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The Challenges of the Industrial Revolution 4.0 in Islamic Social Entrepreneurship in the Covid-19 Era

Mohd Adib Abd Muin^{1,*}, Mohd Sollehudin Shuib¹, Azizah Che Omar², Amirul Haqem Abd Ghani¹, Normaizatul Akma Saidi³

¹ Islamic Business School (IBS), College of Business (COB), Universiti Utara Malaysia, 06010 Sintok, Kedah, Malaysia

² School of Multimedia Technology and Communication (SMMTC), College of Art and Sciences (CAS), Universiti Utara Malaysia, 06010 Sintok, Malaysia

³ Faculty of Hospitality, Tourism and Wellness, Universiti Malaysia Kelantan, Malaysia

ABSTRACT

Islamic social entrepreneurship (ISE) is an activity that can help the economy of the ummah in a country. Based on the vision and social mission to address the economic problems caused by the effects of Covid-19, social entrepreneurs need to act creatively and innovatively using the latest technological approaches in line with the development of the Industrial Revolution 4.0. There are three objectives of the study. First it will look at the challenges of the fourth industrial revolution in ISE in the Covid-19 era, secondly it identifies efforts that can be implemented by social entrepreneurs to address the issue of Covid-19; and third it will look at the role of government and institutions involved in helping to restore the economy to normalcy. The research methods used are content analysis of past research texts, theses and library studies. The findings of the study found that there are several challenges identified. Among these are the issues of attitudes, perceptions, legislation, knowledge, skills, costs and assistance. The steps that need to be implemented to resolve these issues are rehabilitation strategies, information provision, consultation, government support, entrepreneurial institutions, welfare and the cooperation of various parties directly or indirectly involved. Therefore, in-depth studies will be elaborated so that the challenges that occur can be overcome.

Keywords:

Industrial Revolution 4.0; Islamic Social Entrepreneurship (ISE); Covid-19

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1. Introduction

Islamic social entrepreneurship (ISE) is a form of trade. It refers to the efforts of entrepreneurs to do an activity aimed at the mission and social vision. The concept of ISE is a concept based on the Islamic perspective which is guided by the source of revelation, namely the Qur'an and the Sunnah. The ISE outlined also refers to the life journey of the Prophet Muhammad SAW during his migration from Mecca to Medina. This ISE is an alternative to the existing Western social entrepreneurship which only focuses on relationships in the world alone and is even limited in the context of meeting

*Corresponding Author

E-mail address: mohdadib@uum.edu.my

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human social needs only without referring to the concept of the hereafter [12]. The objective of ISE is to achieve the demands of Islam based on the concept of *al-maqasid al-syariah* and *al-falah* (succeed in obtaining the pleasure and blessings of Allah SWT in this world and the hereafter). The main thing in ISE's objective is to preserve religion, life, intellect, lineage, property and dignity. This is a mandatory requirement for every group of social entrepreneurs in making ISE as an alternative to Western social entrepreneurship.

The Covid-19 or Corona Virus pandemic that occurred in 2019 starting in China has had a huge impact on the economy, society and technology throughout the country. To date, a total of 21,355,685 people have been positively infected with 763,367 deaths. Meanwhile, 14,149,309 have recovered worldwide. In Malaysia alone have been 9,149 positive cases, 125 deaths and 8,828 people recovered (data as at 15 August 2020) (Source from the website www.worldometers.info/coronavirus/country). Covid-19 is a virus that can cause respiratory tract infections. The Covid-19 epidemic started in Wuhan, China and can cause a spectrum of symptoms from the common cold to severe pneumonia and can lead to death (Ministry of Health Malaysia, 2020).

According to Rosalind *et al.*, [14] stated that generation Z is the first generation to be exposed to digital technology in their lives. Because of that when the development of the industrial revolution happens more rapidly than these people are able to cope well especially the social entrepreneurs among them. Therefore, with the approach of industrial revolution 4.0, social entrepreneurs also face a huge challenge in implementing ISE activities in this Covid-19 era. So there are three objectives of the study to be achieved. These are, first, looking at the challenges of the fourth industrial revolution in ISE in the Covid-19 era; secondly, identifying the efforts that can be implemented by social entrepreneurs to address the issue of Covid-19; and, thirdly, is looking at the role of the government and institutions involved in helping to restore this difficult situation, especially from the economic sector. The research methods used are a content analysis of previous study texts, master theses and library studies to explore the challenges of the fourth industrial revolution in ISE in this Covid-19 era.

1.1 Industrial Revolution 4.0

The history of the industrial revolution began in 1760 with the introduction of industrial revolution 1.0 based on the growth of water-based production and steam power to move trains, vehicles and so on. In 1870, industrial revolution 2.0 involved the invention of electricity, airplanes, oil, telephones, lamps and petrol engines. In 1960, 3.0 industrial revolution 3.0 involved the use of information technology and broadband (internet) as well as the use of computers as a sophisticated technological tool to facilitate automation. The revolution in this third era is also known as the digital revolution where various electronic and digital equipment were produced such as cameras, radios, televisions and so on. From 2011 onwards, industrial revolution 4.0 has developed as a result of a combination of previous technological transformations. It is also known as a cyber physical system that can connect the digital world globally as changes occur in smartphones, smart homes, smart televisions, smart cars, and other smart devices.

According to Western scholars 'view of the industrial revolution 4.0 is a new level of organizational and management chain values that span the product life cycle and change driven by sophisticated technological tools' [18]. In general, there are Nine (9) cores that involve this fourth industrial revolution, namely:

- i. System Integration
- ii. Autonomous Robots

- iii. Internet of Things
- iv. Big Data Analysis
- v. Simulation
- vi. Additive Manufacturing
- vii. Cloud Computing
- viii. Augmented and Virtual Reality
- ix. Cybersecurity

Faced with the challenges of the growing fourth industrial revolution, social entrepreneurs must get in the habit of mastering several skills, namely critical thinking, problem solving, communication, collaboration and creativity in all situations to keep pace with the latest changes. All these skills need to be sharpened aggressively and holistically in every aspect of business life. This is due to the careful preparation for the Covid-19 pandemic which is invisible to the naked eye and in turn eliminates concerns about the economic problems that occur. Among the other problems associated with the fourth industrial revolution are as follows:

- i. Problems are measured by the breadth of the range of conflicts encountered
- ii. Depth of analysis of understanding and knowledge required
- iii. Unique issue involvement
- iv. Requirements to comply with established standards
- v. Consumer requirements
- vi. Stakeholders from various parties
- vii. Impact of solutions on various aspects such as politics, economy, social, ethics, technology, education, health and sustainability.

Changes in the three main domains of technology, namely physical, digital and biological across the nine pillars of industry 4.0 above also need to be understood by social entrepreneurs so that the above challenges and problems can be overcome and subsequently be implemented thoroughly. For example, the use of broadband (IoT) data can be utilized for various benefits in entrepreneurial activities such as in improving the ability to communicate efficiently, holding meetings in cyberspace, increasing business productivity and entrepreneurship. It can be said that there are many opportunities that result from the development of the industry that occurs if entrepreneurs are smart in finding opportunities, creative and innovative in submitting proposals for the latest forms of business, and dare to take risks to the level of this digital world.

1.2 Social Entrepreneurship and Islamic Social Entrepreneurship

Gregory Dees [3] defined social entrepreneurship (social entrepreneurship) as a combination of the spirit of the social mission with business activities such as discipline, creativity, innovation and determination. Hao Jiao [6] stated that KS is a form of business aimed at profit for the community through business and social activities carried out. The profit is used for the benefit of the community or people who suffer from social problems of life. KS combines the efficiency and productivity of the private sector with the work ethic of public service to meet the basic social needs of society in order to create a better life. KS is a combination of social activities with businesses operating in an organization in an integrated manner to create economic and social value [8]. The definition of KS is understood as a potential action to create a new model of business to meet social needs [4]. Social entrepreneurship is an effort to help the needy without relying on profit [16,6].

Social entrepreneurship is the relationship of corporate organizations with non-profit organizations in helping the community in terms of social responsibility such as providing food, drink, clothing, education and so on [8]. According to Muhammad Yunus [10], social entrepreneurship is divided into two main types. The first type is the role of a company that invests shares in a business to solve social problems of society where the profits earned will be reinvested to expand and improve business among the community in need of help. The second type is to strengthen and improve the community by providing financial assistance without interest and improving the well-being of the poor and needy. According to him, social entrepreneurship is not an entity that aims to maximize financial profits but is an entity oriented towards social goals (social driven). The social entrepreneurs involved are human beings who try to provide better and more prosperous life opportunities to a needy society. To achieve these objectives and social change, the enterprise (enterprise) approach has become the main tool to the social initiatives carried out.

This is in contrast to the view of Anthony Sibillin [2] who states that social entrepreneurship is a business entity that gives priority to social objectives where the excess profit earned will be used in business for the benefit of society rather than maximizing profits to stakeholders and business owners. According to Saifuddin Abdullah [15], social entrepreneurship means providing opportunities for all to enjoy a healthy, dignified and meaningful life; a balanced use of goods and services with natural systems; fostering strong and caring community-based human relationships; upholding market principles based on good, ethical and humane rules; the effective allocation of resources in terms of equity and society; and meeting the ideals of democracy. The concept of social entrepreneurship is not to gain profit and reward but to empower communities and communities in need, leaving a positive impact and solving the problems of the local community [14].

According to Muhammad Zen [11], the role of social entrepreneurship is to develop the socio-economy of society to the point that it can improve self-efficacy through proactive measures as follows:

- i. Create job opportunities for various groups through the interests, self-potential and existing skills of individuals in exploring more innovative types of jobs. The creation of a new career through this social entrepreneurship can enhance employability and an image of pride in the career being pursued;
- ii. Create new innovations and creative solutions according to the needs of the market or services required by the industry and society and solve social problems in the local community. For example, the community can think of innovative and creative solutions to provide financial assistance to flood victims, poor and chronically ill patients, educational scholarship assistances to children who have dropped out, and homelessness due to storms and earthquakes and fires and the like;
- iii. Social capital is a social network that aims to create beneficial collective action and solidarity between local communities. Fukuyama [5] is convinced that social capital is very important in improving the life of modern society for the social development of the community and the economic well-being of a country;
- iv. Improving equality in income distribution among the community. The revenue stream for the sustainability of volunteer activities and the empowerment of the local community can be achieved without relying on ongoing financial assistance from the government or the public.

ISE is a social entrepreneurship activity that looks at all aspects from a Syariah point of view. The concept of ISE is based on the revelation of the Qur'an and the Sunnah. ISE is not limited to the world only but also in the hereafter to get the pleasure and blessings of Allah SWT. ISE is aimed at the al-

Maqasid al-Syariah which is a social entrepreneurship activity that is in line with Islamic demands by taking into account the aspects of religion, life, intellect, lineage, and property. ISE has also become one of the activities that contribute to the economic and social strengthening of the community because the purpose of this ISE activity is as follows [12,13]:

- i. To achieve the pleasure and blessings of Allah SWT.
- ii. To make the values and morals of Rasulullah PBUH a guide in carrying out charitable activities.
- iii. To overcome the widespread problem of usury by creating ISE activities.
- iv. To eliminate economic and social problems through direct USBM involvement.
- v. To increase social values in life.
- vi. To overcome the social problems of society, especially adolescents.
- vii. To improve the sillaturahim relationship between USBM and the community.
- viii. To divert the source of wealth and profit to the poor and needy.
- ix. To eliminate the nature of greed in the pursuit of worldly possessions.
- x. To be grateful for the blessings bestowed by Allah SWT.

This has been explained by Allah SWT in the holy book of the Qur'an in which ISE activity must be done in the right way based on Islamic law. The words of Allah SWT in surah al-Nisa 'verse 29 state: *"O you who believe, do not eat (use) your possessions among yourselves in a false way (deception, gambling, etc.), except in the way of business which is done willingly and equally between you "*.

3. Finding

The results of the study are as follows:

3.1 The Challenges of Industrial Revolution 4.0 Experienced by Entrepreneurs

Attitudes and Perceptions

The first challenge is the attitudes and perceptions towards the development of this technology because at first entrepreneurs feel it is a negative thing due to the high initial preparation and investment cost that needs to be spent to buy the latest technology tools and devices. In addition to the high investment factor, the unclear interest factor is also a major challenge. This is due to the rapid transformation and involves the transition of labor to technology and all decisions at the top management level which is seen as overly bureaucratic. The next factor that causes worry about negative attitudes and perceptions is the labor or labor factor. When the mass adoption of technology is used, it will affect the job itself and disrupt the labor market in all sectors such as production, operators, packaging, manufacturing and others involved. This is because the latest and most advanced technology can replace manpower to machines, computers and robots in doing things. Even production output can be increased rapidly and faults minimized.

Legislation

The next challenge is from a legal point of view. This is because the latest technology may cross borders globally so there should be an enforcement at the legal level in order to protect all copyright of production, services and so on. The lack of sound legislation will cause other problems such as data theft, plagiarism, security breaches, and so on. Therefore, the responsible parties such as the government, the private sector and any entrepreneurial institutions involved in entrepreneurial and

business activities need to do something so that the rights of entrepreneurs especially can be protected. Matters related to this law should also be evaluated for good and bad effects so that it is not abused for personal gain. Therefore, this legal issue needs to be given attention and must be enforced in order to safeguard the welfare of entrepreneurs, the community and all parties involved.

Knowledge and Skills

Another challenge is with respect to specific knowledge and skills in operating advanced technological tools. This is because the field of technology at this time is largely dominated by Westerners. Therefore, entrepreneurs are faced with the problem of intermediary communication to deepen the knowledge and skills that should be possessed to continue ISE activities comprehensively.

Costs and Assistance

The next challenge involves costs and assistance from the government, the private sector and any entrepreneurial institution involved to help finance some or all of the high implementation costs such as the cost of technical equipment and the cost of providing skills training and education for the use of new technologies. This challenge is one of the highest challenges that entrepreneurs have to face. If all these initial costs are absorbed by the government, private companies or any entrepreneurial institutions which can help to ensure that all operations and operating technology tools are continued, then social entrepreneurs and any other entrepreneur will definitely be able to continue entrepreneurial activities successfully. Therefore, if this challenge can be overcome with the help of various parties, then it is not impossible for entrepreneurs to achieve excellent success in the future and in turn can increase employment opportunities and drive the economy to a better level.

3.2 Efforts Towards Implementation by Entrepreneurs and the Role of Governments, Private Companies and Institutions Involved in Helping Rehabilitation

i. Continuous Study and Reading

To ensure a steady level of service, entrepreneurs need to do research analysis and improve reading so that knowledge and skills about the latest technology can be mastered well. This can not only increase the return in the form of the long term mastery of digital technology but it can also increase positive and competitive competition. Therefore, entrepreneurs need to make an effort so that the company can operate well and in turn ensure that entrepreneurial activities can be done to drive the industry and economy to a global level.

ii. Exploring New Strategies

Another effort that needs to be made is to reflect on everything that happens. Because in any test revealed by Allah SWT there must be a blessing of goodness. The exploration of new, more creative and innovative strategies will encourage competitiveness. Among the new strategies are collaborating with larger companies to ensure that the company does not experience major problems. Reducing operating costs and eliminating unnecessary costs is also a proactive step to ensure the continuity of the company's operations to a good level. Apart from that, entrepreneurs need to think of quality solutions such as enhancing the network of international relations through

communication and multimedia tools. This is to improve the image and results of the company to the best level. Using digital marketing or digital business is also a good move especially when the Covid-19 pandemic issue is still ongoing.

iii. Taking advantage of the Economic Stimulus Package Announced by the Government

In ensuring the continuity of entrepreneurial activities in the era of the Covid-19 pandemic, the government has announced the People's Concerned Economic Stimulus Package (PRIHATIN) and the National Economic Regeneration Plan (PENJANA). Among the CARE packages received are as follows:

- i. Moratorium for six months from April to September 2020.
- ii. Six-month rental payment exemption for all premises.
- iii. Discount on electricity bills for the tourism sector (15%) and the Commercial, industrial, agricultural and household sectors (2%).
- iv. Telecommunication service incentives
- v. Job retention program (Wage Subsidy Program)
- vi. Cash assistance for E-Hailing drivers
- vii. Funds to assist Small and Medium Enterprises (SMEs)
 - a. First: Increase funds in the Special Relief Facility fund or Special Relief Facility for SMEs by RM3 billion which makes the total amount RM5 billion. In addition, the interest rate for the entire fund will be reduced from 3.75% to 3.5%;
 - b. Second: Increase the fund size by RM1 billion to RM6.8 billion under the All Economic Sector Facility to further enhance financing access to SMEs;
 - c. Third: Provide an additional fund of RM500 million which makes the total RM700 million under the Micro Credit Scheme for easy financing with a 2% interest rate only without collateral. Loan eligibility requirements are also relaxed with a minimum of six months of operation compared to one year of operation. The amount of financing is also increased from a maximum of RM50,000 to RM75,000 per entrepreneur. The initiative to be operated by Bank Simpanan Nasional (BSN) and TEKUN Nasional is open to all micro entrepreneurs in all business sectors including nursery operators, bus and taxi operators, creative industries and online merchants;
 - d. Fourth: SMEs with a business record of less than four years can also take advantage of the BizMula-i and BizWanita-i Syarikat Jaminan Kredit Malaysia Berhad (CGC) schemes for financing up to RM300,000; and
 - e. Fifth: The Business Financing Guarantee Company (SJPP) will provide a guarantee facility worth RM5 billion in addition to increasing the guarantee rate from 70% to 80% for SMEs who have difficulty obtaining loans.
- viii. Assist the Company's Cash Flow
 - a. First: The Employees Provident Fund (EPF) will introduce the Employer Consultation Services program on 15 April 2020. These services include payment deferment options, restructuring and rescheduling of employer contributions. The move is expected to provide cash flow savings to employers estimated at RM10 billion. The initiative will benefit more than 480,000 SMEs and affected companies while saving more than 8 million jobs;
 - b. Second: Exempt the payment of the Human Resource Development Fund (HRDF) levy for all sectors for a period of six months starting April 2020. This measure is expected to help the company's cash flow with total savings of RM440 million; and

- c. Third: Concerned about the problems faced by about 750,000 SMEs, the Government also allowed the postponement of payment of income tax installments to all SMEs for a period of three months from 1 April 2020. This is in addition to the previously announced measures that the Government has deferred payments tax installments to affected businesses in the tourism sector for six months starting April 1, 2020. Other affected sectors are also allowed to amend the amount of income tax imposed in the third, sixth and ninth installments during the business period.
- ix. Social Finance Program
- x. Corporate Guarantee Scheme Facility

Meanwhile, the PENJANA package implemented for the period of June to December 2020 has allocated RM35 billion with the theme "Together Generate the Economy" with a clear goal of Empowering the People, Boosting Business and Stimulating the Economy. The PENJANA package is a government strategy for the fourth phase of the six phases in addressing the challenges of the Covid-19 pandemic starting with Resolve, Resilience, Restart, Recovery, Revitalize and Reform. Through the core of Boosting Business, several measures were also introduced by the government to enable employees and businesses to maintain operations and increase productivity. Among the steps are:

- a. E-Commerce campaign for Micro Enterprises and SMEs worth RM70 million to encourage them to switch to digital business.
- b. Introducing 'Shop Malaysia Online'; Technical and Digital Applications for SMEs and Intermediate Companies (MTCs); MyAssist SME One Stop Center; GENERATION SME Financing; PENJANA Tourism Sector Financing; GENERATING Microcredit Financing; Easy Bumiputera Financing; SME-Go Scheme to Assist SME Cash Flow; Tax Deductions for COVID-19 related Expenditure and Support to alleviate the financial burden of the business.

In addition, the government has announced several packages and investment incentive programs and financing facilities under the third thrust of Stimulating the Economy. To drive the country's economic recovery through the business digitization process, the government will set up a National Generating Fund amounting to RM 1.2 billion with an allocation of RM600 million from the government matched with RM600 million from domestic and international sources. This is aimed at fostering innovation and developing the talent of local venture capital, especially entrepreneurs and business SMEs. The Buy Goods Made in Malaysia campaign was also introduced with the aim of encouraging the use of local services and goods, thus stimulating local companies. All the assistance and initiatives implemented by the government should be fully utilized by entrepreneurs to ensure that ISE activities can be implemented excellently in line with the use of the latest technology as a result of the development of the fourth industrial revolution.

- xi. Seek advice and views from experts on financial matters, administration, guidance and consultation.

The next step and effort is to seek advice and views from any expert related to financial matters, administration, guidance and consultation in the company. This is to ensure the survival and competitiveness of the company to enable it to reach the highest level to cover losses during the Covid-19 era. Among the agencies involved are Entrepreneurship Agencies under the Ministry of Finance, Ministry of Entrepreneurial Development and Entrepreneurial Institutions. Enclosed is the following list of Ministries and Agencies Related to Business / Entrepreneurs / Financial Assistance:

1. Kementerian Perdagangan Antarabangsa dan Industri (MITI)
2. Kementerian Kewangan (MOF)
3. Kementerian Pertanian dan Industri Asas-Tani (MOA)
4. Kementerian Sumber Manusia (MOHR)
5. Kementerian Sains, Teknologi dan Inovasi (MOSTI)
6. Kementerian Kemajuan Luar Bandar dan Wilayah (MRRD)
7. Kementerian Pengajian Tinggi (MOHE)
8. Kementerian Perdagangan Dalam Negeri, Koperasi dan Kepenggunaan (MDTCC)
9. Kementerian Perusahaan Perladangan dan Komoditi (MPIC)
10. Kementerian Pembangunan Perindustrian Sabah (MID SABAH)
11. Kementerian Pembangunan Perindustrian Sarawak (MID SARAWAK)
12. Kementerian Perumahan dan Kerajaan Tempatan (MHLG)
13. Kementerian Tenaga, Teknologi Hijau dan Air (KeTTHA)
14. Kementerian Pelajaran (MOE)
15. Kementerian Pembangunan Wanita, Keluarga dan Masyarakat (KPWKM)
16. SME Coporation Malaysia (SME Corp)
17. Malaysia External Trade Development Corporation (MATRADE)
18. Malaysia Industrial Development Finance Berhad (MIDF)
19. Malaysia Productivity Corporation (MPC)
20. Bank Perusahaan Kecil dan Sederhana Malaysia Berhad (SME Bank)
21. Halal Industry Development Corporation (HDC)
22. Malaysia Investment Development Authority (MIDA)
23. Malaysia Debt Ventures Berhad (MDV)
24. Export-Import Bank of Malaysia Berhad (EXIM)
25. Perbadanan Kemajuan Ekonomi Negeri (PKEN)
26. UDA Holdings Berhad (UDA)
27. Amanah Ikhtiar Malaysia (AIM)
28. Yayasan Pembangunan Ekonomi Islam Malaysia (YaPEIM)
29. Bank Pembangunan Malaysia Berhad (BPMB)
30. Bank Simpanan Nasional (BSN)
31. Cradle Fund Sdn. Bhd.(CFSB)
32. Bank Pertanian Malaysia Berhad (Agrobank)
33. Federal Agriculture Marketing Authority (FAMA)
34. Lembaga Kemajuan Ikan Malaysia (LKIM)
35. Lembaga Pertubuhan Peladang (LPP)
36. Malaysian Agriculture Research and Development Institute (MARDI)
37. Malaysia Pineapple Industry Board (MPIB)
38. Tabung Ekonomi Kumpulan Usahawan Niaga (TEKUN)
39. Department of Fisheries (DOF)
40. Department of Veterinary Services (DVS)

41. Pembangunan Sumber Manusia Berhad (PSMB)
42. Jabatan Pembangunan Kemahiran (JPK)
43. Jabatan Tenaga Manusia (JTM)
44. MIMOS Berhad (MIMOS)
45. SIRIM Berhad (SIRIM)
46. Malaysian Nuclear Agency (NUKLEAR)
47. Malaysian Technology Development Corporation (MTDC)
48. Department of Standards Malaysia (STANDARDS)
49. Malaysian Biotechnology Corporation Sdn. Bhd. (BIOTECHCORP)
50. Multimedia Development Corporation Sdn. Bhd. (MDeC)
51. Malaysian Industry Government Group for High Technology (MiGHT)
52. Technology Park Malaysia Corporation Sdn. Bhd. (TPM)
53. Federal Land Consolidation and Rehabilitation Authority (FELCRA)
54. Jabatan Kemajuan Masyarakat (KEMAS)
55. Jabatan Hal Ehwal Orang Asli (JHEOA)
56. Rubber Industry Smallholders Development Authority (RISDA)
57. South East Johore Development Corporation (KEJORA)
58. Lembaga Kemajuan Wilayah Kedah (KEDA)
59. Majlis Amanah Rakyat (MARA)
60. Perbadanan Nasional Berhad (PNS)
61. Suruhanjaya Koperasi Malaysia (SKM)
62. Bank Kerjasama Rakyat Malaysia Berhad (BKRM)
63. Intellectual Property Corporation of Malaysia (MyIPO)
64. Bahagian Pembangunan Francais
65. Malaysian Timber Industries Board (MTIB)
66. Malaysian Palm Oil Board (MPOB)
67. Malaysian Cocoa Board (MCB)
68. Malaysian Pepper Board (MPB)
69. Malaysian Rubber Board (MRB)
70. Lembaga Kenaf dan Tembakau Negara (LKTN)
71. Kementerian Pembangunan Luar Bandar Sabah (KPLB)
72. Kementerian Pembangunan Masyarakat & Hal Ehwal Pengguna Sabah (KPMHEP)
73. Jabatan Kebajikan Am, Kota Kinabalu, Sabah (JPKA)
74. Jabatan Hal Ehwal Wanita Sabah, Kementerian Pembangunan Masyarakat & Hal Ehwal Pengguna (JHEW)
75. Perbadanan Pembangunan Ekonomi Sabah (SEDCO)
76. Sedcovest Holdings Sdn. Bhd. (SEDCOVEST HOLDINGS)
77. Unit Pembangunan Usahawan Bumiputera, Jabatan Ketua Menteri (UPUB)
78. Majlis Pembangunan Usahawan Bahagian Miri (MPUB (MIRI))
79. Pejabat Residen Bahagian Samarahan (PRB Samarahan)
80. Pejabat Residen Bahagian Betong (PRB Betong)

81. Pejabat Residen Bahagian Kuching (PRB Kuching)
82. Jabatan Lanskap Negara (JLN)
83. Jabatan Kerajaan Tempatan (JKT)
84. Tenaga Nasional Berhad (TNB)
85. Telekom Malaysia Berhad (TM)
86. POS Malaysia Berhad (POS)
87. Indah Water Konsortium Sdn. Bhd. (IWK)
88. Jabatan Pembangunan Wanita (JPW)
89. Bank Negara Malaysia (**BNM**)
90. Perbadanan Usahawan Nasional Berhad (**PUNB**)
91. Lembaga Kemajuan Tanah Persekutuan (**FELDA**)
92. Credit Guarantee Corporation Malaysia Berhad (**CGC**)
93. SME Credit Bureau (M) Sdn. Bhd. (**SMECB**)

4. Conclusion

In conclusion, the challenges of the fourth industrial revolution in ISE in the Covid-19 era can be overcome by implementing proactive measures that need to be done by entrepreneurs so that all activities that have been planned in ISE can be implemented successfully. A high understanding and level of knowledge in managing technology can enable an entrepreneur to attain a higher level because the world is now in the era of globalisation. In other words, the development of technology should not be seen as a negative thing and cause the entrepreneur to be unable to continue ISE activities. It can instead be a good source of wealth and profit if fully and appropriately utilized. Therefore, entrepreneurs need to take the opportunities provided by the government with various economic stimulus package initiatives such as PRIHATIN and PENJANA that can give new life in order to help them continue entrepreneurial activities holistically, especially in this Covid-19 era. Recommendations for future researchers to use Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) to review published journals by utilizing Scopus and Web of Science as the two main journal databases. This is because it can provide good and important input regarding a topic being studied [17].

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