



TRAINING PROGRAM MANAGEMENT: STUDY ON HANDMADE TRAINING PROGRAM AT PKBM RUMPUN AKSARA

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ABSTRACT

This study aims to determine and describe the management of handmade training programs in PKBM Rumpun Aksara. This study uses a descriptive type of research with a qualitative approach. The research site is located in PKBM Rumpun Aksara Panti Jember using a purposive area technique. The technique of determining the informants used purposive sampling. Data collection techniques using observation, interviews and documentation. The technique of checking the validity of the data used was increased persistence, extended observations and triangulation in the form of source triangulation and technical triangulation. Data analysis used the theory of Miles and Huberman by collecting data, reducing data, presenting data, and verifying data. The results showed that the planning activities in the handmade training in PKBM Rumpun Aksara were carried out in a structured and systematic way, starting from identifying needs, to making learning lesson plans, as well as determining methods and media carried out by the training instructor. The implementation of the handmade training program has been running according to the predetermined plan. Meanwhile, the evaluation activity for the handmade training is holding a meeting with the instructor who discusses the implementation of the program. While the evaluation of the learning community by conducting an assessment of the process, results, level of interest of learning residents and the impact of handmade training for learning residents.

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1. INTRODUCTION

Currently unemployed or unemployable is a major problem in a modern society, generally due to the fact that the number of labor force or those looking for work is not proportional to the number of job vacancies that absorb them, and the lack of skills possessed so that they are inferior to workers who are more qualified and skilled (Bartley dkk., 2006). So with these problems, non-formal education has a very important position in it to overcome workers who lack skills. The way that can be used as a solution is to open various training programs or others that will realize community welfare. One of the programs can be through PKBM (Center for Community Learning Activities), which is engaged in non-formal education (Mutiar & Koesmawan, 2020). PKBM is a place that shelters people who want to continue their education and add skills and skills where they cannot enter through formal education. PKBM itself is held with the aim of empowering the community so that they are empowered and able to keep up with the current developments of the times (Saripah dkk., 2020). Law of the Republic of Indonesia No. 20 of 2003 concerning the National Education System Article 26 paragraph (2) explains Non-formal education functions to develop the potential of students with an emphasis on mastery of knowledge and functional training as well as the development of professional attitudes and personalit (Alif dkk., 2019). This means that PKBM does not only develop academic knowledge, but also develops skill knowledge. Recently, the government has made innovations to the package C equivalence program in PKBM, including integrating package C equivalence education with a training program, or better known as Vocational-based Package C Equivalence Education. The Vocational Package C Equivalency Education Program is a form of secondary education services equivalent to SMA/MA in PKBM and is part of non-formal education with organized competence and is certified with a personnel competency certificate (Triyomo & Mateeke, 2019). Vocational equality education is an education program that is directed at expertise, training, in certain fields of training so as to form output that is ready for work and can compete globally (Jackson, 2015).

The process of its activities is by integrating training programs into equality education subjects (Mukhamedov dkk., 2020). It is hoped that in the future all existing PKBM programs will be able to integrate the equality program with the training program (Dadi, 2021). The aim is that later after students have attended the package C equivalency program they will not only get a diploma but also a training certificate, where the training can be used for them to start entrepreneurship or find work. PKBM Rumpun Aksara, in order to provide the best results for its learning residents, has implemented an existing equality program by integrating it with a training program, namely handmade training. Where the process of its activities complement each other with its main program, namely equality (Nurhayati, 2021). This handmade training is a complement to the equality program, and the two complement each other (Simoyan & Zisserman, 2014). Handmade training is the most popular training at PKBM Cluster Aksara. That is the attraction and added value that makes the learning residents motivated to learn about equality at PKBM Rumpun Aksara. So it is necessary to explore how the PKBM Rupun Aksara institution manages a complementary program, namely handmade training so that it can contribute more to its main program, namely equality. This data collection will focus on how to manage the handmade training program, namely its relation to the planning, implementation and evaluation stages that the institution is carrying out. Based on the preliminary study, it is known that there is not much research discussing and answering this, because previous research only discussed the equality program, not much had discussed the additional programs carried out by institutions for equality education.

2. METHODS

This research uses a qualitative approach, with a descriptive research type (Koh dkk., 2015). In this study, the researchers described a situation or condition that existed objectively and systematically based on existing data related to a local potential-based community empowerment strategy through a nursery tourism program in Kediri Regency. The use of research methods with a qualitative approach is carried out to search deeper and more thoroughly in digging up data which is then processed according to the problems obtained from the results of interviews, observations, and documentation (Polkinghome, 2005).

This study uses a purposive area technique, namely determining where the research is chosen based on certain considerations and objectives (Resmi, 2020). The place of research to be examined is in the Kebun Seedling Tourism Village.

In determining the place of research, the researcher used the purposive area method where this place was deliberately chosen based on clear plans and objectives (Ngozwana, 2018). Snowball Sampling is sampling that is used sequentially, from a small number to a larger one (Etikan dkk., 2016). The specified informants start with the key informants who provide information about what is needed in more detail. Meanwhile, supporting informants provide information that supports the key informants (Bolton, 2001).

In data collection activities, researchers used interview techniques, observation, and documentation with 2 key informants and 1 supporting informant, namely the village head, BUMDes administrators, and youth youth members (Kania dkk., 2021). Interview techniques were carried out by researchers to obtain as much data as possible in detail from informants regarding local potential-based community empowerment strategies through the tourism village program. In increasing the persistence of observations, it can be done by reading various book references and the results of previous research related to the findings under study (Walston, 2006). So that it can be used to examine the data found. While the triangulation of the researchers used technique, source and time triangulation. Technical triangulation, namely checking the validity of the data is done by documentation, interviews and observations to obtain valid data (Agustina dkk., 2018). Researchers also use source triangulation, namely comparing from several sources so that the validity of the data will be known (Yazan, 2015). As well as time triangulation, namely to test the credibility of the data, which is carried out by interviews or observations at different times. Researchers also use source triangulation, namely comparing from several sources so that the validity of the data will be known. As well as time triangulation, namely to test the credibility of the data, which is carried out by interviews or observations at different times. Researchers also use source triangulation, namely comparing from several sources so that the validity of the data will be known. As well as time triangulation, namely to test the credibility of the data, which is carried out by interviews or observations at different times.

Research data analysis was carried out by adopting the Miles and Huberman model as disclosed by (Sugiyono, 2017) which includes data collection, data reduction, data presentation, and data verification. Data collection was carried out using the results of observations, interviews and documentation based on the problems studied in the field and then analyzed and described. Data reduction is done by summarizing, choosing the main things, focusing on the important things. Presentation of data is presented in the form of brief descriptions, charts, relationships between categories and data verification. The analysis is carried out during the mining process and after the data mining is complete

3. RESULTS AND DISCUSSION

Based on the data obtained by researchers during excavation and data collection in the field, findings or research results can be formulated in accordance with the formulation of the problem in the research to answer how community empowerment strategies are based on local potential in nursery tourism villages. Community-based empowerment in Jambu Village is a development model that provides enormous opportunities for the community to participate in development, one of which is development in the tourism sector. Tourism development is essentially an activity that explores all tourism potential, both from natural resources, human resources, and man-made resources, all of which require comprehensive handling. Village development is a form of effort that is believed to provide development progress in a village. However, in the development of tourism, Indonesia still encounters many problems. Among them, the main thing is advice infrastructure, human resources, communications and publicity, and several other issues. As the theory put forward by [Mardikanto and Soebianto \(2013\)](#), that there are four component elements that must exist in a community empowerment strategy. The goal to be achieved from the existing empowerment strategy is to form individuals and communities to become independent. This independence includes the independence of thinking, acting and controlling what they do. This shows the need for attention from the central government and local governments to make future steps or strategies related to tourism, both related to the development of infrastructure, development of quality human resources, development of more attractive tourism promotions, management of the tourism environment and others so that can attract more visitors.

a. Human Building

As the theory put forward by [Mardikanto and Soebianto \(2013\)](#), that there are four component elements that must be present in a community empowerment strategy, one of which is human development. Human resources are the most important thing in an organization as a driving force to be able to achieve the goals of an organization or group. The human development strategy is carried out to form qualified personnel with skills, work abilities, and work loyalty to an organization so that it develops in a better direction. In the human development stages carried out by the village government and BUMDes there are at least three stages carried out in human development namely training, education, and recruitment. Training activities have the benefit of helping improve community skills in the development and management of tourist villages, especially in terms of structuring and performance in a tourism village in Jambu Village. This activity is also useful for increasing the synergy between the people of Jambu Village and the local government, especially the Tourism Office. Meanwhile, education provides the community with the basic knowledge that must be understood as a tourism organizer, so that the organizers as hosts can manage and treat visitors as they should.

In fact, human development has a very positive impact on the community around Kebun Bibit Tourism Village. Changes in mindset are the main thing that is most visible in society, changes in mindset change people's perspectives in behaving in social life. Changes in mindset also have an impact on improving education and the economy without reducing behavior according to local customs. Changes in people's behavior are manifested maximally by contributing to the success of the Garden Nursery Tourism Village. This is similar to the opinion presented by [Komang \(2012\)](#) regarding human

development which can be interpreted as an activity to organize, manage, administer, administer, implement, and control the behavior of a human being so that it is more directed.

b. Community Development

Otto (2001) argues that environmental development can be interpreted as a conscious and planned effort to reduce the impact of activities on the environment to a minimum level to obtain optimal benefits from the environment to achieve sustainable prosperity. A conducive and organized environment will help increase the success of the Kebun Seedlings Tourism Village. Planning related to changes in land use, social and economic aspects is the impact of the development of tourism. Strengthened by the existence of a tourist attraction that affects the environmental conditions of the local area. Efforts to develop the environment in Jambu Village are also in maintaining the stability of the sustainability of the ecosystem in the midst of tourist objects, which indeed utilizes nature as the main attraction for tourism destinations.

Sapta Pesona, revitalization, and planting green fields in the midst of the community are concrete forms of protecting the natural potential of Jambu Village so that it is not damaged or polluted by the existence of the Nursery Tourism Village. the most basic thing related to this success is education and revitalization. Area revitalization is an effort to revive areas that have decreased in area function or even tend to die, as well as develop areas to rediscover their potential, so that it is expected to provide an increase in environmental quality which in turn has an impact on the quality of life of the people around Kebun Bibit Tourism Village.

The general community of Jambupun village is invited to work together in terms of sustainable development, environmental issues can be said to be very important and sensitive, namely in various ways, including the enactment of planting trees on every community house as a form of greening around the village. The second is with the existence of policies made to implement care and love for the environment. Efforts to protect the environment are carried out by carrying out a movement to use their yard, where each resident is required to plant at least one fruit tree in his yard and plant various kinds of medicinal plants and vegetables. This rule still applies today, and all the houses in the Village. Improving village conditions, especially regarding reforestation and existing facilities and infrastructure in the village, is carried out to increase satisfaction and give a positive impression to visitors who come to visit Kebun Bibit Tourism Village. This is also a form of caring for and maintaining the environment so that it remains beautiful and avoids damage to natural ecosystems.

c. Institutional Development

Institutions are things that affect the course of all activities related to humans, business and the environment. An effective institution will be a determinant of the success of the initial goal of establishing an institution. So according to [Mardikanto and Soebianto \(2013\)](#) stated that institutions as a social group or organization that are willing and able to run effectively so that they can support the implementation of human development, business development and the environment. This can take the form of strengthening institutional capacity as a form of effort to build the right organization, systems, partnerships, people and processes to carry out an agenda or plan that has been designed together.

The institution that oversees the Nursery Tourism Village is BUMDES Jaya Makmur. Village-Owned Enterprises (BUMDes) are intended to encourage the growth and development of village economic institutions into business entities that are able to accommodate the economic activities of the Jambu Village community, as well as provide strengthening of village income. In addition, village community development can also be increased along with strengthening village income. Planning in an institution is needed because with planning, an organization can run well. In planning, of course, there is goal setting by Village-Owned Enterprises (BUMDes) as the initial basis for achieving the goals to be achieved, namely improving the village economy, increasing Village Original Income. Furthermore, there is an organization that is created to determine the tasks of each individual so that their performance is controlled and directed according to the duties of each member. And the last thing is mobilization in Village Owned Enterprises (BUMDes) there is always guidance, suggestions and orders. In every work meeting, those who are members of Village-Owned Enterprises (BUMDes) do not know enough or lack experience, so guidance is needed so that what is lacking or even obstacles in Village-Owned Enterprises (BUMDes) can be corrected with constructive suggestions and even always provide motivation so that administrators work harder and harder to achieve the goals of the Village Owned Enterprise (BUMDes), that is a form of motivation.

4. CONCLUSION

Based on the analysis of the data that has been presented, it can be concluded that the community empowerment strategy in the Nursery Tourism Area has a fairly positive impact on both the community and the environment around Jambu Village. With the community empowerment strategy, Jambu Village is now a community that has potential and excellence in the field of tourism, especially agro-tourism. The economy and the mindset of the people have now changed towards a more modern and more aware of concern for the environment. This cannot be separated from the intervention of the people of Jambu Village, who have a BUMDes organizational forum. Which starts with planning recruitment, where the village head and the relevant team sort the community based on criteria with educational and economic backgrounds. Continuing towards the awareness process of the community that has been sorted to participate in counseling activities or workshops related to tourism. The main topic relates to the importance of tourism awareness which aims to improve the quality of people's lives. The provision of training to participants is adjusted to the background interests and talents possessed by the community.

In the concept of design and environmental engineering, there are two main things, namely revitalization and the application of sapta charm to support the high success of the Kebun Seedling Tourism Village. The revitalization carried out in Jambu Village aims to improve the function of the old area through a program designed by the local village head and its implementation is able to create quality public space and community economic growth in the area. While the application of sapta charm (safety, cleanliness, friendliness, beauty, coolness, order, and memories) has benefits as a guideline for maintaining and caring for environmental sustainability and the comfort of visitors to the Kebun Seedling Tourism Village.

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