate, from here is seen that the presence of SMEs are labor intensive, using technology simple and easy to understand can become a place for people to work. SMEs in Pasuruan can prove that this sector could become the foundation for the national economy. This is because SMEs can survive compared with large businesses tend to crash. Along with the increase in the number of SME business, then also increase the amount of labor absorbed.

Competition in business is a natural thing, and will face many challenges, in winning business competition, one of them with business ethics. The most fundamental challenge in creating an ethical business operators is how to disseminate the values of business ethics and make it as a reference in any conduct business. Positive values contained within the appropriate ethical role models of business organization leaders in a variety of scales and wherever they are. Impressed many businesses are still objections to the conduct of business ethics in business. Many research ethics, rarely found practicing businessman who failed in his business ethics. On the contrary practice good ethics in any business activities will support the success of the business,

The existence of value in business ethics is important, crucial and strategic. This means that the implementation of business ethics can not be separated from the ability to accept and practice these values in any business activities. Value is something that is true, good and beautiful. The existence of value in many ways to unite people who are involved in a business and resolve conflicts that occur value, and thus the adoption of a value by the businesses that will facilitate the achievement of organizational goals.

Perilaku wirausaha dalam diri pengusaha diharapkan akan mampu membangun usaha dan mencapai keberhasilan usaha. Keberhasilan usaha nanti akan tercipta wirausaha yang berkompeten, dari ruang lingkup kecil ke lingkup yang lebih besar dengan harapan untuk membangun wirausaha di Indonesia lainnya dan mengurangi angka pengangguran nasional.

Employers who have knowledge of business ethics, conduct themselves entrepreneurs and entrepreneurship in climate-supported organization with professional commitment is expected to be able to build the performance and effort in achieving the success of SMEs. The success on the business performance will be created by entrepreneurs who are competent, which is reflected in the achievement of the performance indicators Financial and Non-Financial by (Peterson et al. 1998). Hope SME entrepreneurs improved performance from little scope to a larger scope with the hope to build entrepreneurship in Indonesia and reducing the national unemployment rate. Yulistria study (2012) showed that the effect on the performance of business ethics.

The purpose of this study is to describe the business ethics, entrepreneurial behavior, organizational climate, professional commitment and performance of SME in Pasuruan in East Java; analyze the influence of business ethics, entrepreneurial behavior, organizational climate of the professional commitment of SMEs in Pasuruan in East Java; analyze the influence of business ethics, entrepreneurial behavior, organizational climate on the performance of SME in Pasuruan in East Java; analyze the influence of professional commitment to the business performance of SMEs in Pasuruan in East Java; and analyze the influence of business ethics, entrepreneurial behavior, organizational climate on the performance of SME through professional commitment in Pasuruan in East Java ..

2. LITERATURE REVIEW

2.1. Performance

Performance is an overview of the extent to which the success or failure of the organization in carrying out the duties and functions principally in order to realize the goals, objectives, vision and mission. In other words, the performance is a feat that can be achieved by the organization in a given period. According to him (1995: 207) "Performance is a general term used for part or all of the actions or activities of an organization in a period, in line with reference to a number of standards such as the costs of past or projected, a foundation of efficiency, accountability or accountability of management and the like". The performance is an act, an achievement, a public exhibition of skill, that the use of financial measures and non-financial in measuring performance is very important for both measures were able to see the activities that create benefits by individuals (Peterson et al., 1998).

2.2. Professional commitment

Individuals with a commitment to high professional characterized as having a strong belief in and acceptance of the purpose of the profession, willingness to exert considerable effort on behalf of the profession, and a strong desire to maintain membership in the profession (Meyer et al., 1993; Mowday et al., 1979; Otley and Pierce, 1996). Professional commitment according to Hall (1968) is the level of individual loyalty to his profession as perceived by the individual.

Aranya (1981: 272) defines a professional commitment as the relative strength of the identification of the individual with involvement in a profession and include beliefs and acceptance of the goals and values of the profession, kmauan to strive mightily for the sake of the organization, and the desire maintain membership of a profession.

It has been found that the professional commitment has a negative effect on the intention to leave the profession (Aryee and Tan, 1992; Blau and Lunz, 1998; Smith and Hall, 2008); and have a positive impact on job satisfaction (Cooper-Hakim and Viswesvaran, 2005), peer mentoring and job performance (Baugh and Roberts, 1994 (Bryant et al., 2007); Jauch et al., 1978; Somer and Birnbaum, 1998; Yeh, 2009).

2.3. Organizational Climate

According to the organizational climate Simamora (2004: 81) is the internal environment or psychological organization. Organizational climate affect human resource practices and policies adopted by the members of the organization. please note that each organization will have a different organizational climate. The diversity of work designed in the organization, or individual nature there will reflect these differences. Stinger (2002: 122) defines climate as "... the collection and pattern of environmental determinants of aroused motivation", (the climate is the organization as a collection and environmental trends that determine the motivation).

Lussier (2005: 486) states that organizational climate is the perception of employees about the organization's internal environment quality with relatively perceived by members of the organization that would later influence subsequent behavior. The internal environment of an organization that is perceived and felt by employees who have a relationship with the organization about what is happening in the environment of an organization on a regular basis to motivate employees that will influence the attitudes and behavior and the performance of members which will determine the performance of the organization. Higgins (1994: 477) defines organizational climate is to be measured in the work environment either directly or indirectly affect the employees and their work places where employees work with the assumption that it will affect themotivation and employee behavior.

2.4. Behavior Entrepreneurship

Entrepreneurship is a process of applying creativity and innovation in solving problems and finding opportunities to improve the lives (Zimmerer, 1996). Entrepreneurship is a process of a person in order to pursue opportunities to meet the needs and desires through innovation, regardless of one's resources control (Robbins, 2003). Intrapreneurial behavior begins in organizations established for the purpose of profitability, strategic renewal, to encourage innovation, gain knowledge of future income streams and international success. Intrapreneurial behavior into four dimensions: the new business venturing, innovation, self-renewal and pro-activeness (Antoncic, 2007). Meredith et al., (2003: 5-6) defines the entrepreneurial behavior is the behavior of people who have the ability.

2.5. Business Ethics

Ethics is a discipline dealing with what is good and bad and with moral duty and obligation. Ethics can also be considered as a set of principles or moral values. Morality is a doctrine or system of moral behavior. Moral behavior refers to what relates to the principles of right and wrong in behavior. Business ethics, therefore, relates to good and bad or right and wrong behaviors that occur in a business context. The concept of right and wrong are increasingly being interpreted today

to include questions more difficult and delicate fairness, justice, and equality (Carroll and Buchholtz, 2000).

Steade et al. (1984: 701) defines business ethics is the ethical standards that concern both the ends and means of business decision making (Business ethics is the ethical standards related to the goals and how to make business decisions). Furthermore, according to Velasquez (2005), the notion of Business Ethics is a knowledge of the procedures for setting up and managing ideal business into consideration the norms and morality are universal and are economically or socially. Business ethics is devoted study of the moral right and wrong. This study concentrates on moral standards as applied in policies, institutions, and the conduct of business.

3. RESEARCH CONCEPTUAL FRAMEWORK AND HYPOTHESES

3.1. Conceptual Framework Research

Performance is an achievement that can be achieved by the organization in a certain period, the high level of market competition such as this, the commitment of business to be very important for the performance of SME. SMEs should be able to increase operating income and also maintain the existing workforce to maintain the continued development of innovation and creativity. As the concept of Peterson et al., (1998), the performance of micro, small and medium enterprises is an action, an accomplishment, a public exhibition of skill, that the use of financial measures and non-financial in measuring performance is very important for both measures were able to see the activities which creates benefits committed by individuals.

Behavior Entrepreneurship is the central point for MSMEs because it will affect the overall performance of the organization. Supported entrepreneurial ethical behavior and business climate will determine the level of success of the business within a business performance of SMEs, while the professional commitment will support the establishment of a business organization's performance. The ability of any businessman in turning challenges into opportunities is very important for the performance of its business continues to grow and has an optimal role in the national economy.

Factors that can affect performance include Business Ethics, Behavior Entrepreneurship, Organizational climate and professional commitment. Good performance will arise because there is a belief that the parties involved in the work of bringing a consistent commitment, honest, and responsible. This belief will lead to better relations between the parties involved in the work. The success of a business can not be separated from the professional commitment that was built from the beginning by every entrepreneur. Professional commitment is the key to the success of a business that was built by many different characters. Relations with partners could affect how business continuity. Professional commitment to maintain honesty in business is something that must be done, by whomever it is run businesses. Business ethics in this study using indicators of Suherman (2011) consists of honesty, trust, promise accuracy, reliability tasks and

openness / transparency. Indicators of entrepreneurial behavior as indicators of Meredith et al. (2002) consists of a self-confident, and results-oriented tasks, leadership, originality and future orientation. Further organizational climate indicators using the indicators of Higgins (1994) include the recognition of organizational, structural support, changes in technology, social networks and government regulation. Professional commitment to use indicators of Larkin (1990) consists of loyalty, their behaviors profession and employment success. Performance in this study using indicators of Peterson; Kaplan and Atkinson (1998), which consists of financial and non-financial. reliability tasks and openness / transparency. Indicators of entrepreneurial behavior as indicators of Meredith et al. (2002) consists of a self-confident, and results-oriented tasks, leadership, originality and future orientation. Further organizational climate indicators using the indicators of Higgins (1994) include the recognition of organizational, structural support, changes in technology, social networks and government regulation. Professional commitment to use indicators of Larkin (1990) consists of loyalty, their behaviors profession and employment success. Performance in this study using indicators of Peterson; Kaplan and Atkinson (1998), which consists of financial and non-financial. reliability tasks and openness / transparency. Indicators of entrepreneurial behavior as indicators of Meredith et al. (2002) consists of a self-confident, and results-oriented tasks, leadership, originality and future orientation. Further organizational climate indicators using the indicators of Higgins (1994) include the recognition of organizational, structural support, changes in technology, social networks and government regulation. Professional commitment to use indicators of Larkin (1990) consists of loyalty, their behaviors profession and employment success. Performance in this study using indicators of Peterson; Kaplan and Atkinson (1998), which consists of financial and non-financial. task-oriented and results, leadership, originality and future orientation. Further organizational climate indicators using the indicators of Higgins (1994) include the recognition of organizational, structural support, changes in technology, social networks and government regulation. Professional commitment to use indicators of Larkin (1990) consists of loyalty, their behaviors profession and employment success. Performance in this study using indicators of Peterson; Kaplan and Atkinson (1998), which consists of financial and non-financial. task-oriented and results, leadership, originality and future orientation. Further organizational climate indicators using the indicators of Higgins (1994) include the recognition of organizational, structural support, changes in technology, social networks and government regulation. Professional commitment to use indicators of Larkin (1990) consists of loyalty, their behaviors profession and employment success. Performance in this study using indicators of Peterson; Kaplan and Atkinson (1998), which consists of financial and non-financial. Professional commitment to use indicators of Larkin (1990) consists of loyalty, their behaviors profession and employment success. Performance in this study using indicators of Peterson; Kaplan and Atkinson (1998), which consists of financial and non-financial. Professional commitment to use indicators of Larkin (1990) consists of loyalty, their behaviors profession and employment success.

Performance in this study using indicators of Peterson; Kaplan and Atkinson (1998), which consists of financial and non-financial.

Business ethics are ways to conduct business activity, which covers all aspects relating to individuals, companies, industries and communities. Business ethics has a very important role, namely to establish a solid business and has high competitiveness as well as have the ability to create high value. Whyatt research results (2012) states that the effect on the business ethics of professional commitment. Perry (2016) proved that entrepreneurial behavior affects the professional commitment. Furthermore, the results of research Uysal (2013) proved that the organizational climate to professional commitments. Yulistria (2012) in research proves that affect the performance of business ethics. Willianti (2013) and Lopez (2015) proved that the performance of the organizational climate. Rante (2010), Muhlisin (2010) and Ariesta et al. (2014) proved that affect the performance of entrepreneurial behavior. However, the research results Adinoto (2010) states that entrepreneurial behavior does not affect the performance. Furthermore Lukiastuti (2012) and Willianti (2013) proves that affect the performance of professional commitment.

Based on the description of theoretical studies and the results of previous research, it can be described the relationship between variables in the conceptual framework of the study.

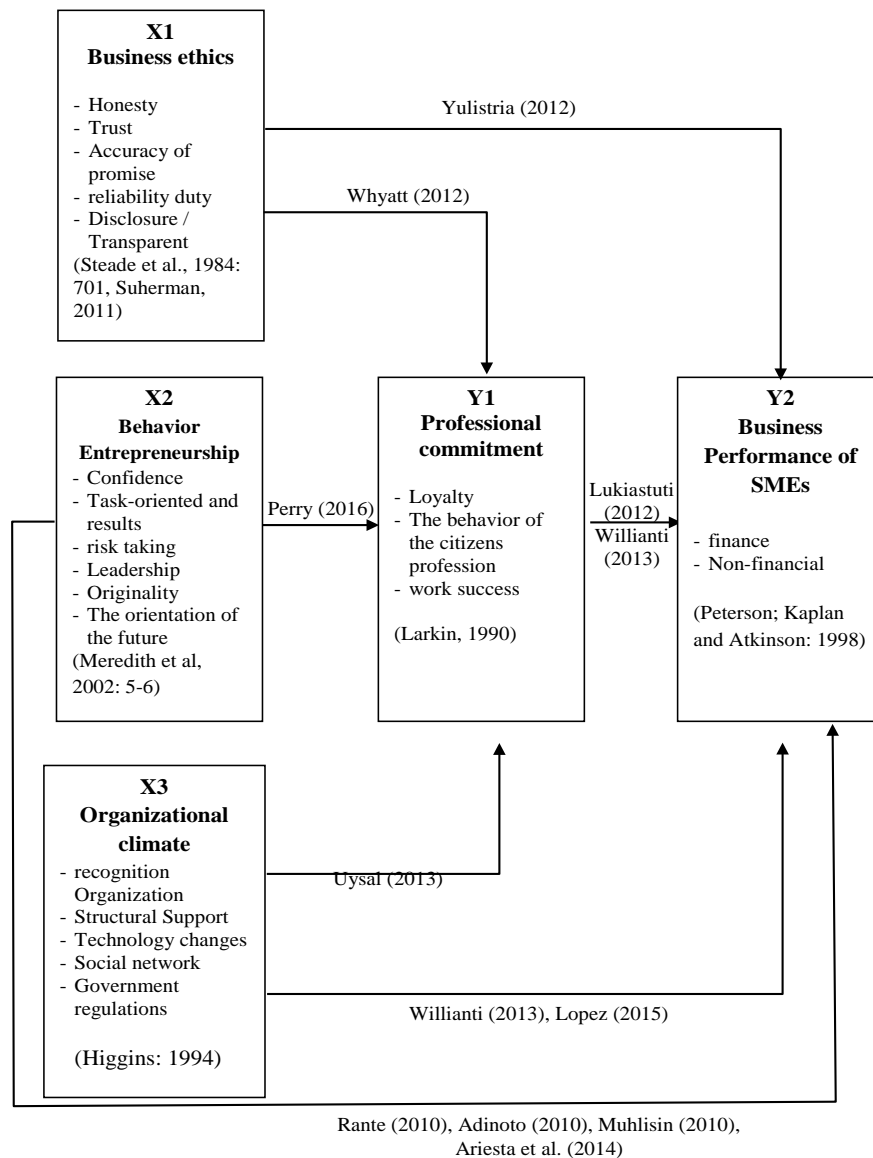


Figure 1
Conceptual Framework Research

Hypothesis

- H1 : Business ethics, entrepreneurial behavior and organizational climate can significantly influence the professional commitment of MSMEs in Pasuruan, East Java.
- H2 : Business ethics, entrepreneurial behavior and organizational climate can significantly influence the business performance of SMEs in Pasuruan, East Java.
- H3 : Professional commitment can significantly influence the business performance of SMEs in Pasuruan, East Java.

H4 : Business ethics, entrepreneurial behavior and organizational climate can have a significant effect on the performance of SME through professional commitment in Pasuruan, East Java.

4. RESEARCH METHODS

4.1. Location Research, Population and Sample

1) Locations

Research was conducted on Entrepreneurs Association members are Small and Medium Enterprises in Pasuruan. The choice of location research to consider the following matters:

- a) East Java is the transit trade to eastern Indonesia.
- b) Pasuruan City is an area of the northern coastal area of the territory is very strategically located on the main route connecting the north coast of Java and Bali which makes it a city with great economic prospects in the Indonesian region teamur.
- c) UMR Pasuruan is high (Surabaya, Sidoarjo, Mojokerto)
- d) Variant types of products

2) Population

The population was MSMEs in Pasuruan have SIUP, 237 MSMEs, with details as follows:

Table 1
Population

No.	Business	Total (Employers SMEs)
1	Micro	7
2	Small	197
3	secondary	33
amount		237

Source: Board of Investment and Integrated Licensing Pasuruan, 2016.

Sample size was based on the opinions Hair et al. (2006) when it is too large will make it difficult to get a suitable model, and suggested appropriate sample size between 100-200 respondents in order to use the estimated interpretation by SEM. Thus the sample size is calculated using the following Slovin

$$n = \frac{237}{(1 + 237 \cdot 0,05^2)} = \frac{237}{1,59} = 149$$

The number of samples in this study were 149 entrepreneurs of SMEs distributed in proportion. As for the distribution of the distribution of respondents are presented in Table 2.

table 2
Population and Sample

No.	Business	Population	samples
1	Micro	7	7: 237 x 149 = 4
2	Small	197	197: 237 x 149 = 124

3	secondary	33	$33: 237 \times 149 = 21$
	amount	237	149

Source: Data processed, 2016.

The sampling technique using simple random sampling: is said to be simple or simple because sampling is done randomly members of the population, regardless of the strata contained in this population.

4.2. Operational Definition of Variables

1) Business ethics

Business ethics are the values used as guidance in strengthening the business needs, with indicators: honesty, trustworthiness, accuracy in fulfilling the promise, reliability in completing tasks and jobs and openness.

2) Entrepreneurial behavior

Entrepreneurial behavior is the ability to handle the effort aimed at the search for, create, implement ways of working, new technologies and products to improve efficiency in order to gain an advantage. Indicators used: confidence, task-oriented and results, risk-taking, leadership, originality and future orientation

3) Organizational climate

Organizational climate is one's perception of what is provided by the organization and provide a basis for determining the behavior of employees in the work. The indicators used: recognition of the organization, the support structure, changes in technology, social networking and government regulations

4) Professional commitment

A professional commitment in the entrepreneurial attitude to his work. Indicators used: loyalty, their behaviors profession and work success

5) SME business performance

SME business performance is a tribute obtained, because of the advantages that existed at the businessman. Indicators used: financial and non-financial.

4.3. Data Analysis Technique

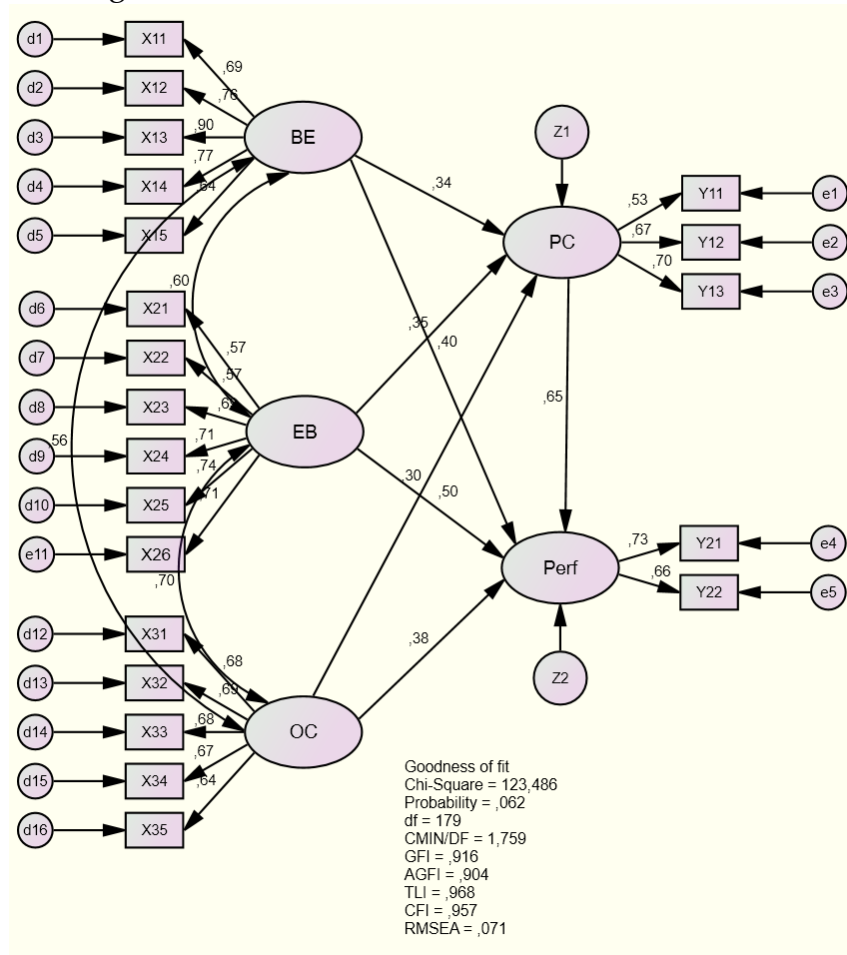
The analysis technique used descriptive analysis tabulation of data used is then carried out on the frequency distribution of the study variables from questionnaires filled out by respondents to generate outputs for decision-making. Nature - the nature of the data can be determined by calculating the mean (median / central); and analysis of SEM (Structural Equation Modeling) to test the hypothesis. Reasons for using SEM in this study is due to the concept or construct that is used is the unobserved or latent.

5. RESULTS AND DISCUSSION

5.1. Structural Equation Model Test Results

The test results prove SEM assuming normal distribution of data, there are no outliers and multicollinearity problem. Observation data already qualified to

be tested in the model equations researchers structures built with the help of 18 AMOS program (Analysis Moment of Structure). The test results of modeling the whole visible in Figure 2.



Sources: Primary data are processed, 2017.

Figure 2
SEM Analysis Results

AMOS 18 based computing model SEM, resulting indices fitness model (goodness of fit) are presented in Table 3. Furthermore, the values of this index compared with the critical value (cut-of value) of each index. A good model is expected to have indices of goodness of fit which is greater than or equal to the critical value.

Table 3
Goodness of Fit Testing Results Structural Model Modification

Goodness of Fit Index	Cut-off Value	Results Model	Information
Chi-square (df = 179)	123.486	123.486	Good
Chi-Square Probability	≥ 0.05	0,062	Good
CMIN / DF	≤ 2.00	1,759	Good
RMSEA	≤ 0.08	0,071	Good

GFI	≥ 0.90	0.916	Good
AGFI	≥ 0.90	0.904	Good
CFI	≥ 0.95	.957	Good
TLI	≥ 0.95	0.968	Good

Sources: Primary data is processed, 2017.

Based on the evaluation criteria of Goodness of Fit Indices in Table 3, show that the overall evaluation models already meet, then the model is acceptable.

Table 4
Hypothesis Testing

Hi p	Variables			Regression Coefficients				Information
	Exogenous	Intervening	Endogenous	Direct Impact Coeff.	Prob.	Indirect Influence	Total	
H1	Business Ethics	Professional Commitment	-	0,341	0,005*	-	-	Supported
	Entrepreneurial Behavior	Professional Commitment	-	0,346	0,022*	-	-	Supported
	Organizational Climate	Professional Commitment	-	0,296	0,042*	-	-	Supported
H2	Business Ethics	-	Performance	0,403	0,010*	-	-	Supported
	Entrepreneurial Behavior	-	Performance	0,495	0,012*	-	-	Supported
	Organizational Climate	-	Performance	0,384	0,030*	-	-	Supported
H3	-	Professional Commitment	Performance	0,646	0,032*	-	-	Supported
H4	Business Ethics	Professional Commitment	Performance	0,403	0,010*	0,220	0,623	Supported
	Entrepreneurial	Professional	Performance	0,495	0,012*	0,224	0,719	Supported

Behavior	Commitment						
Organizational Climate	Professional Commitment	Performance	0,384	0,030*	0.191	0.575	Supported

* Significant at $\alpha = 5\%$.

Sources: Primary data is processed, 2017.

6. DISCUSSION

6.1. Description of Business Ethics, Behavior Entrepreneurship, Organizational Climate, Professional Commitment and Performance

Business ethics established by the honesty, trust, promise accuracy, reliability tasks and jobs, as well as openness. The greatest contribution the formation of business ethics is the belief that described provide timely service is an obligation to do the job. This shows that trust is a major concern for SMEs, so that the trust must always be maintained by keeping every promise that has been made and agreed. This is in accordance with the conception Steade et al. (1984: 701) which menyatakan that business ethics is the ethical standards that concern both the ends and means of business decision making (business ethics are ethical standards related to the goals and how to make business decisions).

Entrepreneurial behavior is formed by self-confident, task-oriented and results, risk-taking, leadership, originality and oriented towards the future, with the largest contribution to the leadership is reflected in the work environment is able to get along with others. This is consistent with the findings of Meredith et al., (2003: 5-6), which states that entrepreneurial behavior is the behavior of people who have the ability, to see and evaluate business opportunities, gather the resources needed to take advantage thereof and take appropriate measures, in order to ensure success.

Organizational climate shaped by the recognition of the organization, structural support, market opportunities, social networks, and government regulations, with the largest contribution to the recognition of the organization is reflected more directly involved in doing the work. This is in accordance with the conception Lussier (2005: 486) states that employee perceptions of organizational climate is the quality of the organization's internal environment relatively perceived by members of the organization that would later influence subsequent behavior. The internal environment of an organization that is perceived and felt by employees who have a relationship with the organization about what is happening in the environment of an organization on a regular basis to motivate employees that will influence the attitudes and behavior and the performance of members which will determine the performance of the organization.

Professional commitment shaped by loyalty, their behaviors profession and work success, with the largest contribution to the loyalty reflected in the

assignment of work done properly resolved. This is in accordance with the conception Larkin (1990: 22) states that the professional commitment is basically the perception of the core loyalty, determination and hope someone demanded by the system of values or norms that will direct the person to act or work according to certain procedures in an attempt to run their duties with a high success rate,

Performance was formed by financial and non-financial, both indicators are the same contribution to the performance. Financial drawn from SMEs managed to increase operating profit, while the non-financial described of business managed from the beginning until now there are increasing number of working equipment to support business activities. This is in accordance with the conception Peterson et al., (1998) which states that the performance is an act, an achievement, a public exhibition of skill, that the use of financial and non-financial measures in assessing the performance is very important for both measures were able to see the activities that create benefits committed by individuals.

6.2. Influence Business Ethics, Entrepreneurship Behavior and Organizational Commitment to Professional Commitment

Business ethics that can improve the accuracy appointment of professional commitment is reflected responsive partner to handle the demand response. Professional commitment is illustrated by the success of the work reflected in the happy give inputs about the work that interested entrepreneurs. Business ethics to be the standard value of the guideline or reference manager and all employees in decision-making and operating a business ethics. Business ethics in its scope not only about the behavior and organization of the company internally but also externally regarding business conduct. Business Ethics serves to inspire people to act requires business people to do business both for the sake of ensuring the rights and interests of the community. Business ethics in the company has a very important role, namely to establish a strong company and have high competitiveness as well as have the ability to create a high value, we need a solid foundation. Business Ethics in a company can establish the values, norms and behavior of employees as well as leaders in building a fair and healthy relationship with customers / partners, shareholders, the community. The business will not last long if there is no honesty, because honesty is the main capital to earn the trust of its business partners, either in the form of commercial confidence, material, and moral. Honesty requires openness and truth. Consumer confidence is a fundamental principle of doing business, because if there are consumers who feel cheated, of course it will rnenyebat that causes the consumer to switch to another product.

Entrepreneurial behavior that can form a professional commitment is reflected in the originality of the work carried out in accordance with the experience they have. Kerorisinal is having his own opinion, there is an original idea, there is the ability to implement something. Original does not mean entirely new, but these products reflect the result of new combinations or reintegration of the components that already exist, thus giving birth to something new. If someone

entrepreneurs have had entrepreneurial behavior the employer has convinced the planning, organizing, mobilizing and monitoring supported by creativity, keinovasian and take risks. The research result is in line with Perry (2016) which states that entrepreneurial behavior affects the professional commitment.

Organizational climate can form a professional commitment is reflected structural support of any work being done to encourage their team work. Important organizational climate to be created because of a person's perception of what is provided by the organization and provide a basis for determining the behavior of members of the next. This shows that the climate affects the employees so that employees can understand the order prevailing in the working environment and provide guidance to employees in an effort to adjust themselves to the organization. As Davis and Newstrom view (2001: 25) that looked at the organizational climate as a personality that distinguishes an organization with other organizations that lead to the perception of each member in view of the organization.

The findings of this study are business ethics are depicted with precision promise to meet the demands of partners and entrepreneurial behavior in originality of the work carried out in accordance with experience, accompanied by organizational climate which is described on the structural support is reflected from any work that encourages team work, so as to form a professional commitment illustrated by the success of the work is reflected on the happy give inputs about the work that interested entrepreneurs, Business ethics is the key to maraih successful entrepreneur, one of the business ethics that must be adhered to honesty. Not infrequently a businessman to cheat in order to reap greater profits. Moreover, when the market has a lot of products or services of the same type, making the competition is very tight, that is by making breakthroughs in the latest of the products or services that already exist, thereby increasing professional commitments.

6.3. Influence Business Ethics, Entrepreneurship Behavior and Organizational Climate on Performance

Business ethics described by the accuracy of the promise is reflected in the accuracy in fulfilling the promise is the principle in carrying out work activities, will be able to improve the performance of financial portrayed in the form of SMEs managed to increase its operating profit. Ethics in business is very important in order to strengthen the cooperation between one or more companies, ethics is not only to inter-company but also to be established with the community around the business being undertaken. As Embse opinion and Wagley (1988) which states that business ethics are ways to do business, which covers all aspects relating to individuals, companies, industries and communities. All of these include how to run our business fairly, in accordance with applicable law, and does not depend on the position of individuals and companies in the community. The results support the research conducted Yulistria (2012) which states that the effect on the performance of business ethics.

Entrepreneurial behavior described by the originality is reflected in the work carried out in accordance with experience, meaning that behaved creative, innovative, and flexible, and have the knowledge that much, so it will be able to improve the performance of which is illustrated on the financial form of SMEs managed to increase operating profit, An entrepreneur to win the competition, it must have a high creativity. The creative power should be guided by thinking ahead, full of new ideas that are different from the products that have been around for this on the market. Creative ideas that generally can not be limited by space, form or time. Quite often genius ideas that provide new breakthroughs in business initially is based on the creative ideas that seem mustahil. Namun, ideas baikpun, if not implemented in everyday life, just a dream. The ideas of genius generally require high-power innovation of the entrepreneurs concerned. High creativity remains in need of a touch of innovation in order to sell in the market. Innovation is needed is the ability to add value to the entrepreneur / benefit value of a product and to maintain product quality with regard to "market oriented" or what is being sold on the market. With increasing use value or benefit to the product, then it also increases the marketability of such products in the eyes of consumers, because of the increased economic value to these products for consumers. The results are consistent with the results of research conducted Rante (2010), Muhlisin (2010), and Ariesta et al. (2014) which states that affect the performance of entrepreneurial behavior. However, the research results Adinoto (2010) states that entrepreneurial behavior does not affect the performance

Organizational climate reflected illustrated by the structural support of any work being done to encourage their team work, structural support means creating a situation conducive work to get the support of the performance of employees will be encouraged to be better. Structural support also raises team spirit of employees so that employees can trust each other and help each other, and the existence of good relations between workers in the work environment, so that will improve the performance of financial portrayed in the form of SMEs managed to increase its operating profit. Organizational climate as a form of organization and management policies to employees about behaviors that are considered worthy to attain organizational goals. Employees behave productive or unproductive depending on how positive manner organization and management treats employees. Therefore, in the perspective of organizational climate management can be established, maintained, modified and repaired as a way to motivate employees. Although the employees as members of the organization have different personalities but generally employees behave based on the pattern established by the organization and management, which are then interpreted and understood by the employees. The results are consistent with Willianti (2013) and Lopez (2015) which states that the organizational climate affect the performance. amended and corrected as a way to motivate employees. Although the employees as members of the organization have different personalities but generally employees behave based on the pattern established by the organization and management, which are then interpreted and understood by the employees. The results are consistent with Willianti (2013) and Lopez (2015) which states that the

organizational climate affect the performance. amended and corrected as a way to motivate employees. Although the employees as members of the organization have different personalities but generally employees behave based on the pattern established by the organization and management, which are then interpreted and understood by the employees. The results are consistent with Willianti (2013) and Lopez (2015) which states that the organizational climate affect the performance.

The findings of this study are business ethics described by the accuracy of the promise is reflected in the partners meet demand and entrepreneurial behavior is described by the originality reflected of the work carried out in accordance with the experience, described with organizational climate of the structural support is reflected from any work that encourages team work, so as to improve the financial performance of the illustrated form of SMEs managed to increase its operating profit. Ethics in business is very important in order to strengthen the cooperation between one or more companies, ethics is not only to inter-company but also to be established with the community around the business being undertaken.

6.4. Effect of Professional Commitment to Performance

Professional commitment either be drawn from work successa happy give inputs about the work of interest entrepreneurship, meaning a work success, rooted in values that are owned and behaviors become habits, so that entrepreneurs can meningkatkan performance both financial performance and non-financial performance. Individuals with a commitment to high professional characterized as having a strong belief in and acceptance of the purpose of the profession, willingness to exert considerable effort on behalf of the profession, and a strong desire to maintain membership in the profession (Meyer et al., 1993; Mowday et al., 1979; Otley and Pierce, 1996). Professional commitment can basically be used as an idea that encourages a person to work. Kprofessional commitment of will lead to a professional performance. The results are consistent with research Lukiastuti (2012) and Willianti (2013) which states that affect the performance of professional commitment.SMEs financial performance is illustrated by the form of SMEs managed to increase operating income and non-financial form of business managed from the beginning until now there are increasing number of working equipment to support business activities. As the opinion of Kaplan and Atkinson (1998) which states that the use of financial and non-financial measures in assessing the performance of individuals is very important for both measures were able to see the activities that create benefits committed by individuals. Financial measures have a better objectivity of non-financial measures because it has a size that are quantitative and uncertain. Non-financial measures subjectivity occurs because the items being measured are not easily quantified. (Kaplan and Atkinson, 1998).

6.5. Influence Business Ethics and Conduct Performance Against entrepreneurship through professional commitment

Business ethics is reflected in the honesty, trust, promise accuracy, reliability tasks and jobs, as well as openness. Entrepreneurial behavior is reflected in the confidence, task-oriented and results, risk-taking, leadership, originality and oriented towards the future. Organizational climate is reflected in the recognition of organizational, structural support, market opportunities, social networks, and government regulation. Business ethics, entrepreneurial behavior and organizational climate affects the professional commitment is illustrated as follows: if the assignment of work done completed properly, proud when the target is reached in the work and happy to give inputs about the work that interested entrepreneurs, accompanied if it has a debt to whoever will settle in accordance with the agreement,

This research has provided the theoretical meaning that professional commitment is mediating influence of business ethics, entrepreneurial behavior and organizational climate on performance. Indicators professional commitment largest contribution is reflected in the happy give inputs about the work that interested entrepreneurs. Business ethics are represented by the accuracy of the promise, represented by korisinilan entrepreneurial behavior and organizational climate represented by the structural support will be able to improve the performance reflected in the financial and non-financial. Professional commitment is an agreement about something made by someone, either to himself or others. In carrying out the activities, an entrepreneur must have komitmen clear, purposeful and progressive. Commitment to itself can be made by identifying the ideals, hopes and targets are planned in her life. A businessman whose firm maintaining a commitment to consumers, will have a good name in the eyes of the consumers who ultimately these entrepreneurs will gain the trust of consumers, the impact of purchase continues to rise and eventually reach the target company that makes a profit is expected, so performance is reflected in the financial and non-financial increase.

7. CONCLUSIONS AND RECOMMENDATIONS

7.1 Conclusion

- 1) Performance was formed by financial and non-financial. The main thing is forming financial performance. Professional commitment shaped by loyalty, their behaviors profession and employment success. The main thing forming professional commitment is loyalty. Business ethics is formed of honesty, trust, promise accuracy, reliability tasks and jobs, as well as openness. The main thing in the formation of business ethics is trust. Entrepreneurial behavior is formed of confidence, task-oriented and results, risk-taking, leadership, originality and oriented towards the future. The main thing in the formation of entrepreneurial behavior is leadership. Climate organization was formed from the recognition of the organization, structural support, market opportunities, social networks, and government regulation.
- 2) Business ethics, entrepreneurial behavior and organizational climate to professional commitments. These findings can be explained that business ethics

- are depicted with precision promise to meet the demands of partners and entrepreneurial behavior in the originality of the work carried out in accordance with the experience that accompanied organizational climate which is described on the structural support is reflected from any work that encourages team work, respect this can form a professional commitment is illustrated by the success of the work reflected in the happy give inputs about the work that interested entrepreneurs. This is in line with the results Whyatt (2012) which states that the business ethics affect the professional commitment,
- 3) Business ethics, entrepreneurial behavior and organizational climate affect the performance. These findings can be explained that the accuracy of the depicted promise accuracy to meet the promise is the principle in carrying out work activities. Entrepreneurial behavior arising from kerorisinilan reflected in the work carried out in accordance with experience, accompanied by organizational climate reflected illustrated by the structural support of any work that encourages team work to improve performance. The research result is in line with Yulistria (2012) which states that the business ethics affect performance, Rante (2010), Muhlisin (2010), and Ariesta et al. (2014) which states that entrepreneurial behavior affect performance, as well as research Willianti (2013) and Lopez (2015) which states that the organizational climate affect the performance.
 - 4) Professional commitment affect the performance. These findings suggest that the success of the work be glad to give inputs about the work that interested entrepreneurs, it can improve the performance, as reflected in the financial form of the form of SMEs managed to increase its operating profit. This study gives similar results in studies Lukiasuti (2012) and Willianti (2013) which states that affect the performance of professional commitment.
 - 5) A professional commitment amplifier (mediate) business ethics, entrepreneurial behavior and organizational climate on performance. This gives the meaning of the performance of financial support can be improved if the entrepreneur has the professional commitment of business ethics are depicted with precision promise to meet the demands of partners, and entrepreneurial behavior in the originality of the work carried out in accordance with the experience that accompanied organizational climate which is described on the structural support is reflected of any work that encourages teamwork.

7.2 Recommendation

- 1) Theoretically
Enrich the concept of human resource management in building a professional commitment to improve organizational performance.
- 2) Practical
 - a) To maintain and improve the performance, can be done by improving the ability and always innovating in products.
 - b) To be a professional commitment increases, the SMEs continuously improve their skills by means of continuous training.

- c) To improve business ethics, then the SMEs always maintain good relations with our partners and always keep their promises.
- d) In order to increase entrepreneurial behavior, should the creative senantisa SMEs in creating new products and able to take decisions in any circumstances in order to achieve the goal.
- e) SMEs in Pasuruan maintain teamwork and the need to further improve the creativity and hone their potential to add insight, experience, and training has been facilitated by the government to expand its business in order to compete and can mitigate the financial management of the majority are still using the traditional system.
- f) For policy makers, making decisions based on the Regulation and the Center for Regional Regulations in force and put the interests of stakeholders and shareholders.
- g) For SMEs, constantly innovating products both in the form of content and packaging, as well as expand the network to expand marketing.
- h) For community SMEs, constantly updated information and close ranks to move forward together.

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