



ENTREPRENEURIAL MINDSET AND SUSTAINABILITY OF THE SMALL-SCALE GARMENT INDUSTRY

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Abstract

The urgency of this research is that the market will always need garment industry products so that the sustainability of this business is considered crucial. Therefore, the purpose of this study is to analyze the role of entrepreneurial mindset in strengthening the business sustainability of the small-scale garment industry. The method used in this research is descriptive analysis with data collection technique of questionnaires and interviews with small-scale garment business actors and related stakeholders who support the acquisition of required data. This research takes place in West Java as one of the largest garment centers in Indonesia, particularly in Bandung City, Bandung Regency, and Cimahi. The results of this study formulate that the entrepreneurial mindset is one of the important factors in determining business sustainability of the small-scale garment industry. The mindset of these garment business actors can support business success, yet the efforts to strengthen the growth mindset must continue to be improved to build better business sustainability in the future. The role of entrepreneurial mindset in business sustainability is also shown in the aspect of economic, social, and environmental. In practice, the small-scale garment industry becomes one of the economic safety valves since it contributes to absorbing labor. Moreover, this industry also strives to be good neighbors, especially for the surrounding community, which is evidenced by the absence of significant complaints from the local community who question the existence of this small-scale garment company related to pollution or waste.

Keywords: Entrepreneurial mindset, Small-scale garment, Business sustainability.

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1. Introduction

Garment industry is a type of manufacturing industry that exists in many countries in the world, including in several countries in the Asian region. 2018 data showed that China was the largest garment exporting country in Asia, while Indonesia was in the sixth place. Amongst ASEAN Countries,

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Indonesia is the second largest garment exporter after Vietnam, followed by Cambodia, Malaysia, Myanmar and Thailand (ILO, 2020).

The emergence of the Covid-19 pandemic has had a significant impact on the garment industry in countries around the world (ILO, 2020), and Indonesia was no

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exception. The same thing happened in Bandung Regency, West Java, as one of the largest garment and textile centers in Indonesia.

Garment industry is a collection of garment companies. Judging from the business scale, the small-scale garment industry, known as the convection business, is a type of garment industry that is relatively more durable than medium and large-scale garment companies. The Covid-19 pandemic that occurred in early 2020 until the end of 2021 (and still exists today) has an impact on the operationalization of industries, including this small-scale garment industry. Related to this, the research results reveal that management aspect becomes one of the important factors that determine a company success in a sustainable manner (sustainability), including the crucial role of management in dealing with various obstacles such as the present of Covid-19 pandemic.

Various other studies related to the role of management and business sustainability state that the entrepreneurial mindset also becomes one of the aspects of management that determines the sustainability of companies or industries (Yunusa & Abubakar, 2020), which also applies to small-scale garment industry as one of the industry players that contribute as a safety valve for the national economy with the number of business actors exceeding large and medium industries. Success is a mindset (Bev, 2007). Business success is an entrepreneurial mindset because industrial sustainability cannot be separated from the entrepreneurial mindset of business actors or the people who run the company.

Understanding the implementation of business sustainability concept is crucial in the industrial world, and the entrepreneurial mindset is considered as one of the aspects that determines business sustainability. Based on this, the study aims to analyze the role of entrepreneurial mindset in strengthening the sustainability of small-scale garment industry. The novelty of this research lies not only in the concept of business sustainability for the

small-scale garment industry, but also the role of entrepreneurial mindset in business success or the sustainability of the small-scale garment industry, which the authors consider has not been widely studied.

2. Research Method

This study uses a descriptive analysis method to analyze the entrepreneurial mindset and its relationship to the implementation of the concept of sustainability in the small-scale garment industry. Data collection techniques used to support such method includes questionnaires distributed to 22 small-scale garment business actors and interviews with them. This research takes place in West Java as one of the largest garment centers in Indonesia, particularly in Bandung City, Bandung Regency, and Cimahi.

3. Literature Review

3.1 Sustainability of Small Industry

Industrial sustainability is one of the important concepts whose implementation is quite interesting to study. Conceptually, there are 3 measurement dimensions of industrial sustainability, namely economic, social, and environmental dimensions (Schaltegger et al., 2016). Theoretically, the role of entrepreneurship needs to be reflected in the creation of a business model that aims to build strong business sustainability by taking into account its relationship to economic, social and environmental interests.

These three dimensions of performance are often referred to as the "three pillars" namely "people, planet, and profit" (Thompson et al., 2014). Many studies focus on the concept of sustainability (Parrish, 2010) and small-scale industries (Shields & Shelleman, 2020). In reality, the strategic plans and efforts carried out will bring small companies into sustainable businesses, namely by combining business success with long-term profit gains so that they have a positive impact on the community in social and environmental aspects. People must think green (Bakar & Senin, 2016).



Small-scale garment business players with an entrepreneurial mindset certainly have values in managing their business by considering the ecological impact, among others, by asking whether the presence of a garment company in the city or around residential areas will have a serious impact on the environment. The mindset of

entrepreneurs/small-scale garment business actors, one of which, will focus on the ecological or environmental impact of their businesses. There are many positive and constructive ecological initiatives, but overall the main goal is to avoid “damage” to the surrounding environment (De Bono, 2004).

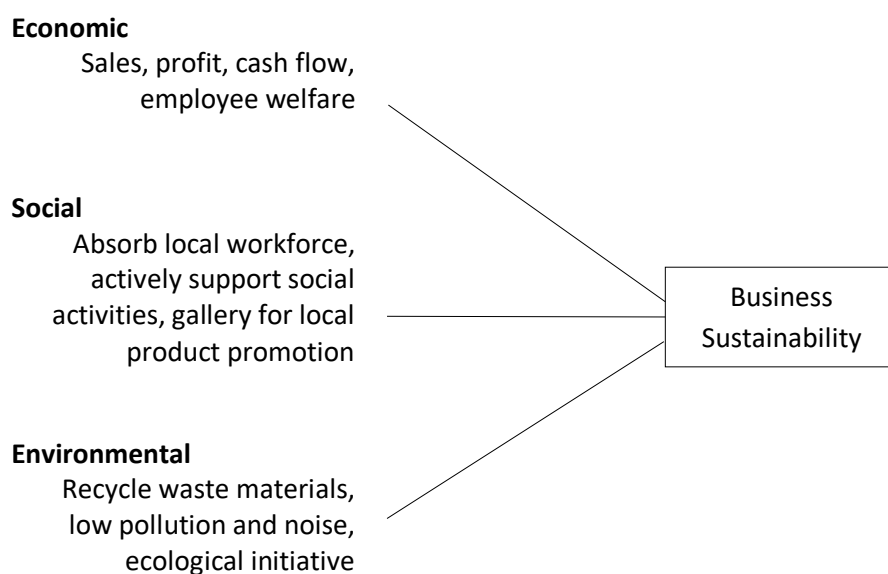


Figure 1. Three Measures of Business Sustainability

Various efforts can be made by small industries to build business sustainability, for example, by participating as actors in the supply chain, establishing mutually beneficial cooperation with related parties to generate economic impact, adopting new ways of production that have been successfully carried out by similar companies, joining as business network actors with other successful companies and learn the latest approaches/solutions to the problems they face. Understanding that the obstacles for small industry businesses are the lack of knowledge and finance, small industries must be able to cooperate with various parties,

such as local governments, similar industry associations, academics, and other interested parties.

In reality, the existence of small businesses can be felt on the economic, environmental and social aspects as indeed small businesses are everywhere with dominant numbers that continue to grow. Related to this, (Cooney, 2012; Shields & Shelleman, 2020) in their research state that small and medium enterprises have a significant impact on the economy, environment, and society. Therefore, it is understandable if this small business becomes



a safety valve for the economy of a particular region or country such as that in Indonesia.

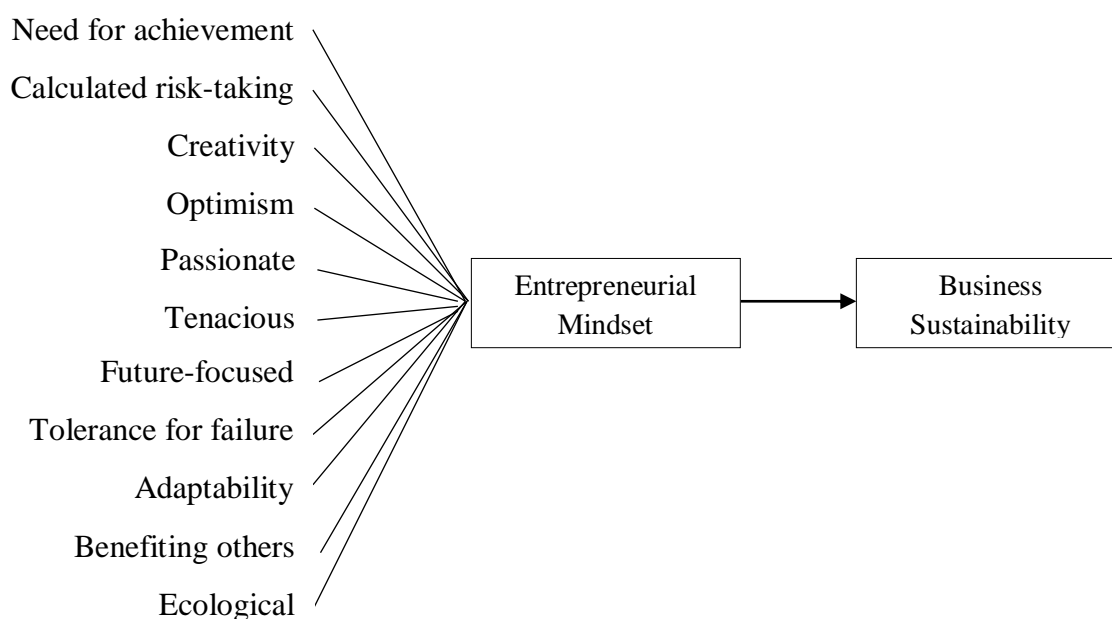
3.2 Entrepreneurial Mindset

The success of a small business is determined by creative and innovative figures of business actors. Many factors motivate a person to do business, one of which is copying other people who have been successful in certain businesses so that there is a lot of business duplication in certain arenas or locations in the hope of getting the same success. The reason for having business capital can also motivate someone to do business, which unfortunately is sometimes done without adjusting to the skills and business knowledge he/she has.

Running business by trial and error without being accompanied by proper

business preparation and understanding can also be a reason for someone to carry out a particular business. The reasons that are not right in carrying out a business have resulted in many of these small businesses having a short business life cycle or failing because they are not strengthened by proper business motivation.

Business success and sustainability is a logical consequence of the way business actors perceive things, their mindset, and actions (William T, 2022). Success is not only the result of talent, intelligence, and effort. The way one views oneself, the world, and success also plays a major role in achieving success. Therefore, the key to success in all stages of life is actually a healthy mindset (Dweck, 2006).



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Figure 2. Entrepreneurial Mindset Parameters Reflecting Business Sustainability

Research has proven that there is a link between entrepreneurial mindset and success (Sharma et al., 2019) as it is known that the mindset is an important factor in bringing about the success of an entrepreneur (Asenge et al., 2018). Some parameters of entrepreneurial mindset include: getting opportunities, creativity, innovation, taking

risks, being proactive, and having the maturity to take action (Jemal, 2021; Lynch & Corbett, 2021). Creativity is a major aspect of entrepreneurial mindset (Obad et al., 2018). Commarmond (2017) describes several dimensions of entrepreneurial mindset, which are then summarized into several dimensions



of entrepreneurial mindset as shown in Figure 2.

There is a strong relationship between the entrepreneurial mindset and the sustainability of small businesses (Sharma et al., 2019; Yeung, 2015; Yunusa & Abubakar, 2020). The results of research conducted by (Asenge et al., 2018; Asenge & Agwa, 2018) strictly state that the entrepreneurial mindset contributes to the performance of small and medium enterprises.

4. Entrepreneurial Mindset in Strengthening Small-Scale Business Sustainability

Garment industry has a strategic role in meeting the market needs of garment products, not only for local market but also national and even international markets. This garment industry should continue to be maintained and developed to become more successful and advanced so that it can fulfill the widely open market opportunities. One of the efforts to maintain the sustainability of the industry is to have good management. As previously explained that the entrepreneurial

mindset affects or plays an important role in the performance of the small-scale garment industry, such condition can be seen from the number of garment companies that have suffered losses and even went bankrupt during the Covid-19 pandemic due to the inability to maintain business sustainability, one of which was determined by the mindset of business actors in running their business.

4.1 Entrepreneurial Mindset of Garment Business Actors: Its Various Parameters

There are various parameters of entrepreneurial mindset being used to analyze the mindset of these garment business actors, namely need for achievement, calculated risk-taking, creativity, optimism, passionate, tenacious, future-focused, tolerance for failure, adaptability, benefiting others, and ecological. The value of those parameters is obtained from field data as shown in Table 1, that by using the highest (maximum) value of 5.00 and the lowest (minimum) of 1.00, the highest average value is benefiting others of 4.091 and the lowest average is adaptability of 3.409.

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Table 1. Descriptive Statistics

Parameter	Mean	Parameter	Mean
Need for achievement	3.818	Future-focused	3.773
Calculated risk-taking	4.045	Tolerance for failure	3.955
Creativity	3.591	Adaptability	3.409
Optimism	3.682	Benefiting others	4.091
Passionate	3.909	Ecological	3.636
Tenacious	3.727		

Source: Processed Data

The main reason for these small-scale garment business actors to do business is to benefiting others, including families, workers, and related communities. The mindset of being a useful business actor for others encourages these business actors to be successful. They feel satisfied when they can employ other people, thus, they see their workers not as a burden but an asset who contributes significantly to the success of the

company. From the field sample of small-scale garment companies taken in this study, no child labor under minimum working age was found.

Several garment business actors who were respondents in this study stated that they provide salaries not lower than the regional minimum wage (UMR), although employees certainly have the desire and hope to get a salary increase with a higher nominal.



The benefits of entrepreneurs for the environment are realized in terms of making their companies good neighbors for the surrounding community. The existence of garment companies, one of which is in a village in Bandung Regency as the location of this research, has inspired the area to become Kampung Jeans (Jeans Village).

Calculated risk-taking is an entrepreneurial mindset parameter which is also dominantly owned by the small-scale garment business actors under study. In running the business, consideration of risk becomes the thought and concern of business actors where the experience gained during doing business makes them always think about the risks they face and conduct the operationalization of their business based on the principle of prudence. From the field data, it is known that there are business actors who suffer losses because they use the system of taking the raw material up front and pay later, and after the payment is due, they fail to pay, which has an impact on the sustainability of their business. One of the failures of small-scale businesses is their inability to calculate business risks and there is no clear separation between business finances and day-to-day family finances due to the absence of a good business record system or bookkeeping.

Tolerance for failure is another parameter of entrepreneurial mindset that shows a fairly high rating. The garment entrepreneurs as respondents in this study generally have tolerance for production failures; there are still defective products in production process so that these small-scale garment companies have not been able to achieve zero defects in a sustainable manner. Not only failures that are within tolerance limits to be accepted, but also failures to maintain sales during the pandemic caused by declining market demand and almost minimal levels of offline sales. The entrepreneurs' understanding of the situation occurred during the pandemic gave confidence that the pandemic would pass quickly, and production and marketing activities would soon return to normal, and market acceptance would

increase because they believed that garment products would still be needed by the community.

The need for achievement is included in the 5 parameters that most small-scale garment business actors have in this study. Even though it is categorized as good enough, the need for achievement parameter provides motivation to be able to produce the best as much as possible. Business actors state that they have never refused orders from their business partners; they always accept the requested designs (clothing designs) and strive to exceed the expectations of customers or business partners who order the products. For mass production products, they always try to meet the expectations of their customers and respond and try to satisfy their customers who submit product complaints. On the other hand, there is still dissatisfaction from partners or customers towards certain garment products, but efforts are continued to retain customers (how to hold and how to keep them) by paying attention to them and trying to fulfill the market demands. The need for achievement of business actors is shown by their strong desire to meet the diverse needs of the market. Entrepreneurs understand that the product life cycle (PLC) for clothing design is always changing; it is now changes every 3 (three) to 6 (six) months or even faster, therefore business actors should realize the PLC of their products so that they are not being left behind by product market. This is also evidenced by the sustainability of business through the Covid-19 pandemic, experiencing post-pandemic recovery and success.

Another parameter of entrepreneurial mindset is future-focused, which is indicated by the ability of these small-scale entrepreneurs to take advantage of opportunities in addition to understanding the challenges facing the garment business in the future. One of the mindsets known to small-scale garment businesses is "digital entrepreneurship" (Young et al., 2020). During the pandemic, almost all respondents stated that they had used online marketing because



in the future the online method would become a necessity, although many of them still use offline marketing. Those who use this offline marketing method can still maintain their business sustainability during the pandemic since they use a job order production system.

It is quite difficult to get sales for production that uses a mass production system so that entrepreneurs do online marketing to maintain their business during the pandemic. Future-focused mindset is also demonstrated by the participation of this small-scale business as part of the garment product supply chain from upstream to downstream, especially in the production department. Some of these garment companies produce ordered products from certain brands. They produce clothing for several brands, and this production model makes the garment company part of the supply chain. A system like this makes orders always available, including during the pandemic and allows them to have mutually beneficial business relationships or networks for actors who participate, starting from those in procurement (upstream) to retailers, as well as traders to end users (end consumers).

Adaptability is the mindset parameter of garment business players that has the smallest value compared to other parameters, but is still within the range of sufficient values. This shows the dominance of the use of production models with simple technology considering the price of machines and production equipment is quite expensive, while these garment business actors generally have limited capital so that they are not able to provide high-tech machines. The next issue that is also important is the existence of a business environment that demands digital capabilities, namely online marketing strategies. Online marketing has not yet become the dominant marketing model of these small-scale garment companies, but there are some of them who make online marketing their main marketing. There are fewer garment entrepreneurs who apply online marketing compared to those who do

offline marketing, even though the current digital era demands a more massive implementation of online marketing.

Sensitivity to changes in business environment, especially the macro environment with the advancement of information technology, should be an important concern. Therefore, one thing that needs to be optimized is the ability to adapt to changes in the business world. In general, from the results of field studies, it is known that less than 15% of entrepreneurs use online marketing dominantly for their garment business. Companies that use online marketing dominate the market and have better sales and higher growth rates of business success. Digitization is not only a tool to help make business life better, but also a more effective work tool.

Creativity is one of the main aspects of entrepreneurial mindset. This aspect needs to be better understood as the key to success and sustainability of a business, which is also applied for garment business that places great importance on creativity. One of the weaknesses of micro and small businesses is the lack of creative processes to produce better products. These entrepreneurs understand that PLCs for garment products are experiencing accelerated life cycle changes as mentioned earlier, but the creation and novelty of designs have not been able to keep up with the speed of changes in PLCs. Creativity in the sense of enhancing the skills of garment business actors also needs to be improved. Various training activities followed by these garment business actors should provide additional knowledge and expertise for them to increase their creativity.

One of the garment entrepreneurs as a respondent stated that the training provided had an impact on the success of the garment business, although efforts to provide appropriate and effective training need to be continuously carried out and improved so that these training and development activities can contribute significantly to build a growth mindset as the key to business success. Creativity is driven by a mindset to get ahead



and be better (continuous improvement) which should be the mindset of these entrepreneurs.

Comfort zone is one of the barriers to growing creativity, feeling satisfied with what they already have, don't want to bother thinking in order to hone creative thinking that needs to be improved. Creativity is one of the keys to success; however, it is a problem for these small entrepreneurs because their lack of creativity limits the emergence of various creations needed by the market related to garment products.

Another mindset parameter is ecological mindset, where in general fabric remnants or raw materials are collected and further utilized to be reprocessed into various products that have added value and can be resold. Pollution or waste from garment production can be categorized as minimal. In production process, these small-scale garment companies do not use chimneys that can cause air pollution. Noise pollution is also minimal because they do not use loud machines and equipment. Likewise, there is only minimal water waste because they do not use large volumes of water. Therefore, environmental pollution that may arise from the production process does not significantly harm the environment.

In relation to the input of raw materials for the production process, in general, the availability of raw materials is supplied from within the country and does not use the main raw materials directly from imports. Therefore, there are no obstacles in the procurement of raw materials, and there is also no pollution or waste in the production process that can significantly damage the environment.

The business optimism of these small-scale garment entrepreneurs is in the fairly good category. During the pandemic, entrepreneurs do not have a strong desire to find a substitute business outside garment since they have good optimism about the business. They believe that garment products will always be needed by the community, and those who are in this business have

experience in their field so that it adds to their references to stay in the garment business. These garment business actors generally do not have other businesses as a business portfolio; that is why the type of business they are engaged in is a single business in which they are optimistic that the market will need their products. Based on business experience, they generally understand the fluctuations and patterns of business sustainability. However, if the mindset is divided into optimistic, neutral, and pessimistic, then their optimism about this business in the future tends to be profitable and less likely to be replaced by substitute product. The optimism of these garment entrepreneurs makes them loyal to this business and they rarely turn around to switch to other businesses outside the garment.

Another capital besides the optimism of entrepreneurs in this small-scale garment business is their tenacious mindset to diligently run and focus on this business. Tenacious is one of the conditions for the success of garment business, and laziness should definitely be avoided. Tenacity/persistence in business is indicated by entrepreneurs' great desire to maintain and advance their business, participate in seeking business relationships, and strive to maintain good relationships with customers. Tenacity is shown by their daily activities of thinking which are mostly filled with questions about how to advance the business. Such thoughts will certainly determine the orientation of action to seek the best ways of running the business. These entrepreneurs always monitor and supervise their business. Based on the information provided by the respondents, the owners or entrepreneurs of these garment businesses are always come up with different ideas and conveys them to the employees to produce the best method of doing business.

4.2 Business Sustainability: Economic, Social and Environmental

The mindset of these small-scale garment industry entrepreneurs plays an important



role in determining the success or sustainability of their business. The sustainability of a garment business, like any other business, is shown by three main dimensions in general, namely economic, social, and environmental performance.

Information related to the economic aspect obtained from these small-scale garment business actors shows that the level of sales during the Covid-19 pandemic through conventional (offline) marketing methods has decreased; some have even gone bankrupt or closed their businesses (shutdown). However, with the positive entrepreneurial mindset, some of these garment businesses were rebuilt, and they even tried to improve their PLC. On the other hand, young entrepreneurs who do online business acclaimed that the level of product sales during the pandemic can be maintained, even experiencing a significant increase.

Data in the field show there are these young entrepreneurs with low levels of formal education but managed to run their business online saying that during the pandemic period they had a significant level of sales. A strong desire to learn online business or digital marketing makes their business successful; they are even able to hire people they need in the surrounding environment.

These entrepreneurs or small-scale garment business actors who have a calculated risk-taking mindset are generally able to maintain their business cash flow. Being one of the business actors in the supply chain for garment products and having business partners has an impact on the ability to maintain business cash flow, although in general, business actors still need to be given awareness about the importance of bookkeeping that separates business accounting from family's financial budget and expenses. This financial management is still a weakness for several small-scale garment entrepreneurs encountered in the field, which is caused, among other, by the inability of entrepreneurs in managing raw material procurement system, incompatibility with the needs of production and product marketing,

or because of the inability of businessmen to understand the supply demand side.

Employee welfare is one of the parameters of economic dimension, and for small-scale garment businesses starting from the beginning of 2022, there is no indication of high employee turnover, or in daily terms called "feel homy and comfortable" at work, meaning they are able to retain employees (retention) so that employee loyalty can be maintained up to a new normal condition of Covid-19. During the peak of the Covid-19 pandemic, many of these small-scale garment companies were forced to reduce the number of employees, or even halt their production processes. When the situation gradually improved, these companies began to operate and bounced back by rehiring their employees in the period leading to new normal conditions. In addition, from the statement of business actors, it is known that the garment company provides occupational health and safety (K3) guarantees to its employees, although in this small-scale business the risk of work accidents is minimal because the tools and work equipment used are small in scale and relatively safe. The guarantee is not made in writing, but if the employee is injured at work, then the company has the responsibility to take care of the employee.

However, there are also some employees who leave their jobs at certain times and open their own garment business with the experience and knowledge gained while working as employees in garment companies. There are also some garment entrepreneurs who get knowledge of garment business from their families who also work as garment entrepreneurs.

In Bandung Regency, as previously mentioned, there is a village called Kampung Jeans or Jeans Village where there are several garment entrepreneurs who grew up from garment business families. In addition to gaining knowledge from experiences while working, garment entrepreneurs also advise their employees to always learn, either from social media and/or participating in the mentoring programmed, including the



program launched by subdistrict administration office. Studying design developments and improving the quality of garment products is considered crucial for employees because, as stated by entrepreneurs, the PLC of garment products is getting faster, at least there are changes in market demands every 3 to 6 months that must be quickly responded to by garment businesses.

From the social aspect, although this small-scale garment business does not have a formal corporate social responsibility (CSR) program, these actors also do not ignore the company's contribution to the social aspect. One of the parameters of entrepreneurial mindset as previously explained, namely "benefiting others" characterizes the mindset of entrepreneurs in this garment industry.

The contribution of entrepreneurs to social aspects is realized, one of which, by absorbing local workers. Respondents encountered in Bandung City, Bandung Regency, and Cimahi generally stated that the workforce in their companies came from local or workers who lived around the company's environment. Although many workers live in alleys in urban areas, most of them come from the company's neighbors since the company "wants to be good neighbors" with its position as a small-scale company located in the city. Even in Bandung Regency, precisely in Jeans Village, Kutawaringin Village, there is almost zero unemployment number because the workforce has been absorbed by micro, small and medium enterprises (MSMEs), especially small garment businesses in the village. The strong contribution of small-scale garment entrepreneurs (jeans business) in this village is an important concern in supporting the development of community tourism in Kutawaringin village. In addition, the existence of the SME Gallery of Jeans Village in Kutawaringin Village, Kutawaringin District, Bandung Regency is also a form of social care from garment entrepreneurs in this village. One of the functions of the gallery is to promote local products produced by

entrepreneurs in the village to the community or the market.

Contribution to environmental care is one of the important aspects that show the sustainability of a business, including in small-scale garment business. In general, the fabric used as raw material for garment products leaves remnants of raw materials or pieces of cloth, but the remnants of these materials (patchwork) are not wasted and further processed or reprocessed into various (new) products that have added value and selling value. Waste water, smoke, and noise from this small-scale garment business also have minimal impact and are still considered safe, even though the location of these garment companies is generally in the middle of the settlements, including in urban areas such as Bandung and Cimahi. Considering that one of the entrepreneurial mindsets of the garment business is ecological thinking, there are no significant complaints from the society regarding the existence of this small-scale garment company related to pollution or waste.

4.3 Relevance: Empirical Descriptive Review

Based on the description above, it can be illustrated that there is an important role of the entrepreneurial mindset in strengthening the sustainability of this small-scale garment business. The businessman or business actor in the garment industry is a key driver of business sustainability, so that effort-oriented to implement the entrepreneurial mindset becomes very important. Ersari & Naktiyok (2022) in their research results prove that the entrepreneurial mindset affects business performance (Asenge et al., 2018; Jemal, 2021; Ngeek, 2015), either directly or indirectly through entrepreneurial leadership. Therefore, it can be said that a positive entrepreneurial mindset will determine a better effort, so that it can provide business success and sustainability as indicated by economic, social, and environmental aspects. This statement is in line with the results of research by (Gillin & Hazelton, 2020) which state that the entrepreneurial mindset is a



way of thinking about opportunities that come from internal and external organization along with commitment and actions to achieve them. This means that the entrepreneurial mindset is not only a desire, but is followed by an effort to make it happen (Ahimbisibwe et al., 2021). Thus, the entrepreneurial mindset is a determining factor for business success (Adim & Amadi, 2020), or the entrepreneurship mindset determines the success of small and medium enterprises (Ngek Brownhilder Neneh, 2012), including the success of small-scale garment businesses.

5. Conclusion

Entrepreneurial mindset is an important factor in strengthening the business sustainability of the small-scale garment industry. Efforts to strengthen the growth mindset of these business actors must continue to be improved in order to build better business sustainability in the future, given the increasingly fierce business competition, and the increasingly dynamic demands of garment product market. The important role of entrepreneurial mindset in building business sustainability is shown by economic, social, and environmental aspects. The economic aspect is indicated by the ability of this business to strengthen positive cash flow and sustainable product life cycles. For the social aspect, although this business does not have a formal CSR program, in practice it has contributed and provided support to social interests and strives to become good neighbor for the community, especially the local one. For the environmental aspect, this small-scale garment industry recycles the waste of production fabrics and further manages it into value-added and marketable products. It is also known that there are no significant complaints from the community who question the existence of this small-scale garment company related to pollution or waste.

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