

The Role of Government, Human Resources and Strategic Role of Training For Life Skill Empowerment

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Abstract—Empowerment can be interpreted as a planned process to improve the ability of the community to be empowered to improve their lives. Changes in society will be realized if the community itself wants to change. Community groups that want to change themselves must have sufficient knowledge and skills to improve their lives. How can people be able to empower? Here is the role of this article to examine the three hypotheses offered, (1) the role of the government in community empowerment; (2) the strategic role of corporate training and development towards community empowerment; and (3) the competence of human resources for community empowerment. This study uses a sequential explanatory method of a survey approach from 320 respondents and in-depth interviews with five resourceful speakers. Quantitative data analysis uses Partial Least Square (PLS) with PLS-SEM 3.0 software. The findings in this study indicate that: First, the role of government has a positive effect on community empowerment; second, human resources competencies have a negative effect on community empowerment; and third, the strategic importance of corporate training and development has a negative effect on community empowerment. Proof of qualitative research concludes the role of government, human resource competencies, training, and corporate development has a positive and significant influence on community empowerment.

Keywords—: *community empowerment; training and development; HR competency*

I. INTRODUCTION

Life skills are acts of affirmative action towards enhancing life skills including personal, social, academic and vocational skills related to skills in processing and utilizing local resources that add value to the independence and life of the community. Life skills education is to provide knowledge, skills [1], and practical functional ability and attitude changes to work and strive independently, open employment and business fields and take advantage of the opportunities that they have so as to improve their welfare [2]. The mission of

the Life Skills education program is expected to be able to; (1) alleviate unemployment and poverty in urban areas; (2) empowering urban communities; (3) optimizing the effectiveness and effectiveness of existing employment opportunities and opportunities; and (4) improve the welfare of the community through course and training activities so that they have the provision for work or independent business.

Life skills activities are a real effort to educate and train community members to master certain skills fields according to their needs, talents, and independent work/business opportunities that can be used to work in both the formal and informal sectors in accordance with job opportunities or independent business. Life skills education according to [3] states that life skills are education that provides skills so that a person can live independently, education is owned, namely daily skills, personal skills and ability to work. The good education is to be able to provide practical skills, related to the needs of the labor market, business opportunities and economic or industrial potential in the community [4].

The Textile and Textile Products Industry (TTP) is one of the priority industrial products grouped into the mainstay industry [5]. To achieve priority industry development goals in the textile and garment industry, priority industry development programs are carried out jointly by the Government, State-Owned Enterprises and the private sector. One of the challenges to the development of the textile industry is the production capacity of the national textile industry must be able to meet domestic clothing needs of up to 70 percent, the government in this case must ensure the availability and ease of obtaining raw materials, and prepare competent industrial human resources [6].

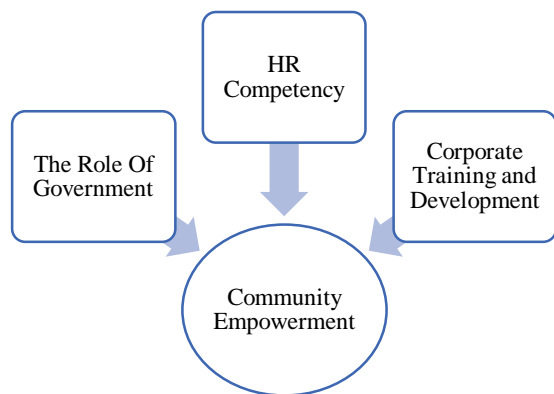


Figure 1
Life skills empowerment

Life skills empowerment as shown in Figure 1 above, must place the power of society as capital in the empowerment process, supported by the role of the government, human resource competencies and the strategic role of the TTP industry training and education. Partnership relationships must be built with the concept of participation in all stakeholders (community, government and corporation) involved in the development process, in order to realize a life that is increasingly empowered, independent and prosperous in a sustainable manner.

II. DISCUSSION

Based on the results of quantitative and qualitative data analysis. Collection and processing of quantitative data using survey methods, where the data collected were analyzed by the PLS-SEM 3.0 software. While collecting and processing qualitative data by interviewing resource persons in depth. Life skills empowerment models by taking into account the Role of the Government, Competence of Human Resources, Strategic Role of Corporate Textile and Textile Product Industry Training and Development Towards Community Empowerment-based on data analysis can be seen in Figure 1.

2.1 The Influence of the Government's Role in Community Empowerment

The role of government in preparing human resources has a positive and significant effect on community empowerment. The role of the government in community empowerment will effectively increase community involvement, activate communities and significantly improve individual and collective welfare. The practical implications of happiness and prosperity are not just a function of income and costs but must be able to give confidence to the central and regional governments in order to be able to encourage policies to help people to be more empowered [7].

Research conducted by [8] found that community members are willing to provide considerable time and effort in empowerment partnerships if they believe that the actions and decisions they choose will create significant and real changes in their communities.

Findings Research conducted by [9] that there is a significant positive relationship between the role of government, politics and the implementation of local economic development for the community. Without the role of government and other stakeholders to empower the community, the implementation of creating local economic development in the community is difficult to materialize. The role of government in promoting community development emphasizes community empowerment, equality, social justice, participation, and representation.

This means that for community development the role of the government is to make decisions that affect their lives in the fields of education, health services, sanitation and allocation of funds in the infrastructure sector. The findings in this study support research conducted by [10] that facilities in terms of education, health, drinking water, road rehabilitation, sanitation and rural electrification that have increased rapidly will also have an impact on improving the lives of people in their communities.

2.2 The Influence of Human Resources Competence on Community Empowerment

The competence of human resources does not have a positive and insignificant effect on community empowerment. In particular, enhancing human resource competencies through empowerment activities (such as training programs, educational sponsorship programs and learning and development programs) carried out by the government and corporations, is believed to have positive implications for the community by increasing empowerment in a more decent life, education affordable and individual skills to carry on their lives. This empowerment program actually aims to improve education, quality of life and the welfare of individuals and groups in society through reducing wealth disparities, imbalances and promoting job equality [11]. Research conducted by [12] that the relevance of work to a particular position or occupation regulates, implements policies and practices of human resources that are beneficial for building empowerment. Thus the competencies needed by the community in changing their lives must comply with planning, initiation and continuous assessment rules to gain empowerment. The influence of human resource competencies on community empowerment due to their inability to manage weaknesses both individually and institutionally. This finding supports the theory put forward by [13], [14] and [15] that the powerlessness of society both individually and institutionally in the management of human resources is not solely caused by weak mastery of material (such as: mastery of production technology, ability to master financial capital and economic infrastructure); but also by nonmaterial weaknesses (such as: human resource competencies or human capital, values, social structures, management and economic organization, leadership and governance systems) which are more appropriate. The findings of the research conducted by [16] show that the increasing individual powerlessness of the individual and institutional that is currently in improving the welfare of the community can be used as a kind of depiction that the efforts

to improve human resource management have not made a significant contribution.

2.3 Effect of Training and Development on Community Empowerment

The strategic importance of training and corporate development in the textile and garment industry does not have a positive and insignificant effect on community empowerment. The success of an industrial corporation depends on how competitive employees can produce goods for customer satisfaction with competitive prices and provide time. Furthermore, the manufacturing process has a number of control steps to ensure that the product complies with the ever-changing requirements of customers [17]. Training and development carried out by industrial corporations, is a type of non-formal education which is not only to build previous formal education from a small portion of its citizens but more specifically to improve the economic and social level of most of its citizens [18]. The influence of training and development on community empowerment that has a weak economic background, so that life skills acquired from the training are currently limited to experience and have not yet reached the level of improving community welfare. This finding supports the results of research conducted by [19], education and training programs to empower the community in non-formal forms carried out by corporations have not been able to increase the income of the community, let alone to the level for their welfare.

III. DISCUSSION

The role of the government in community empowerment will effectively influence community involvement, active the community, significantly improve individual welfare and the collective welfare of the community. The most influential and significant corporate training and development towards empowerment are to provide added value directly to skills, knowledge, insight, cooperation, productivity to produce work that is beneficial to the community. The most influential and significant human resource competency on community empowerment is competence that has the support of the company's progress, are able to do work according to standards, has a good working relationship, the quality of work produced is better, develops knowledge potential, has disciplined work behavior and is able to complete the work measurably.

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