

Journal of Awareness

Cilt / Volume 4, Sayı / Issue 1, 2019, pp. 53-64

E - ISSN: 2149-6544

URL: <http://www.ratingacademy.com.tr/ojs/index.php/joa>

DOI: 10.26809/joa.4.005

Araştırma Makalesi / Research Article

CAREER DEVELOPMENT EFFECTS ON PERFORMANCE OF YOUNG ENTREPRENEURS IN KECAMATAN PINELENG

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Geliş Tarihi: 25 Temmuz 2018; Kabul Tarihi: 14 Ocak 2019

Received: 25 July 2018; Accepted: 14 January 2019

ABSTRACT

Entrepreneurs were the city who directly involved in running their business activities. Therefore the entrepreneurs must pay attention to the full in diligently efforts that have them. To create entrepreneurs need to do that then the career development them, so they can improve their performance they are and expand their businesses. It is certainly in line with growing competition the efforts of young entrepreneurs appeared not with the exception of Kecamatan Pineleng, where there are issues involving ± 250 young entrepreneurs who dabbles in a whole variety of different business. But, in the time that passes and the young entrepreneurs emerging there are some phenomena arising in the entrepreneurial competitive this, where the young entrepreneurial was not aware of competition, they are not aware that their business only diligently course, not undergo development. The purpose of this research is to analyze and access to developed a variable and instrument to identify the influence of career development of the performance of young entrepreneurs in Kecamatan Pineleng.

Included in this study were 250 respondents of young entrepreneurial in Kecamatan Pineleng, using linear regression multiple analysis. These findings gathered in this research and development career have an positive and significant on performance young entrepreneurs in Kecamatan Pineleng.

Keywords: Career development, performance, young entrepreneurs, Kecamatan Pineleng.

1. INTRODUCTION

The development of technology and information more advanced from time to time, make competition in the business increased, this because the globalization and modernization. If a no effort can to comment on this, so the survival of business activities in the business the be stunted. For it, there needs to be a good system that should be owned by any effort. A venture must be supported human resource capable for its human resources play an important role in of doing business or activities in the business world, then it should be realized that that to

compensate changes and progress in various aspects that affects workload prosecuted the availability of workers at any time able to meet a need.

For that, entrepreneurs must be able to be managing the source of human resources effectively and efficiently especially in the management of human resources (Mangkunegara, 2004). In such a condition, entrepreneurs also are required to be always have a new strategy to be able to develop and business maintenance that is so the purpose of an effort founded (Sunyoto, 2012)

Good quality human resource is the source of human resources who has knowledge, the ability, skill and good manners in working. Hence, the entrepreneurs needs to take policy in order to develop and improve the quality of their businesses each must be entrepreneurs is a source of human resources who were directly involved in carrying out their business activities. Because of this the must be entrepreneurs needs to pay attention to maximum efficiency on business which they field of cognitive neuroscience (Nugroho, 2013). In order to create that is then the princes or career development by entrepreneurs saying it is necessary to conduct them so they can improve the performance they are in a state of maintaining and development of their economic activities (Tjahjono, 2008).

It is certainly in line with the proliferation of order by the business competition to weed out frivolous candidacies in which the young entrepreneurs are appeared not with the exception of Kecamatan Pineleng, where there are issues involving ± 250 must be entrepreneurs in which the young are already active in this field in a whole variety of the business to which different from what is mentioned. But, in the time that passes and the heavy load of young entrepreneur that appears the index points to some the phenomena of arising in competitive by entrepreneurs saying this to weed out frivolous candidacies, where most of the must be entrepreneurs young become oblivious of the competition among car leasing companies of which there are, they are not aware that of the business to which all their only a matter of time, not subjected to the development of them to be unable having creativity and innovation in defending the but through out the event we develop their businesses.

They not think deeply in the long term , but only all about this present moment only a matter of time, so that in the fact the last couple of years there are a lot of the decrease of working performance from young entrepreneurs, this can be been proved by these must be entrepreneurs in which the young are inconsistency in the field of with their business operations even going out of business so that the middle east trying to open other kind of economic undertaking, while they perceive not almost every day together to execute my decrees both newcomers and new competitors clear to be a threat and make them their own. It is certainly needs to be also be by of this business operators expel them from their houses a way of doing a strategy of this approach in this respect the the career of so that they can creative and innovative.

It is important to note that the management of human resources are the science and the art regulate the management human resources which are needed in an unerring manner and efficient in accomplish its intended purpose process through, the organizing, did a briefing, control of meet the goal of providing, the development, compensation, the integration and maintenance (Handoko, 2012). In the long term, one of the factors that influences the performance must be entrepreneurs loan as soul could develop the career. A program to develop of a career which was intensive must be implemented so that it will have human resources which are needed that has the performance of optimal. Through such an activity career development then the princes or must be entrepreneurs have the opportunity to absorb a new knowledge or new value, so by means of a new knowledge they believe must be entrepreneurs be an increase in the and by profession he concern regarding the implementation of the main tasks and their function as the must be entrepreneurs.

The development of human resources which is done through career development is a effort to improve the quality of human resources. Career development is the process of systematically change entrepreneurial behavior to the end. Career development pertaining to expertise and the ability entrepreneurial to able to compete now. Career development having orientation now and help the entrepreneurial to reach certain expertise and the ability to successfully in carrying out his job (Rivai, 2008)

The career development affecting the commitment and the performance of the entrepreneurial, where is the career development formal approach taken to ensure the qualifications and somebody just came up with skill and experience that suitable when needed. The career development is the process of increased capacity individual workspace reached in order to achieve a career which was discharge (Rivai, 2008 : 291). Hence the need to manage a career and entrepreneurial developed them as well so that the performance of remain maintained and able to push the entrepreneurs to always do the best and avoid work is frustrating for that result in a decrease in their performance.

Performance in a unit of business is the answer to success or failure the purpose of a efforts have been set. Performance is the quality and quantity of a the results of both individuals and groups in a particular activity caused by natural abilities or ability obtained of learning process and desire to excel (Robbins, 2006). Career development very important for the entrepreneurial in terms of improve its performance (Mondy, 2008). Performance a entrepreneurial can be determined by their ability viewed from career development, every entrepreneurial will always tried to improve their performance, with what hope be the goal they will be achieved, in this case is the quality of the performance entrepreneurial therefore the importance of developing career (Robbins, 2006).

With respect to the importance of the performance of young entrepreneurs in Kecamatan Pineleng program needs to be the support from various parties (stakeholders) who were as the triple helix: Academician, Businessman, The Government and the existence of the research which reviews and analyzed the hour by hour about the development of the career of these pay rises on performance of young entrepreneurs in Kecamatan Pineleng, for this very purpose that this problem is raised and we will uploaded as well as to be able to give will act as positive contribution for every between stakeholders including there is.

2. THEORIES

2.1.1. Human Resources Management (Human Capital)

Malayu S.P Hasibuan, (2007: 6) see that the management of human resources are the science and art of which set the relationships and the role of labor to be effective and efficient way to help maintaining the purpose company and the community. According to Dessler (2011:5) human resources management is the policy and practices determine aspects man or human resources in management positions, including recruit, filter, train, give incentive and assessment. Company or organization of course seek to make all the time having good quality human resource in the sense meet the requirements competence to be utilized in an effort to realization vision and toward the goals medium term and short term.

According to Arifin and Fauzi (2007 : 8 - 9) resources management system for the human being in should regulate and stipulate the program the cost of salaries is having a green program and among the companies were :

1. Set the amount of the quality of and placement of labor who was the effective ruler in accordance with their needs the company

2. Conducting recruitment tens of thousands of workers, selection and the deployment of civil servants that they employ in accordance qualification the charge for those who need the company
3. Reach an agreement on fixing a welfare program, the development of promotion and discontinuance of employment relation
4. Make estimates of what we the needs of the staff who worked in the future would
5. Estimated in a press statement the condition of the economy in general as well as the development of a company at come the area especially
6. Will not cease to monitoring the development rules of the employment impact is from time to time come the area especially that is concerned with as far as salary is / and glorious compensation of reward or competence against civil servants that they employ
7. Could provide the opportunity tens of thousands of workers in terms of education, exercises and the assessment of work performance tens of thousands of workers.
8. Arrange a mutation tens of thousands of workers
9. Set pension, the termination of employment and calculation severance be rights of the employees

2.1.2. Human Resources Management Functions

In the organizations humans resources management have functions of their duties each. According to Sunyoto (2012: 4-6)

Managerial function

- a. Planning, covering the determination of program human resources that will help the achievement of a goal a company that has set
- b. Organizing, is form organization to design the arrangement of the various relations between office, personnel and the factors physical
- c. c. Briefing, is have something of the observation of the implementation and compare with the plan and correctly if there is any digression or if necessary recalibrated plan which has been made

Operational Function

- a. Procurement, involving human resources planning, the recruitment, selection, placement and orientation employees, planning quality and the number of employees
- b. Development, aims to improve skills, knowledge and attitude civil servants so to work well
- c. Compensation, can be defined as the award fair and worth to employees as it services organization.
- d. Integration, employees integration are business to harmonize the interest of employees, organization and society. These efforts have we need to understand attitudes and feeling employees for consideration in decision making
- e. Maintenance, not just about business to prevent loss of the servants but referred to the maintain attitude cooperation and the ability work the employee

- f. Working termination, is decided a working relationship the main thing is that pension and the sacking of the dismissal

2.1.3. Human Resource Management Principal

Human resources and organization is a thing interlocking build on good cooperation need a strong principles. The following is elaborated the principles of human resources management, Sunyoto (2012 : 6 - 7) there are several key principles in human resources :

1. The orientation of service to meet the needs and desires of human resources fears are also trying to meet the needs and the wish of consumers
2. Build a chance against human resources to play an active role in companies with the aim of creating spirit of working and motivate human resources to be able to finish the job well
3. Find soul entrepreneur human resources company, which includes:
 1. Want the access to all human resources company
 2. Goal Oriented the purpose company
 3. Work high motivation
 4. Responsive to award from company
 5. Farsighted fore
 6. Work in a planned manner, structured and systematic
 7. Ready to work hard
 8. Able to solve work
 9. Confidence is high
 10. Dared to take the risk
 11. Able to sell the idea in or out company
 12. Have instinct business high
 13. Sensitive about the situation and the condition, good in and out company
 14. Capable of connect cooperation with all interested parties
 15. Fast, patient, compromise

From the direction of the sphere of the human resources management system for the people who come into close shown above it can be concluded that, important matters that do not can take off from the state plantation firm or organization is among the more conservative human resources which are needed. Human being is the most important things because the key is of a company success or organization not only have there been situated upon the supremacy to be developed as technology the funds should be used as well as capital or a big investment but based on the kind factors other than a fuel human resources which are needed that had already been decided concern an organization of the company who wrote it.

2.2. Career Development

Career development was reflected in its very the idea that people are always going on move more advanced and shipping companies had increased by in employment that was chosen because it. Move forward means a sense of ownership a separate pay raise larger by bigger responsibility will let your dew fall. According to Handoko (2012: 121) a career is all the work or the tenure by which this act comes into effect during the life of work of someone. In the planning of the career of someone civil servants that they employee because they did not actually assure the success of the career of because even though has designed in such a way

however the attitude of the local department of education office, factors other than a fuel those experiences within those years, education and also the fate of a person very support in the success of the career of a person.

According to Mangkunegara (2004 : 77) the development of carrier is the activity of the cost of salaries who assists employees contrive or dig up or the career of their future in the company of so as to be firm and workers home it to relevant national authorities can develop an extended sense them selves in a up to a maximum. According to Rivai (2008 : 290) career development is the process of increased capacity individual workspace reached in order to achieve desired career

2.2.1. Factors The Influences Of Career Development

According to Hasto Joko Nur Utomo and Meilan Sugiarto (2007 : 98) a good example the 9 factors that influence on the development of individual career in an organization, namely:

1. Civil servants and relations organization in an ideal situation , organization employees be in a relationship that is profitable. In a state of this ideal, good of staff organization can be reached work productivity high
2. Employees are sometimes personnel, management career employees disturbed because of the number of civil servants have personalities who are veering away to get too emotional, apathetic, might be a bit ambitious, cheat, too self-confident fool and others
3. The external factor a staff of mine who promote to higher office, for example will be forced to maybe was canceled because there were others who drop from outside the organization
4. Politicking within an organization in other words, if the level of “politicking” in the structure of have been so severe, so management career almost curtained will be dead by it self, career planning will be or courtesy.
5. The system awards organization has not system award clear (besides salary and incentives) likely to treat employees in subjective. Employees who performed better considered equal to employees lazy.
6. The number of employees the many employees and more stringent competition for occupying an office and the less chance (possible) for a clerk to win the purpose of certain career
7. The size of the organization size organization in this context associated with appointive in these organizations, including the number of employment and the number of personnel employees required to fill various office and the job
8. The culture of the organization as a community system, the organization also have the culture
9. Type in normatif theory management, all the same management course in this world. But in implementation, management of an organization may be very different from of management of other organizations

2.2.2. Career Development Indicator

According to Mangkunegara (2004 : 77) career development is human resources activity that helps the servants plan career their future in the company so as to be firm and employees concerned can develop them selves in a maximum. Indicators career development according to Mangkunegara (2004:78):

1. Providing certainty in the direction of a career an employee concern its scope organization
2. Increase the appeal of the organization or the institution for employees who quality
3. Facilitate management to carry out development programs human resources
4. Facilitate personnel administration

2.3. Entrepreneurship

Entrepreneurial term have many words are often interpreted similar entrepreneurs, businessmen, entrepreneur, technopreneur, social technopreneur, entrepreneurs, traders, merchants and entrepreneurs referring to words from the language Britain that is meaningful entrepreneur to operate independently, especially in reference to someone who tried to / open a new business. In theory is a process that entrepreneurship where someone could creating something new, different and could be added value and benefit the and the analysis by applying strategy, copy and modification (McClelland in Trang, 2016)

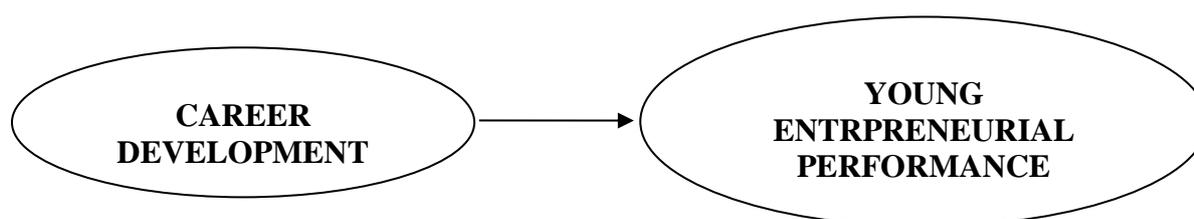
2.3.1. Entrepreneurial Performance

The term performance derived from a job performance or actual performance, work performance or achievement indeed reached someone. Understanding the performance of is the result of a work as the quality and quantity reached an employee in carried out in accordance with the responsibility of to Anwar Prabu Mangkunegara (2004 : 67). The performance of performance is a result of working that can be attained a person or a group of people in an organization, in accordance with their respective authorities and responsibilities of each party, in order to achieve concerned legally organizational goals, not unlawful and in accordance with moral and ethics (Heidjrachman, 2002)

3. HYPOTHESIS

Based on the existing problems so hypothesis of the research is the career development expected have influence a significant impact on the performance of young entrepreneurs existing in Kecamatan Pineleng, by describing a model research as follows:

Figure 1. Research Models



4. RESEARCH METHODOLOGY

4.1. Approach Research

Research by this kind of explanatory research describing a causal relation between variables one other variables with hypothesis (Sugiyono, 2013). Based on it, this study provides an explanation influence career development to the performance of young entrepreneurs on Kecamatan Pineleng

4.2. Location And Timing Of Research

This research are located in Kecamatan Pineleng Kabupaten Minahasa parent the Province of North Sulawesi. The choice of research location based in the multitude of young

entrepreneurial is still running at the age of productive, fresh graduate, have motivation and high spirits.

4.3. The Population And Sample

Constitute a whole population of the subject of study. In this research a population that is being the subject of the young entrepreneurs existing in Kecamatan Pineleng. In the sample is part of the size of the population and characteristic of possessed by the population. Samples to be taken of the population have to actually (represent) representative, so that the result obtained in conclusion will research can be implemented for a population of (Sugiyono, 2013). Population in this research it is estimated that all young entrepreneurs of reproductive age existing in Kecamatan Pineleng. Next, the sample collection technique that is used is saturated where the whole population of sample included sample criteria used to was all the respondents from young entrepreneurs existing in Kecamatan Pineleng. Set respondents came from an entire village in the existing in Kecamatan Pineleng, with the total respondents it is estimated that as many as 250 respondents.

4.4. Data Collection Method

Data Collection Method in this research the kind of data that will be used seen from the source was primary and secondary data. Primary data is the data on obtained of a method of interviews and the questionnaire / chief. Secondary data obtained from media intermediaries (obtained and recorded the other hand in generally took the form of evidence, notes or report histories who has are arranged in archive data documentary will all published and not published (Ghozali, 2009). While technique data collection in this research uses the method the spread of the questionnaire / chief, observation and interview.

4.5. Data Analysis

Linear regression analysis and the worship of idols is right at the time when the method of analysis that research involving one variable bound who is expected to associated with one or more variables free. The object is to predicts changes to response on the variables of bound against several variables free (Sugiyono, 2013)

5. RESULTS AND DISCUSSIONS

5.1. Research Result

Pineleng is a sub district in Kabupaten Minahasa, North Sulawesi, Indonesia the north sea bordering cities Manado and Sulawesi. The eastern part borders tombulu sub district and the city Tomohon and western borders tombariri sub district. The Village of Kecamatan Pineleng, namely:

1. Pineleng Satu
2. Pineleng Dua
3. Pineleng Satu Timur
4. Sendangan
5. Kali
6. Warembungan
7. Winangun Atas
8. Sea
9. Sea Saturday Sea Dua
10. Kalasey satu
11. Kalasey Dua

12. Tateli
13. Tateli Weru
14. Koha
15. Agotey

In pineleng are high school philosophy seminary (Catholic diocese Manado). There is a mosque Imam Bonjol Pineleng located on the road Manado - Tomohon, then mosque Al - Mustaqim Pineleng 2. There is a monument the national hero Imam Bonjol located in the times and Lotta Pineleng the bathhouse waterfall tapahan telu. Then polysyllabic Minahasa by a majority of the christian catholic religion, protestants and Muslim minority.

5.2. Regression Analysis Linear Multiple

Based on the results of using SPSS Program as in the tables below it can be seen that obtained was that regression models :

Table 1. Linear Regression Multiple Table

Model	Unstandardized Coefficients		
	B	Std. Error	
1	(Constant)	18,223	7,554
	X	,210	,262

Source: Processed Data, 2018

From the result of the linear regression multiple : $Y = 18,223 + 0,210 X$

From Regression is close they can explained above that :

1. The constant value of 18,233 difference does it make if career development constant, so the performance of young entrepreneurs in Kecamatan Pineleng as much as 18,233.
2. The value of the regression coefficient career development 0,210 this means that, every 1 of the movement to increase corporate secretary career development to increase the size of the performance of young entrepreneurs in Kecamatan Pineleng as much as 0,210 a unit.

Table 2. Linear Regression Multiple Table

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,609 ^a	,371	,310	3,77758	1,894

a. Predictors: (Constant) X

b. Dependent Variable: Y

Source : Processed Data, 2018

Based on the result analysis of determination (R^2) in table of the coefficient of determination and the correlation obtained value (R^2) of 0,371 are defined as much as 37,1 %. The performance of young entrepreneurs in Kecamatan Pineleng influenced by the fact of that career development. While based on the results of from analysis at least a high school (r) as

much as 0,609 or amounting to 60,9 % are defined that the relationship between career development with the performance of young entrepreneurs in Kecamatan Pineleng quite a high level.

5.3. The Influence of Career Development to the Performance of young Entrepreneurs in Kecamatan Pineleng

The results of the study show significant the career development have had a positive impact. It means an increase in the development of a career which was done be increase the performance of young entrepreneurs in Kecamatan Pineleng. This research was not in line with previous studies who researched by Burlian (2005) showed that the career development have had a positive impact and significant to performance, so there is the influence of which is significant at on the performance of the career development.

To direct development optimal career would be needed programs aimed to benefit the young entrepreneurs in improve their performance. Career development activities executed depended on needs and the personal entrepreneurial policy. The development of a career basically oriented entrepreneurial development in the challenge of business in the future. Every entrepreneurs have to accept, that its existence in the future depends on the quality of human resources (human capital) they run through knowledge, skill and attitude. Without having human resources competitive entrepreneurial the youth will have setbacks and will eventually been marginalized because of incompetence face competitors. This problem must be conducted in a planning and ongoing basis and it is go to be a benchmarks to by young entrepreneurs saying to weed out frivolous candidacies which were conducted in Kecamatan Pineleng to achieve the goal of the improving performance of the from young entrepreneurs in Kecamatan Pineleng in improving the national economic growth organization can help to create.

6. CONCLUSION

The results of research and discussion at over, so a conclusion can be drawn as the career development had a positive impact and significant impact on to the performance of young entrepreneurs in Kecamatan Pineleng.

Several limitations experienced researchers in to do this research besides limited time and money among other: (1) the availability of the supporting data from related institution incomplete and not everyone is the latest data, (2) there are many things that can affect respondents of them a psychological state not might be expected so that can influence respondents in fill the questionnaires / chief, (3) of respondents a busy in filling out of the questionnaires / chief tended to be so see items each asked, (4) difficulty to obtain information from respondents to do an interview directly because the majority of respondents preoccupied with bustle each so that the majority of information obtained from the filling out of the questionnaires / chief.

7. CONTRIBUTIONS

Advice this research, for (1) the research can be used to science development resources management human especially to the development of a career and the performance of young entrepreneurial, (2) in this research the treatment is limited just to the influence of career development of the performance of the young entrepreneurial. While other factors which has also led to the performance of young entrepreneurial not revealed how contributed greatly, may in the next research can discuss other factors which not subjects in this study, (3) based on the result of sports data in this research there are items development programs of a career which get the lowest value to increase the performance of young entrepreneurial so that it is to be interest of the young entrepreneurial to anticipated and be used as reference in improvement fore.

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