

# COMMUNITY EMPOWERMENT THROUGH THE MOTORCYCLE MECHANIC TRAINING PROGRAM AT THE WORK SERVICE CENTRE

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## Abstract

Lack of education, low skill levels, the more competitive nature of the job market, laziness, a lack of discipline, a lack of drive to live, and a failure to uphold religious principles are all contributing factors to unemployment issues. The aforementioned factors have led the Pariaman City/Padang Pariaman Regency government to prioritize the skills of its human resources through the Motorcycle Mechanic Training program offered by the Pariaman City/Padang Pariaman Regency Job Training Center. In this study, various training obstacles such as individuals who attend training against their will, without knowing the direction and objectives to be met, without commitment, who merely show up to fill in time instead of finding another job, and so on were found at the Job Training Center of Pariaman City. To overcome the problems and obstacles that occur, the efforts made by the Job Training Center of Pariaman are to provide direction, motivation, and intensive assistance according to the needs of participants by the instructor. In addition, it also holds mental, physical, and disciplinary honing activities, provides external assistance by psychologists, and provides training and seminars related to job access in collaboration with private companies invited by the Job Training Center of Pariaman City, Padang Pariaman Regency. The training held can assist local governments in tackling unemployment problems in Padang Pariaman Regency.

**Keywords:** *Empowerment; Community; Motorcycle Mechanic Training*

## A. Introduction

Unemployment is a crucial employment problem currently experienced by many countries in the world, including Indonesia<sup>1</sup>. Employment problems in Indonesia are a significant increase in the number of unemployed every year, limited availability of job opportunities, the high number of job seekers compared to existing jobs, inadequate wages, the issue of layoffs that occur frequently, clarity of salary status, problems with contract workers and the welfare of workers, especially workers who are still not paid attention to. Of the various problems above, the main focus of employment is the problem of unemployment. Unemployment is where residents or the workforce are in need and are looking for work because they do not work at all. In conditions of increasingly fierce competition, people are not only expected to be smart but also must have skills to be skilled. In other words, community empowerment is needed to develop individual skills or business in general<sup>2</sup>. Regarding skills, its essence for a job seeker is a must that must exist in him. To create a skilled and empowered community, training and empowerment for the community is very much needed. Empowerment is an effort to provide empowerment or reinforcement to the community. In other words, community empowerment is defined as the ability of individuals who combine with the community in building the empowerment of the community concerned<sup>3</sup>. Community empowerment is also defined as an effort to change people's behavior in a better direction so that the quality and welfare of their lives can gradually increase<sup>4</sup>.

The economic problem that dominates today is the increasing basic needs of the community. This condition has resulted in various problems including the increasing number of

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<sup>1</sup> Grace & Denila, *Analysis of IT Graduates Employment Alignment Using C4.5 and Naïve Bayes Algorithm*, p.745

<sup>2</sup> Sari & Irawan. *Empowering Comunity in Creating Business Opportunities In Pahlawan Village, Batu Bara Regency*, p.83

<sup>3</sup>AprilliaTheresia, *Pembangunan BerbasisMasyarakat*(Bandung: Alfabeta,2014), p.155

<sup>4</sup>Oos M. Anwas, *Pemberdayaan di Era Global*, (Bandung: Alfabeta, 2014), p.3

poverties, the number of unemployed, the high rate of evil and crime, relatively low quality of education, and other negative impacts that threaten society. This rising unemployment problem in Indonesia<sup>5</sup> is very likely to be the cause of the emergence of crime problems and other negative problems.

Seeing the current phenomenon, human resources in Indonesia, especially Padang Pariaman Regency, are still low. There are so many workers in Padang Pariaman Regency who do not work because they are not in their fields and do not have special skills, so in Padang Pariaman there are still a lot of unemployed and the open unemployment rate is quite high. Open unemployment is unemployment either voluntarily (those who do not want to work because they are looking for a better job) or forced (those who want to work but cannot find a job). An individual is said to be unemployed because there is no job yet and it is not clear what to do to meet the needs of his life. This is very likely caused by factors of low education, limited skills, ability to work, or laziness factors. Unemployment can also be caused by the number of jobs being less than the number of job seekers so it does not match the needs.

Based on the BPS data of Padang Pariaman Regency in 2015-2018<sup>6</sup>, it shows that the number of job seekers is inversely proportional to the number of jobs, resulting in a high unemployment rate. Therefore, human resources (HR) become a significant problem in discussing the problem of unemployment. Every human being must try and attempt to change a situation from a bad to a decent life. It also leads to a difficult life situation today is not something to be lamented about, but rather trying to find a way out. Every Muslim person is required to be active and diligent in work, creative and innovative in facing various challenges and competition in life.

Nowadays, empowerment gets a special place and attention covering various aspects, including socio-political and economic

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<sup>5</sup> Yanidah, *An insight into youth unemployment in Indonesia*, p.666

<sup>6</sup> <https://www.padangpariamankab.go.id> Kabupaten Padang-Pariaman Dalam Angka 2018 p 82-83. accessed August 23, 2019 at 08.00 WIB

empowerment. Empowerment in this case is providing access to the community, institutions, and community organizations by obtaining or utilizing community rights to improve their welfare and quality of life<sup>7</sup>. Powerlessness is the cause of the limited acceptance of access to the community, in addition to the lack of skills and knowledge and the condition of poverty that is also experienced by some people.<sup>8</sup> In this context, of course, the community needs a forum or organization both from the government and the private sector that can facilitate them in honing their skills so that they can be empowered in carrying out their lives.

Job Training Center (BLK) is a government agency of Pariaman City, which is a legal entity that meets the requirements to conduct job training. This is by the regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia number 7 of 2012 concerning the use of private employment training centers.<sup>9</sup> Job training is the overall activity to provide, improve, and develop work potential, productivity, attitude, and work ethic at a certain level of skill and expertise by the level and qualification of the position or job. Job Training Center (BLK) as a job training institution is expected to be a driving force and an example in appropriate training programs and line with the needs of job seekers and the job market.

About the above, one of the programs launched by the government that emphasizes the importance of training for the community is the provision of training by the Job Training Center (BLK) located at JL. Sam Ratulangi. No.30 Kampung Baru Pariaman Tengah Pariaman City, Padang Pariaman Regency was inaugurated on January 29, 1987 by Sutopoyuwono. As a Technical

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<sup>7</sup> Syamsir, *The Empowerment Of Marginalized Community (Street Vendors) For Developing Creative Economy In Payakumbuh City West Sumatra*, p.79

<sup>8</sup> R.Suhartini dan A.Halim, *Model-model Pengembangan Masyarakat*, (Yogyakarta Pustaka Pesantren, 2005) p.211

<sup>9</sup><http://sumberdaya.ristekdikti.go.id/wp-content/uploads/2016/02/Permenristek-Nomor-7-tahun-2012.pdf> accessed on 15 August 2019

Implementing Unit for the Job Training Center (BLK) of Padang Pariaman Regency, this unit carries out several competency-based training activities. In addition, it also carries out competency tests/competency certification. There are at least 15 types with a total of 31 training packages. Among the types of training are 1. Technical Support, 2. Audio Video Technician, 3. Cellular Telephone, 4. Lighting Installation, 5. Power Installation, 6. AC Technician, 7. Carbide Welder, 8. Smaw Electrician, 9 Furniture, 10. Car Mechanic, 11. Motorcycle Mechanic, 12. Operator (Making Bed Sheets and Bed Covers), 13. Sewing Operator (Basic Clothing), 14. Basic Operator (Office) and 15. Agriculture. The organizing committee provides facilities in the form of training materials, training modules, lunch, work shirts, transportation fees, and the opportunity to take a competency test/certification.

The following are the number of special participants for the motorcycle mechanic training program at the Job Training Center (BLK) Padang Pariaman Regency on Jl. Sam Ratulangi No. 30 Pariaman City. This training activity is financed by the Indonesian Ministry of Manpower with funds sourced from the state budget (APBN). In other words, the participants are free of charge for training and are even given food and pocket money. The training period ranges from 30 days to 1.5 months, depending on the type of training. In this case, space is limited because each training package consists of 16 participants from each batch.<sup>10</sup> The training program provided is very helpful in the government's efforts to reduce unemployment problems in the Padang Pariaman Regency.

Giving someone or a group strength and power because they are perceived as being powerless is known as empowerment. In addition, someone who is declared powerless can also be caused by the strength or power that is so weak that he can hardly do anything.<sup>11</sup> An individual or group that must undergo the empowerment process is those who are considered powerless or

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<sup>10</sup>Interview with Faizal, *InstrukturMontir motor Blk Padang Pariaman*, Interview on 16 September 2019

<sup>11</sup> Marzuki,H.M, Saleh, *Pendidikan Non Formal (Dimensi dalam Keaksaraan Fungsional, Pelatihan, dan Andragogi)*, (Bandung: Remaja Rosadakarya,2010),p. 88

have no power. So ideally after undergoing the empowerment process, it is hoped that they will have the strength and ability to be "empowered" in facing the next life's challenges.

Empowerment is giving power, transferring power, or delegating authority to parties who are less or not empowered "to give power or authority". In addition, the next definition is "to give ability or to enable" which means to provide ability or empowerment and provide opportunities for individuals or groups to do something useful.<sup>12</sup> The two meanings of empowerment above are very different when interpreted if they are examined specifically and in-depth. The empowerment referred to in this article tends to be in the second sense. In the second sense, an empowered person or group provides scientific education, ability, or empowerment and provides opportunities for other parties to do something so that it can be efficient, capable, and useful.

Community empowerment is an effort to strengthen the elements of empowerment so that it can increase the dignity of a person, group, or even different layers of society in an incapacitated condition by relying on their strength. If the elements of community empowerment are strong as expected, it will be able to help them get out of the trap of poverty and underdevelopment<sup>13</sup>. In this case, if they are empowered and get out of the poverty trap, their dignity will automatically be raised so that they can be said to be empowered/capable individuals. It can also be concluded from the above understanding that community empowerment is an effort or process to enable or empower the community<sup>14</sup>.

Therefore, community empowerment can be done by providing training. Training is an educational process that is given in the short term with a limited time, using a systematic, measurable, and organized procedure in which each of the trainees learns theories or technical knowledge and skills with limited

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<sup>12</sup> Sulistiyani, *Ibid*, p. 77-78

<sup>13</sup> Kronenberg, & Hubacek, From poverty trap to ecosystem service curse, p.905

<sup>14</sup> Marzuki, H.M, Saleh, *Ibid*, p. 1

goals.<sup>15</sup> In general, the purpose of training is an effort to develop and improve the quality of human resources. The purpose of training is to expect the quality of an individual or society as expected. If viewed specifically, the purpose of training is aimed at improving various mastery of skills and techniques for implementing work programs that are determined for needs in current conditions<sup>16</sup>.

Therefore, this study aims to describe the Padang Pariaman Regency Job Training Center's Motorcycle Mechanic training programs as a means of empowering the community. This study, theoretically, contributes to filling the research gap in the study of community empowerment because this study investigates elements that facilitate and impede the implementation of training, the way to overcome the problem, the alignment of goals concerning training program targets, and the satisfaction of the participant and the alumni.

## **B. Method**

This study uses a qualitative descriptive approach. A qualitative descriptive approach can be defined as a problem-solving procedure that is investigated by describing the state of the subject or object of research (a person, institution, community, etc.) at present based on the facts that appear or as they are. With this approach, researchers conduct research to obtain descriptive data results to describe what it is about a particular variable, symptom, situation, or social phenomenon that occurs in the field.

In this study, the authors use field research, which is to go directly to the field to collect data from research informants<sup>17</sup>. The heads of the Padang Pariaman Job Training Center and the head of the Automotive Department, as well as employees, trainers, instructors, and educators, as well as training participants and

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<sup>15</sup> Anwar Prabu Mangkunegara, *Manajemen Sumber Daya Manusia Perusahaan*, (Bandung: PT Remaja Rosadakarya, 2001), p. 44

<sup>16</sup> Khairunnisak & Muafi, *Teacher Training, Family Support, Self-Efficacy, And Achievement Motivation A Case Study Of Madrasah Tsanawiyah Negeri Lubuk Pakam, Deli Serdang, North Sumatera, Indonesia*, p. 2

<sup>17</sup> Paluck, *The promising integration of qualitative methods and field experiments*, p. 59

graduates, served as informants. The approach used in this research is a qualitative descriptive approach, which is to accurately describe the phenomena found in the field, and then critically analyze and narratively describe them.<sup>18</sup> The process of data collection was going through observations, documentation, and interviews. The techniques of data collection above are used to gain rich information in qualitative research method<sup>19</sup>.

This research was analyzed by qualitative descriptive to describe community empowerment through motorcycle mechanic training at the Job Training Center of Padang Pariaman and the supporting and inhibiting factors in its implementation.

### **C. Results and Discussion**

Based on the findings of field research related to the effectiveness of the empowerment program through Motorcycle Mechanic Training activities at the Job Training Center (BLK) of Pariaman City, Padang Pariaman Regency, some factors become challenges and obstacles to the success of the training program.

#### **1. Factors Inhibiting the Implementation of Motorcycle Mechanics at the Job Training Center (BLK) of Pariaman City, Padang Pariaman Regency.**

Implementing and organizing an activity in training, such as the one implemented at the Job Training Center (BLK) of Pariaman City, does not always run smoothly according to the expected plan. An activity must have obstacles, both external and internal obstacles. In this case, what becomes an obstacle is the inconsistent attitude of participants taking part in the training based on the wishes and encouragement of their parents, besides that some participants just go along with their friends and just fill the void of time rather than not working at all. In addition, the limited knowledge, comprehension, and understanding of participants who

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<sup>18</sup> Lexi j Moleong, *Metodologi Penelitian Kualitatif*. Bandung : Remaja Rosadakarya 2001, p. 3

<sup>19</sup> Onwuegbuzie, Leech, & Collins: *Innovative Data Collection Strategies in Qualitative Research*



graduated from elementary school are also some of the obstacles to the running of the training properly.

From the results of interviews that have been conducted with the head of the Job Training Center of Pariaman City / Padang Pariaman Regency, it can be concluded that the obstacles that occur in the field are caused by some participants who do not take part in the training because the motivation that grows is not within themselves but because they are influenced by other people such as their parents or family to attend training or because they want to fill their spare time.

Other inhibiting factors are related to technical problems that also interfere with the learning process, such as the participants being unable to digest the material presented and inadequate supporting equipment facilities. In this case, if someone does not understand why they are in a community and what goals they want to achieve, they will not get knowledge and learning that can change their lives in the future. What they do is only harm themselves and even others, so it is very important to have someone who provides teaching, guidance, mentoring, and training for them. This is very much in line with the goal of empowerment, which is an effort to provide empowerment or strengthening to the community.

## **2. How to Overcome Barriers to the Implementation of Motorcycle Mechanic Training Activities at the Job Training Center (BLK) of Pariaman City, Padang Pariaman Regency.**

The theoretical review in this research is in the form of a strategy to empower the community which is explained specifically in social work, in this case, empowerment can be carried out with macro, micro, and mezzo.<sup>20</sup> Related to this, the training carried out by the Job Training Center of Pariaman City includes strategies for empowering the community at the mezzo level. This is because community empowerment is carried out for each community group

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<sup>20</sup> Edi Suharto, *Membangun Masyarakat Memberdayakan Rakyat*, p. 66-67

or it can be said that people who play a role and take part in carrying out an activity are the training participants. An effective way to overcome the problems that occur is to increase their sense of awareness, skills, knowledge, education, and attitude development so that they have the strength and ability to solve any problems that arise to be able to deal with them<sup>21</sup>.

The Job Training Center (BLK) of Pariaman City, Padang Pariaman Regency also provides classes or materials related to psychological assistance provided by a team of experts to provide direction, education, and motivation. In this program, the mentoring process time and materials were facilitated in four meetings. In addition to providing psychological assistance, the Job Training Center of Pariaman City / Padang Pariaman Regency is to minimize the inhibiting factors above. They carry out ceremonial activities, and sports such as physical exercise, mental sharpening, and increasing discipline. This is done to increase discipline, being more passionate and more enthusiastic in starting activities.

Training is a series of systematic processes that are expected to change the behavior of an individual or participant to achieve the expected goals.<sup>22</sup> Through this theory, it is very clear and it can be concluded that training is not just training skills and abilities, but also coaching one's attitude. Regarding the explanations given by the leader of the Job Training Center of Pariaman City and the head of the automotive department along with motor mechanic instructors to the participants, they were providing direction, motivating members, implementing physical exercise activities, discipline and mentality, and seeking job access for participants.

### **3. Effectiveness of Objectives on Targets of Motorcycle Mechanic Training Activities at the Job Training Center (BLK) of Pariaman City / Padang Pariaman Regency.**

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<sup>21</sup> Samsu, Kustati, & Perrodin, *Community Empowerment in Leading Pesantren: A research of Nyai's Leadership*

<sup>22</sup>Veithzal Rivai, *Manajemen Sumber Daya Manusia untuk Perusahaan dari Teori ke Praktek*, (Jakarta: PT Grafindo Persada, 2004), p. 226

The main purpose of community empowerment is to improve the quality of life, dignity, and worth of human life<sup>23</sup>. Simply put, it is to improve one's quality of life, from previously having no strength to being empowered and able to work on their own without having to wait for help from others.<sup>24</sup>

The learning process at the Job Training Center of Pariaman City expects and always reminds us to be efficient. With the number and intense competition in the world of work, the most needed are skills and abilities. Practitioners and social workers understand that skills are an effort to be able to do a job well. Furthermore, with the Job Training Center of Pariaman and the training programs in it, a target and goal in empowerment training will be visible and formed to measure the success of that goal.

In the implementation of the Job Training Center of Pariaman City / Padang Pariaman Regency, the goals and objectives of the training implementation have been realized because the training participants are unemployed and dropouts. In the center, they receive practical training and acquire knowledge, skills, and abilities that will become capital for them in the future so that they can compete in the world of work. So before actually entering the world of work, they must first be equipped with the skills and abilities to compete.

#### **4. Success in Achieving the Objectives of Motorcycle Mechanic Training Activities at the Job Training Center (BLK) of Pariaman City/ Padang Pariaman Regency.**

Before discussing more deeply the achievement of success in achieving a goal in an activity program, it can be explained again regarding the theoretical review of sociological thinkers. In this case, Ibn Khaldun clearly stated that each human being has been given certain advantages, but by nature, humans are also not free from shortcomings and weaknesses. Every advantage that exists in

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<sup>23</sup> Adamson, *Community Empowerment*, p.114-126

<sup>24</sup> Chabib Sholeh, *Dialektika Pembangunan dan Pemberdayaan*, (Bandung: Fokus Media, 2014), p. 81

a person needs to be raised to build and develop themselves.<sup>25</sup> In line with what is desired by the Job Training Center of Pariaman City related to the goal of creating an individual who has self-potential and skill abilities, they need to be given coaching and assistance in the form of knowledge, theories and practice, skills, and strengthening attitudes to work.

The success achieved by a program activity in the training carried out at the Job Training Center is not just implementation, but can also be observed by the alumni of the Job Training Center itself. The measure is the extent to which an alumnus has been able to use their competencies and from the economy after participating in training activities at the Job Training Center of Pariaman.

From interviews that have been conducted with several alumni of motorcycle mechanic training participants, it can be concluded that as long as they participate in scientific training, their skills and expertise will increase. In addition, the differences in their abilities or competencies have changed much compared to before participating in the training. With their increasing ability in the field of motorcycle mechanics, they are more confident in opening their own workshop business and working in other public workshops with the capital skills and abilities they have.

The data on the Archives of the 2018 Job Training Center<sup>26</sup> described the achievement of the alumni of motorcycle mechanic training activities organized by the Job Training Center of Pariaman City / Padang Pariaman Regency. Out of 16 alumni, 10 people have successfully worked and opened their businesses. They have worked in several places or institutions such as Minangkabau International Airport, Blue Bird, Menara Agung, Tjahja Baru, and several local workshops, and some of them have been self-employed. The main factor that determines the success of Job Training Center graduates who can compete in the world of work is providing evidence of competence as a guide and initial capital by providing knowledge skills and discipline in work. The factors

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<sup>25</sup> Muhtadi dan Tantan Hermansyah, *Manajemen Pembangunan Masyarakat Islam*, (Jakarta: UIN Jakarta Press, 2013), p. 8

<sup>26</sup> Archives of the 2018 Job Training Center

of the other 6 alumni of motorcycle mechanic training participants who have not succeeded in working were due to various forms of the selection process which were sometimes unprofessional.

From the facts found in the field, it is concluded that the Pariaman Job Training Center (BLK) has succeeded in carrying out a training and education program activity to increase qualified human resources. Besides that, apart from providing skills activities, it is also attempted to have several participants after they graduate, starting with field practice. In line with the objectives of the Job Training Center, the leadership and instructors of the Pariaman Job Training Center (BLK), especially regarding motorcycle mechanic training, can be said to be effective. The measure of the effectiveness of a program is one form of success in a process or effort by seeking through methods in its implementation so that program activities are successful in achieving their goals. In addition, it also emphasizes the effects or benefits of a goal.

According to effectiveness experts doing a job correctly and properly, effectiveness is also the ability to choose the right goal with the correct equipment according to the predetermined target.<sup>27</sup> With the measurement of effectiveness, the program can be carried out by operational capabilities in carrying out each work program must be by the goals set previously. In this case, if a conclusion is drawn regarding the effectiveness of the Motorcycle Mechanic Training Program conducted by the Pariaman City/Pandang Pariaman District Job Training Center, it can be concluded that this program is effective and successful.

A similar study related to the success of community empowerment in solving a community problem was carried out on youth at risk in Beringin Raya Village, Bandar Lampung City<sup>28</sup>. The findings of this study demonstrated that there is still a lack of interpersonal and personal community knowledge. As a result, a need assessment for community-based socialization planning was

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<sup>27</sup> T.Hani Handoko, *Manajemen* (Yogyakarta: BPFE, 1998) 2nd edition, p. 7

<sup>28</sup> Widi, Yanti, & Saifudin, *Community Empowerment: An Empowerment Effort Toward Youth At Risk* p.111

carried out. Promoting socialization for adolescents by creating Children's Forums, optimizing Children's Reading Parks, offering counsel on children's rights, and developing social and assertive abilities as well as assisting skills were then carried out. Parents are educated on child safety and effective parenting practices. The establishment of a network with the Bandar Lampung City Family Learning Center is an example of organizational strengthening. The assessment revealed that organizations, parents, and teenagers are becoming more empowered.

Additionally, the success of community empowerment was also depicted in the study of improving product quality and community welfare in Bandar Lampung City<sup>29</sup>. The findings of the study demonstrated that socializing, training, coaching, and mentoring phases were carried out in the empowerment initiatives. Then, it is found that there has been a shift in the family's increased income.

Therefore, the studies of community empowerment relatively have the same purpose, which is to improve the quality of life. Without the participation of the community, it is difficult to make improvements in the economic issue. That is why programs such as training to support empowerment are necessary. The degree of growth of a region's technical and vocational training is a crucial component of its economic takeoff<sup>30</sup>.

#### **D. Conclusions**

The research conducted leads to the conclusion that the Job Training Center (BLK) of Pariaman City, Padang Pariaman Regency has anticipated and overcome training program challenges in a manner consistent with expectations. The BLK uses four strategies to get beyond the challenges that arise: providing instructions and directions, providing guidance and motivation, implementing sports programs and physical and mental training,

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<sup>29</sup> Pratama, Mukmin & Yanti. *Community Empowerment: Improving Product Quality And Community Welfare*. p 45

<sup>30</sup> Kimengsi & Gwan, *Reflections on Decentralization, Community Empowerment and Sustainable Development in Cameroon*, p.58

also assisting in bridging the gap between information and access to work. The training's objectives and targets are accurate and align with the work of the Job Training Center of Pariaman City/ Padang Pariaman Regency, which includes providing training to all unemployed and out-of-school community members. Consequently, it has also been successfully implemented based on participant competency test results that indicate empowerment.

Based on the conclusions above, the implications of this research are suggested to always strive for and create a good and harmonious relationship between each participant, alumni, and the management of the Job Training Center of Pariaman City / Padang Pariaman Regency. This is expected to have a good and positive effect in the future so that it is mutually beneficial.

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