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Early Retirement Phenomenon: Determining New Income Sources and Investment Behavior to Increase Long-Term Wealth

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Abstract:
Background*: This research background is the phenomenon of millennial generation who can be said inexperienced but dare to retire from leaving their status as employees to entrepreneur and the phenomenon of millennial generation that dominates the capital market. Lack of understanding about investment products and unpreparedness to enter the business world resulted in not achieving the financial goals that they wanted. The purpose of this study is to describe the process of achieving business capital readiness for millennials who retire early and the process of preparing passive income at retirement age through investment.*
Materials and Methods*: The technique used in this research is purposive sampling. The sample of this study uses 4 informants who represent the millennial generation criteria aged 26-41 year s who have resigned from work, used funds from past salaries to run a business, and have an investment portfolio. This study uses qualitative methods with phenomenological data analysis techniques. Data collection was carried out by the interview method through in-depth interview types of questions.*
Results*: The results show that the millennial generation can accumulate their business capital by planning the business, maximizing the support provided by the family, and save the salary consistently. The millennial generation prepares passive income through investing activities by studying investment products, features, risks, and benefits and implementing investment strategies. This research shows the process that can be carried out by the millennial generation to prepare business capital and the process of preparing passive income during retirement age from an early age*

Key Word**: *Saving behavior, Family involvement, Young entrepreneurship, Investment strategy, Retirement financial planning, Financial Literacy, Millenial generation.***

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I. Introduction

Learn from the phenomenon of the previous generation, many people are not ready for retirement because salaries during their working period are not allocated for retirement preparation, do not take into funds account needed to support their needs during retirement age, and do not have funds allocated to savings or investment products for savings funds. As a result, many retirees depend on government subsidy and their families support for the rest of their retirement, and not even a few continue to work at retirement age. In fact, the life expectancy index is getting higher, meaning that there will be a lot of old age demographics. It is important to prepare for retirement early so that it does not become a burden on others, to be able to properly fund the necessities of life during retirement and even to enjoy retirement age comfort. Changes in needs to desires during retirement such as spiritual tourism, pursuing hobbies, renovating houses and similar needs require the millennial generation to be responsible for managing current sources of income to meet retirement costs so that they can enjoy retirement life independently without depending on the government or their families. (Klapper et al., 2015; Lusardi and Mitchell, 2014).

The millennial generation is currently active working in their productive age, even on the other hand, through family support, the millennial generation gets support in the form of moral and material which is the driving force for the millennial generation to create new sources of income through entrepreneurship. Entrepreneurship can be done as a financial planning effort in order to have sufficient funds in the long term. Furthermore, the millennial generation's long-term financial planning activities can be seen through various fund accumulation activities such as adding new sources of income, entrepreneurship, freelancers, to investing in the capital market. The fact is that the capital market for 2 years is dominated by Millennials. This shows that the millennial generation has the desire to living financial freedom that has prepared early..

Millennials are those who were born in 1980 – 1996, which means that in 2022, they are 26 years – 42 years old. As a young generation, to have their own business, they must plan their retirement through capital market investment, so that readiness is an important and appropriate thing in the process. Thus, the current phenomenon makes many millennials enter the world of work to reap capital and obtaining knowledge in managing business and placing their idle money on investment instruments to accumulate their wealth in the long term.

The courage of the millennial generation to enter the capital markets and entrepreneurship requires a directed process so that they can retire early with financial freedom as expected. Knowledge, ability, and skills are needed to build new income models and build an optimal investment portfolio in the long term so that funds can accumulate strongly and have increased passive income.

Starting a business, of course, requires capital. The process for the millennial generation to be able to prepare capital while working is very crucial. Because the millennial generation must be consistent to save their money for the business capital. In addition, the entrepreneurial readiness process is strongly influenced by the family that can support financial, physical, human and other sources of development. It is important to determine the calculation of working capital and strategies for managing salaries so that they can be achieved the capital.

The millennial generation must ensure their financial planning can be achieved. New sources of income and investment activity are the main passive income sources. The millennial generation must be able to manage an optimal and reliable investment portfolio to deal with various market dynamics. A person who is about to retire must design clear goals in establishing new sources of income, structuring savings, investments, and asset distribution plans. Konicz and Mulvey (2013) state that both individual preferences in the future over current needs and future income expectations affect the proportion of investing. Millennials need to invest consistently, it must be maximized if there is an increase of income (Horneff et al., 2010; Maurer et al., 2013). Investment is useful for accumulate wealth but also has an element of risk. Therefore, the millennial generation must first understand all about financial investment, financial institutions, savings and investment products, investment benefits and risks, investment diversification, investment allocation, risk distribution by portfolio split in order to create an investment strategy that becomes passive income in retirement. Millenials need to know how to measure risk and minimize the impact of risk, because the long-term goal of millennial investment is not only to increase wealth, but also requires certainty and safety. In this era, it is very easy for the millennial generation to get financial literacy, such as through social media, online libraries, e-books, and financial seminars..

PT Kustodian Sentral Efek Indonesia (KSEI) on October 16, 2020 noted that investor demographics are increasingly moves to Y generations. KSEI data shows that investors aged under 30 years are 47.84% and aged 31-40 years are 24.31%. From these data, it can be said that around 70% of Indonesian capital market investors are at a millennial age. The ownership of these young investors also tends to increase compared to the end of December 2019.

Millennial who plan to retire early called long-term investors. Koijen et al. (2011) stated that the prediction of dynamic optimal investment returns must consider variations in conditions from time to time in order to guarantee the feasibility of living after retirement. The inflation increasing rate in last 10 years was 4.234%. It means that if millennial only rely on savings product (generally 0.25%), time deposits (generally 3%) the value of money will be decreased by inflation. Therefore, millennial generation enters the capital market to maintain the value of money and accumulate them

From the data and background that the millennial run their own business and investments, the authors are interested in describing the phenomenon of the millennial generation retiring early and investing, how the millennial generation prepares for business capital and dares to take the decision to resign from a job with a fixed salary to run their own business. to be able to gain a new source of income, as well as the process of how the millennial generation invests, the process of determining the types of investments selected as a millennial portfolio, how to prepare, maintain, and develop them into capital adequacy at a promising retirement age to achieve financial freedom..

II. Review of Literature

Investment

Investment is a commitment to place money or capital in financial instruments or other assets to gain benefit ,profits, income, or asset enhancements (Brealey, Myers, and Allen, 2011). Investment are expected to increase value, are managed, and provide positive returns (Sutha, 2000). Investment activities are the used of money that are not consumed at this time, and over a period of time can be divided into short-term, medium-term and long-term investments. Consistency in investing and commitment to placing funds in a certain period is expected to provide the expected income in the future as a unit of compensation. The units placed include investment periods, the rate of inflation, and uncertainty in the future (Lypsey, 1997). Keep in mind that the optimal investment needs to be analyzed periodically, such as monthly data, whether it is in accordance with the expected level of capital gain in the short term (both profits, interest, coupons, and dividends) to capital gains to ensure long-term planning can be achieved.). These seemingly simple things have a big impact on the prediction of fund increasing, rate of return, and investment performance.

Planned Behavior Theory

In recent years, the theory of planned behavior (TPB) by Ajzen (1991) emerged as a conceptual framework to explain directed financial behavior, namely saving or investing that involves planning and future orientation (Castro-Gonzalez et al., 2020). This theory explains the individual's mindset and actions taken, motivation to act related to what is expected and control of behavior to carry out specific actions (Ajzen, 1991). This theory is a framework for a research approach of long-term actual decisions through a behavioral financial perspective

Entrepreneurial and investment intentions are generally not spontaneous decisions but require important reflection on actual and future consumption decisions, actual and future cash flows, and one's saving habits. To find out the intentions of young people, this TPB theory offers a model to explain how human behavior is manifested (Ajzen, 1991). This theoretical framework states that intentions are determined by three constructs, namely attitudes toward behavior, subjective norms, and perceived behavioral control. These three constructs will predict a person's intention, and are assumed to be the motivation to perform a behavior, which is an indication of how much someone wants to do a behavior (Ajzen, 1991). This theory predicts the emergence of a behavior through individual intentions which are influenced by aspects of attitudes towards behavior, subjective norms, and perceived behavioral control

Saving Behavior

Saving is considered as an excess of income (Ando & Modigliani, 1963; Lunt & Livingstone, 1991). The theory of saving is based on the assumption of securing some of the money earned. The willingness to save can be based on one's financial expectations and behavior, which requires the ability to set aside money that should be enjoyed. For a view of future needs, saving has the nature of delaying consumption and accumulating liquid wealth capital. To earn relatively large money in the future.

Three dimensions of saving behavior according to Dew and Xiao (2011) are:

1. Consumption: A person's saving behavior can be seen from the purpose of his consumption activities
2. Cash Flow Management : managing financial health, namely how a person is disciplined in paying bills, recording and recording expenses with income, the ability to make a financial budget, and the ability to plan finances in the future (Hilgert dan Hogarth,2003).
3. Saving and Investment : Savings are defined as part of income that is not used. Money needs to be saved in anticipation of unexpected events. Investment is to allocate funds at this time with the aim of getting benefits in the future.

Retirement Financial Planning

Retirement financial planning places more responsibility for decision-making on individuals, requiring them to save, invest and spend money effectively over their lifetime (Finke, Howe, & Huston, 2017). Retirement financial planning is an effort long before retirement age occurs, it is a responsibility to regulate current income streams so that they can be expected to be financing needs when they are no longer working (Hauff et al, 2014). Retirement financial planners make plans about how they will maintain their lives during retirement age such as lifestyle, food and drink costs, health care and various costs as they age.(Afthanorhan et al, 2020)

Lusardi and Mitchell (2007) show that individual needs at retirement are positively related to the amount of wealth accumulated by respondents, so that instead of just thinking about it but implementing schemes for use in their old age, they are anticipated by a retirement lifestyle that is similar to or better than their own. their current life. Retirement planning requires awareness of retirement plans, having a plan, and the ability to calculate the need for retirement (OECD, 2005) in addition, it involves budget preparation and the ability to monitor budgets and seek financial expertise when planning one's finances.

Investment Decision Making Strategy

Decision-making strategies can be defined as having intelligence in choosing which is based on certain criteria on two or even many alternatives (GR Terry, 1988). Meanwhile, in his research, Claude S. George states that the decision-making process is taken by managers armed with awareness, and requires a series of activities of thinking, considering, evaluating and choosing between two or even many alternatives. Roberts & Henneberry (2007) revealed that individuals cannot directly choose actions that will maximize the expected utility specifically, but rather actions that will reflect events in financial markets based on price fluctuation information. Investment decisions are made by various factors and each instrument has a specific investment objective. According to Kishori and Kumar (2016), investment decisions are made to obtain more profitable development in the future at the expense of direct profits. To define each investment must have a specific purpose per placement. Practically speaking, there are many objectives for investment such as: securing liquidity, growth and inflation protection as well as having risk-adjusted return options.

Benefits / returns are the main reason someone invests, namely the development of the funds invested. Meanwhile, risk is related to return, the higher the expected benefit from one type of investment product, the higher the risk.

a. profile risk : conservative: wants a safe investment that tends to be stable and is afraid if the principal investment decreases, moderate: ready with returns that fluctuate is not significant but still don't dare to take risks, aggressive: who is very ready if the principal investment is reduced for high returns.

b. investment decision-making process: determining investment objectives, determining investment policies, selecting investment allocation strategies into portfolios, selecting assets, measuring and evaluating portfolio performance,

c. Investment products : Stocks, Bonds, Mutual Funds, Business, Franchises.

Family Involvement

The family environment is the first and the closest environment that influences the development and behavior of children from birth (Utami, 2018; Evaliana, 2016; Cholifah, Degeng, & Utaya, 2016; Anggraeni & Harnanik, 2015). The family environment in question is an encouragement from parents to children in the capacity as a trigger to foster innovation which then develops into a great entrepreneur (Aini, Sansosa, & Hamidi, 2017; Susanto, 2017).

Social factors that affect a person's interest is the family responsibilities. It is often seen that there is an influence from parents who have a family environment of business, work, or higher education, which tends to make children more interested in these fields. Lestari's research, et al (2016) also states that the family environment has a significant effect on entrepreneurial interest.

Financial Literacy

Financial literacy is financial knowledge and being able and skilled to apply it (knowledge and ability). The Organization for Economic Co-operation and Development (OECD, 2005) defines financial literacy as a combination of one's awareness, information, skills, attitudes, and actions to maximize financial well-being, Mandell (2007) takes a more judgmental approach and describes financial literacy as an individual's ability to make sound financial decisions when faced with various choices.

Financial literacy provides young millennial competencies in investing money and managing their business finances as well as skills in developing the assets they already have. Financial literacy refers to an understanding of how financial markets work. Investors who are armed with higher financial literacy have higher competence, and will make decisions more often regarding investment and business activities. In line with that, investors with high financial literacy quality have high competence in the capital market and will tend to make more transactions than investors with insufficient financial literacy.

Individuals with adequate financial literacy will result in a better understanding of many financial products so that they are able to make decisions on the allocation of their funds to types of investments that are tailored to the characteristics of investors. This financial theory competency basically guides investors in managing and planning their personal finances now and in the future. Furthermore, knowledge in finance in many studies produces results that have a significant positive effect on financial management, investment decision behavior and so on. Most of the previous research has offered to provide insight into the reasons why someone does not plan for retirement, which should be able to help people in the future. Findings reveal that working individuals fail to develop their retirement savings plans (Lusardi and Mitchell, 2005). The main reason is the lack of financial literacy. In addition, most of them are not aware of the concept of economic fundamentals during their lifetime (Lusardi and Mitchell, 2014)

Young Entrepreneurship.

Late entrepreneurship is defined broadly as the process of discovering, evaluating, and exploiting opportunities, in which individuals seek to create value through new ventures or other forms of innovation, involving the relationship between opportunities and people (Bruyat & Julien, 2001; Shane & Venkataraman, 2000). Entrepreneurship is the activity of setting up a business and taking financial risks with the hope of profit or financial reward. Entrepreneurship is the result of a disciplined, systematic process of applying creativity and innovation to create needs and opportunities in the market (Zimmerer, 1996 in Dzizi 2008). . Furthermore, Schumpeter (!934) in Dzisi 2008 defines entrepreneurship as a business that innovates and introduces new things to the economy, both new products and new methods in the production process to renewable sources of raw materials for new industrial structures, building new organizations for various industries. . In this case, business people as creators who have skills as actors who are able to create a show of commercial goods and services and have their own uniqueness from finding new ideas.

In order to become an innovative young entrepreneur, young entrepreneurs must have the creativity to create something new and not imitate the creation. This is what will make young entrepreneurs special and different. According to Zimmerer and Scarborough (2008) young entrepreneurs are young people who take on the role of starting a business. Usually young people start a business due to certain events such as having the opportunity to determine their own path in life or being disappointed in the workplace. (Hisrich, 2008) and Alma (2013) are a challenge for young entrepreneurs to continue to live prosperously in retirement. It is necessary to have a defined income target and profit target so that it can be managed as a guide in retirement both state that students who prefer to study entrepreneurship are usually fortunate to have greater opportunities to become entrepreneurs and will earn up to 30 percent higher salaries than students who continue study in other fields

Millennial Generation Concepts

Millennials are individuals born from 1980-1996 (Weber, 2017) or also known as Generation Y (Gen-Y). Generation Y is known as the Millennial Generation, or Millennial Generation Generation Y is defined as the human generation, the children of the baby boomers generation and are familiar with digital and electronic technology. Social scientists believe that each individual's set of values is different, and stems from one's culture, education, life experiences, and other effects on one's life (Weber, 2017).

Generation Y has the following characteristics: self-confidence, optimism, expressiveness, freedom, and likes challenges (Oktavianus, 2017). Or Generation Y is described by Bambang Suryadi (2015), as follows: "Open to new things and always wants to be different from others. They really use their creativity to create something new. This generation likes a relaxed work atmosphere and is able to do several things simultaneously (multi-tasking). They include caring about style (style) and quickly adapt to technology. Unfortunately, this generation gets bored easily and their loyalty in work matters is somewhat lacking." Lita Mucharom, Human Capital Management Coat from Step Mitra Selaras, as published to show that Generation Y is a person who works to be able to apply creativity, and looks for a relaxed work environment full of fun. -rah. They work not too seriously, because work is not for a living or supporting a family like the previous generations did. They are very techno-minded and interact more through gadgets Skype, Whatsapp, Twitter, Facebook even with office mates. They also always want to be different and dominate the world of work and the problems faced by the millennial generation are easily disturbed emotions, promiscuity, pornography, impatient and more individualistic in the real world.

The Millennial Generation Transformation Phenomenon: From Employees To Entrepreneurs

According to Baiyun et al. (2018), Weber (2017) comment that millennials value personal competence, instant communication, and transparency, and usually want to start jobs working on important projects rather than starting at the bottom of the organizational hierarchy. Millennials believe that they can become successful faster than their seniors due to the advancement of their education and technology, this is a provision for millennial abilities in entrepreneurship (Weber, 2017). Wilmoth (2016) states that the number of retirees who are self-employed is increasing. Entrepreneurs create opportunities for innovation in products, services, processes, and business models (Garbuio, Lovallo, Dong, Lin, & Tschang, 2018). The way of thinking and how to use the mind to process information (prensky, 2001) millennials require the integration of technology in their work (Baiyun et al., 2018; Weber, 2017). In the digital environment, information technology has a very intense impact on how they live and work

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III. Research Methodology

This study uses a qualitative method in order to gain an in-depth understanding of a reality, symptoms, events, and problems by exploring more deeply the phenomenon of early retirement: determining income sources and investment behavior to increase long-term wealth. general. Qualitative methods are used in this study because the qualitative approach is a comprehensive, contextual, and fact-focused approach

Types and Source of Data

The type of qualitative method used in this research is phenomenology. Phenomenology means that reality, events, or existing symptoms are directed so that they can be shown and displayed as they are.

According to Cresswell, (2009) qualitative type of phenomenology is an approach that can be used for the purpose of finding a unified understanding of the differences in phenomena that occur and are experienced in people's lives, both individuals and groups.

Sampling

According to Ferdinand (2006) population is a combination of all data elements in the form of events, things, or humans with similar characteristics and subsequently becomes the center of attention of researchers because they are considered as the universe of research. In this study, the population used is the entire millennial generation who decide to retire early, actively invest and become entrepreneurs. Because this population is infinite in number, it is necessary to take a sample. This study uses purposive sampling (data collection), namely sampling with a purpose or with a reason. The considerations determined to determine the sample used are the millennial generation in the age range of 26 to 41 in 2021 (born in 1980 to 1996). With the criteria of having resigned from work, using funds from past work to run a business, and having an investment portfolio in order to obtain information related to the type of investment, financial assets (stocks, bonds, and mutual funds), and entrepreneurial ability. What are the most effective entrepreneurs to increase wealth in early retirement?

Data Collection

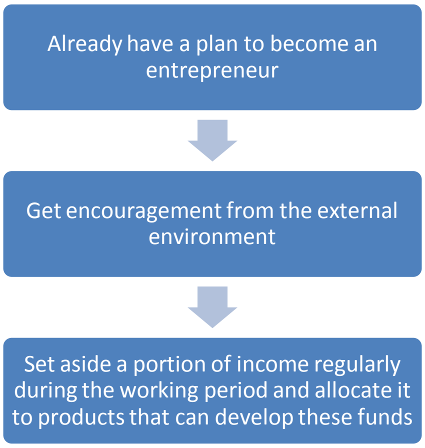
Research questions use open-ended questions in order to get broad and in-depth answers and researchers get comprehensive insights so that each response can be investigated more deeply because the topic of this research is subjective to obtain concrete results. In this study, an in-depth interview technique was used and this in-depth interview was carried out intensively and repeatedly so that it became the main tool combined with participatory observation. In this in-depth interview, the interviewer and the informant are involved in social life for a relatively long time (Sutopo 2006: 72) because the special feature of this in-depth interview is their involvement in the life of the informant. The purpose of the interview was to obtain information about planning types of investments and business profit management strategies for long-term wealth for young retirement based on the perspective of the millennial generation directly to the interviewees.

III. Result

Process and Results of Analysis Regarding Fund raising from Salaries for Entrepreneurial Capital Adequacy

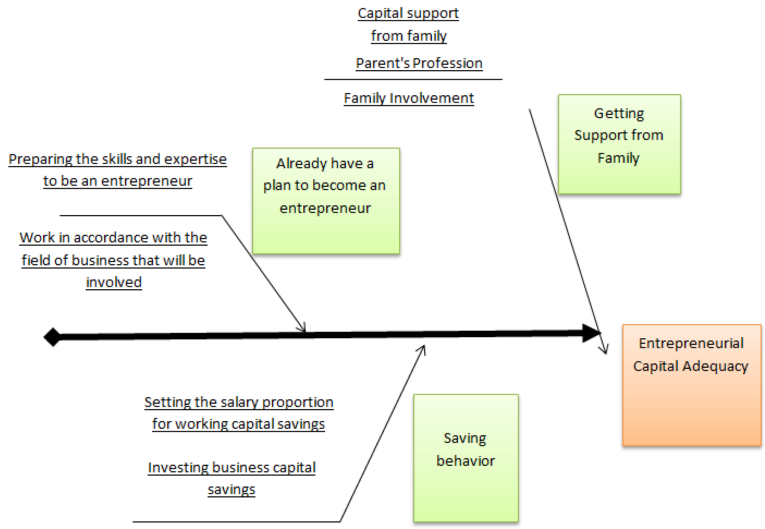
Someone who is still young and even a fresh graduate can manage their funds and income to achieve the goal of becoming an entrepreneur. From the interview results, it can be concluded that the millennial generation process to prepare capital adequacy in entrepreneurship can be described as follows:

Chart 1. Millennial generation process to prepare business capital



From the results of in-depth interviews with the four informants, data was obtained on how the millennial generation process maximizes income and results from work during their working period to be used as entrepreneurial capital. This research data is shown through the following fishbone display:

Chart 2 : Millennial generation process to prepare business capital



Informants describe that through work, businesses can be built, and even many things are obtained through the period of work. The four informants stated that entrepreneurial readiness begins with having a plan from the beginning so that every work activity can support the business to be built. Second, getting support from the surrounding environment such as family and closest organizations is a privilege that plays a very important role in the readiness of entrepreneurship capital. Third, the four informants stated that they needed the ability to absorb all experiences while working to equip themselves during work with a series of experiences to prepare mentally and hone skills and add networks. Furthermore, the four informants conveyed that the process that became the biggest victim during their working period was the commitment to saving. Readiness of funds by setting aside salary regularly and even the largest proportion of salary has been prepared for entrepreneurship.

From the results of interviews with informants, all of them stated that from the beginning they already had a plan to be an entrepreneur, even their goal of working was so that they could become entrepreneurs. This is in line with Biraglia & Kadile (2017) that planning to become an entrepreneur is an initial initiative instead of working to prepare to become an entrepreneur. A person who is already planning to become an entrepreneur will direct his daily activities as an employee into provision and capital to open a business. This is also in line with Ajsen (1985) that someone who plans will make actions in his daily behavior into a series of activities to achieve these goals.

The vital process is to prepare mentally, abilities, and skills to become an entrepreneur, because being an entrepreneur requires comprehensive abilities, ranging from leadership, managerial, time management, risk mitigation, analytical skills, decision making, responsibility, thoroughness, moreover must have channel that will become a business partner so that the pioneered business can develop quickly. This is in line with the informants who deliberately decided to look for work first and most of them took positions that were directly close to the owners where they worked to gain knowledge directly from business actors..

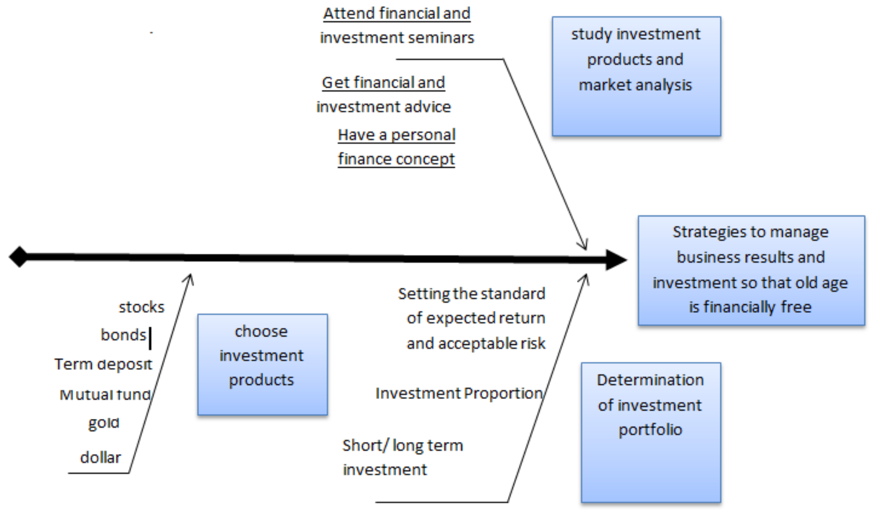
The next process is encouragement from the family. The millennial generation, which means that they are still young, can succeed in becoming entrepreneurs through the support and encouragement of those closest to them. The four informants all included the role of the family in making the plan to become an entrepreneur a reality. The role of the family, such as parents who are also entrepreneurs, is to direct children to follow in their footsteps, provide business capital, to help participate in starting a business. This is in line with Habbershon, Williams, & MacMillan, 2003; Sirmon & Hitt, 2003) which concludes that a child can be an entrepreneur refers to the resources and abilities of the family to facilitate entrepreneurial activities and create supportive conditions so that their regeneration can follow in the footsteps of being an entrepreneur..

The most influential process in the process of becoming an entrepreneur is the process of setting aside funds for business capital. This is because in the early stages of entrepreneurship, it requires initial capital for the costs of starting a business. Informants stated that the provision of funds was carried out regularly, consistently and with commitments every month, even though the largest proportion of the use of salaries was for business capital. When the salary increases, gets a bonus or incentive, the amount of savings for business capital will be even greater. The informants also added that business capital is not only left in savings, they are right to try to develop funds for business capital into short-term investment instruments such as deposits. This is in line with Pete (2007) who in his research stated that saving behavior greatly affects success in becoming entrepreneur.

How to Manage Investment

Based on interviews with the four informants regarding how to manage their investment portfolio, each has its own characteristics, depending on the level of financial literacy and risk acceptance of each informant. The data can be presented with the following fishbone display:

Chart 3. Millennial generation process to prepare retirement financial through investment



Determination of Investment Portfolio and Choosing Investment Products

Through the results of interviews with informant 1, the informant is categorized in a conservative risk profile. This informant only has one investment product, namely deposits. Informants stated that they tend to choose investment instruments that are well known because they do not have confidence and understanding of other investments, informants realize that they are not too active in studying and analyzing other financial products because they feel they do not have the time and are not sure about financial investments that have an element of risk. The informant stated that his investment was maximized by investing in the business he was running, even though the informant wanted a return and development from his idle funds, but only hoped for the result of the business because he felt that only business would provide the maximum return. The informant stated that the security and deposit interest were sufficient to save the funds because the informant did not know clearly how to develop funds through other investment instruments.

For the Moderate type (informants 2 and 3), the informants already know how to work and understand how to develop their assets. This type of informant tends to accumulate assets by saving every month with the same nominal amount in the hope that in the future the informant will get a higher level of profit from deposits. These informants tend to be grouped into types of investors compared to traders because these informants are less willing to take risks. This type of informant has knowledge and belief in investment and understands the product, features, benefits and risks but is unable to tolerate higher risks. This type of informant tends to choose a balanced investment instrument. This type of informant looks for investment portfolios, especially in interest-bearing assets and partly to asset growth classes in the hope of getting a balanced return. This informant seeks a lower level of volatility, of which 70% is allocated to fixed income assets (cash and fixed interest).

For the Aggressive type (informant 4), the informant already knows more deeply and is skilled at being active in finance for future welfare. This type of informant has an understanding of how the financial market works so that they will make more frequent decisions regarding investment and business activities.

This informant has practical skills in various financial investment products. This type of informant expects the highest return on investment. these informants are willing to accept high volatility of investment value in return for high potential investment performance. 85% of this informant's funds are allocated to growth assets.

Based on interviews with informants, the important thing in deciding each investment strategy is to determine the proportion of funds in each investment instrument such as: Investor 1 who sets 30% of his funds into deposit instruments and 70% for business development, because investor 1 is classified as conservative and focus on business investment. Investor 2 sets 50% bonds, 30% mutual funds and 20% gold. And investor 3 sets 50% to bonds and another 50% goes to fixed income mutual funds. This is because this investor belongs to the moderate category who expects returns from their investment products but avoids risk. Investors already accept folate but prefer a measurable level of folate. Meanwhile, investor 4 determines the proportion that is classified as aggressive because this type of investor allocates 40% shares, 30% mutual funds, 20% bonds and 10% dollars and gold. This variation in the allocation of funds shows an investment strategy that wants high returns.

Based on the results of interviews with the four informants, it can be illustrated that investors in making investment decisions require knowledge. The deeper the knowledge, the more daring to take risks and the more varied the investment and the more it adapts to financial goals and risk profiles with the hope of a high rate of return.

It can be said that the first informant entered the less literate category which has a level of knowledge about financial products and also financial services in banking, so that they are more inclined to money market products such as deposits and do not have the courage to enter other violatile investment products.

It can be said that the second and third informants are included in the sufficient literate category because they already have knowledge and have confidence in financial service institutions and financial service products. Informants also recognize the features, risks, rights, benefits and obligations of each financial service product. Investors with sufficient literacy knowledge are more open to accepting various types of investments as long as the risk level is tolerable and provides higher benefits from the money market.

Dapat diketahui bahwa informan empat termasuk dalam kategori investor dengan tingkat literasi keuangan well literate ,sebab mengenal produk dan jasa keuangan. Investor dengan kategori well literate sangat memahami fitur, hak, manfaat serta risiko produk investasi sehingga mampu memanfaatkan produk investasi tersebut yang disesuaikan dengan tujuan investasi mereka

Describing the Investment Objectives Currently Done

Based on interviews with the four informants, it can be seen that the goals of young millennials who retire early and start a business and invest are as follows:

1. Money Accumulation

The four informants stated that their goal of investing and doing business is so that the funds they manage can grow manifold. Investors expect additional funds from interest or other sources on a total principal continuously so as to generate more income.

Investors periodically save their funds so that these funds can be collected in amounts that eventually become large. Investors rely on their investments and efforts so that the accumulated funds are not eroded by inflation.

2. Financial freedom in old age: passive income

In line with Solomon et al (2013) that an entrepreneur has a vision and sees that the business is not only for short-term profits but also operationally can run for profit now and the business can be believed to be profitable in the future.

In line with Ben Toscher and Dahle & Steinert (2019) that the purpose of business entrepreneurs and investors investing is to accumulate funds so that they can have a financially free life.

Informants aim to be financially free at retirement age, which means free to do whatever they like in a financial context. Technically, financial freedom is a condition where passive income and investment income can cover expenses. It's even safer, even the passive income is 2x greater than the expenses

Describing Financial Free Criteria at Retirement Age

Based on the results of interviews, the criteria for being financially free according to the informants:

1. Can buy tertiary needs (motor sport, send children to international schools, travel abroad, travel the world, and shop)
2. Can set aside part of his income not for personal interests (set aside money for extended family, relatives, or social assistance) without feeling burdened.
3. Can prepare a legacy for the next generation**.**

IV. Conclusion

Based on the results and discussion of the research, it can be concluded as follows:

1. The Millennial Generation Process of Preparing Business Capital During Working Period

The process of preparing capital for entrepreneurship for workers begins with setting work goals for entrepreneurship, the Theory of Planned Behavior states that by making plans, actions during work will be directed at preparing capital and mentally to be able to transform from employees to entrepreneurs. The second process is to maximize the support provided by parents and families. The family environment affects the success of the millennial generation in preparing entrepreneurial capital. Family support that is maximized by the millennial generation is very helpful in equipping the millennial generation with funds and mentality in doing business. The third process is the millennial generation's saving behavior while working has an effect on the readiness of entrepreneurial capital. Saving a large portion of your existing salary and income consistently, disciplined, and increasing will accelerate the accumulation of entrepreneurial capital.

2. Describing How to Manage Investments

In order for the investment followed by the millennial generation to develop and get passive income that covers the cost of living during retirement, the millennial generation must have the ability to make investment decisions, namely the first by equipping themselves with financial literacy, namely personal financial knowledge, investment products, and knowing good investment goals. The millennial generation must also be able to measure the expected level of fund development and acceptable risk because each level of return has an investment risk so that the millennial generation must be able to evaluate its risk profile. By knowing the risk profile, the more appropriate investment decisions are taken to match the goals and expectations of investors. The millennial generation must also be able to allocate their managed funds to investment products that have been previously analyzed with balanced proportions according to the right analysis so that they are balanced. The ability to allocate the right investment products with balanced proportions will create an optimal investment strategy according to financial goals to be used in the short term and long term, also in accordance with the wishes and profiles of each investor. Furthermore, the millennial generation needs to evaluate their investment portfolio in order to be able to execute investment activities such as buy or sell or switch at the right moment

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