



The Effectiveness of the Rida Embroidery Ponorogo Training and Course Institute (LPK) in Improving the Quality and Productivity of Trainees

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Abstract: The Rida Embroidery Ponorogo Training and Course Institute (LPK) was formed to produce skilled and professional Human Resources who have an entrepreneurial spirit and are able to compete. However, is LPK Rida Embroidery Ponorogo really effective in improving the quality and productivity of the trainees themselves? This research is a field research using a qualitative approach with a descriptive type of research. Where the data collection uses interview, observation and documentation techniques. The resource persons in this study were the leadership of LPK Rida Embroidery Ponorogo, employees and training participants. Based on the findings in the field, the effectiveness of the Rida Embroidery Training Institute (LPK) in Ponorogo in improving the quality and productivity of training participants by using an effectiveness measure that is adjusted to the measurement of the quality and productivity of human resources is declared effective.

Keyword: LPK Rida Bordir Ponorogo, Effectiveness, Quality and Productivity SDM.

INTRODUCTION

Indonesia is one of the countries that has the largest population in the world. Of the 196 countries in the world, Indonesia occupies the 4th position of the country with the largest population after China, India, and America. In September 2020 the Central Statistics Agency (BPS) released the results of the 2020 population census, reaching 270,203,917 people. The total population of Indonesia in 2010 according to data from the Central Statistics Agency was 237,641,326 people. When compared to the total population in 2020, the number of people in Indonesia has increased by 32,562,591 people (Indonesian Central Statistics Agency, 2020).

With this large population, strategic steps are needed from the government considering that the number of people in Indonesia has increased every year. With this large population, there is an advantage, namely the large number of workers in Indonesia. However, if the population is too large, there is a threat, namely the increase in the number of unemployed in Indonesia due to the lack of jobs. This happens because the State has not been able to provide jobs for the workers regarding the quality and productivity of the labor itself.

The percentage of the open unemployment rate of Ponorogo County in 2017 was 3.76% while in 2019 it was 3.58% (Central Statistics Agency of East Java, 2021). It can be concluded that the unemployment rate in Ponorogo Regency has decreased, but it does not demand the possibility of an increase in the next year. The high percentage of open unemployment rates indicates that much of the labor force is not absorbed in the job market. In 2020 the total labor force in East Java Province was 22,264,112 people with 20,962,967 working people and 2,602,290 unemployed people. (Central Statistics Agency of East Java Province, 2021), while in Ponorogo Regency there are 513,781 people in the labor force with a working number of 490,912 people and an unemployed number of 22,869 people (Central Statistics Agency of Ponorogo Regency, 2021). From this data, it is known that the number of the labor force is still not proportional to the number of jobs, as evidenced by the high number of unemployed.

In this era of globalization, it demands quality human resources. The condition for achieving development is due to the improvement of the quality of human resources. One solution in improving the quality of human resources is through education. With the existence of education, a person will be delivered and can develop potential through their talents, interests, and abilities, later it can become a provision in the future that is not only to pursue the target of passing the exam but also able to equip them in facing problems in life and the world of work.

The world of education is currently closely related to the world of work, where the concept of national education refers to the preparation of labor. The workforce of formal and non-formal education graduates must be ready to be placed in jobs that are in accordance with their fields and education. This can be achieved by attending non-formal education. Non-formal education can be both Training Institutions and Courses (Rika Riwayani, Irmawati, t.t.).

The Training and Course Institute is a forum to train the workforce community to be trained in skills. In article 2 of Presidential Instruction No. 15 of 1974, it is explained that training is part of education that concerns the learning process, to acquire and improve skills outside the applicable education system in a relatively short time and using methods that prioritize practice over theory (Monica, Kristiyanthi, 2020). Job training is not only to increase the knowledge of the participants, but also to improve skills which will also increase work productivity.

The Training and Course Institute of LPK Rida Embroidery Ponorogo was formed with the aim of producing skilled and professional Human Resources which will later produce alumni who have good quality and productivity. At the Training Institute and Course Rida Embroidery Ponorogo provides training or courses on sewing, embroidery, embroidery, training in making deliveries, and so on which is not only to those who have dropped out of school but also provides training and skills for those who are not yet employed (unemployed).

METHOD

This research uses a qualitative approach. Qualitative approach is a method based on the philosophy of *postpositivism*, while to examine natural objects, where the researcher is as a key instrument, data collection techniques are carried out by triangulation (combined). The reason for using this approach is that researchers want flexibility in digging up the desired data so that the truth about an event under study is clearly visible. This approach was chosen because it was felt to be more *flexible* and the data obtained would seem more natural with the response from the source himself.

The type of research used is *field research (field research)*. In this study, researchers are required to plunge directly into the location or source of the research object in this case is the Rida Embroidery Training and Course Institute (LPK) on Jalan Anjasmoro No. 27 Bangunsari Ponorogo. To obtain the desired data, the author uses data mining techniques by means of observation, interviews, and documentation.

RESULTS AND DISCUSSION

In measuring effectiveness, researchers use predetermined measurements based on Makmur's theory regarding existing effectiveness measurements. Remembering in measuring the effectiveness of the organization is not an easy thing. Measurement of effectiveness is carried out with reference to various different parts of the organization. The effectiveness measurement in this study uses measures of effectiveness according to Makmur as follows:

Timekeeping accuracy

From the results of interviews and observations about training activities at LPK Rida Embroidery Ponorogo starting from the registration process with the following flow:

1. Via *Offline* (Come directly to the Office – Register (fill out the form, submit a photocopy of the diploma, submit a photo pass) – Determine the Schedule – Learning process). For regular participants, they must complete the training fee first and then the learning process is carried out, while free participants still have a selection process before determining the training schedule.
2. Via *Online* (Register (fill out the form) – Confirm payment (regular) – get a training schedule – Learning process).

For free training participants, before the training, a selection is held first and then there is a *technical meeting* to provide direction and motivation. The time required in training at LPK Rida Embroidery Ponorogo is 200 hours for free training, while the regular one is for 3 months. From the existing planning, the training activities were carried out for one week and 6 meetings, namely on Monday to Saturday. The training activity starts at 08.00 WIB until 16.00 WIB. The first activity carried out by LPK Rida Embroidery Ponorogo in its training was starting from the opening process carried out by the Head of the Institution, then continued with the provision of training materials. Within the stipulated time, the training has been running effectively because the trainees get material in the form of theory and practice from the

instructors. LPK Rida Embroidery Ponorogo determines the percentage of material provided, namely 30% theory and 70% practice.

Accuracy of cost calculation

Based on interviews and observations at LPK Rida Embroidery Ponorogo that the budget for the implementation of the training was obtained from the Education Office funds in improving the competence of the training participants. Where and that includes administrative, operational and Competency Test funds. The entire details of the funds are not mentioned in detail by the informant only that at the time of the interview for the details of the expenses as well as the details of the funds are sufficient to finance the training process from start to finish. Except for the expenditure of funds for regular trainees, which is IDR 2,700,000 / participant, all of which are charged to the trainees. The funding is used for various institutional needs, such as electricity payments, machine maintenance costs, purchasing materials for teaching and learning activities, paying the institution's employees and other unexpected costs.

Accuracy in measurement

The standard measure of success of trainees is seen from the competencies possessed by the trainees whether they are in accordance with the competency standards that have been set by the institution or not. LPK Rida Embroidery Ponorogo standardizes the measure of the ability of its trainees, namely that they have passed the Competency Test carried out by the Competency Certification Institute (LSK). In addition, during the training activities LPK Rida Embroidery Ponorogo also has other size standards such as for sewing training participants must be able to sew 1 dress / *dress* during the training, for embroidery and embroidery participants must be able to embroider and embroider one form of their work, then for hantaran training participants must be able to make one delivery parcel.

Accuracy in making choices

Accuracy in making choices is accuracy in choosing a need, such as accuracy in determining the material taught, instructors, participants, and other activities that support training activities at LPK Rida Embroidery Ponorogo. Based on the results of interviews, observations and documentation, before the training at LPK Rida Embroidery Ponorogo was held, the institution recruited participants through socialization at the Village Office and public places, as well as spreading the announcement that LPK Rida Embroidery Ponorogo would carry out training through social media. After that, participants fill out forms and approval sheets. Then the training process begins with the opening and awarding of the material. When giving the material, the instructors gave motivational interludes to the training participants so that they were enthusiastic during the training at LPK Rida Embroidery Ponorogo. The instructors at LPK Rida Embroidery Ponorogo had competent certification in their fields.

The training activities carried out by LPK Rida Embroidery have been adapted to the needs of the participants themselves, for example in providing infrastructure. The infrastructure provided is still complained by participants such as the incompatibility of practical tools with the number of participants who enter during the training and the room that makes it difficult for the participants to move because the area of the room does not match the participants who enter the training. The provision of facilities and infrastructure that accommodate will facilitate the learning process that is carried out effectively, so it is adjusted to the needs of training materials at LPK Rida Embroidery Ponorogo. Participants who took part in the training at LPK Rida Embroidery have gone through the previous registration and selection process. The delivery of the material is in the form of theory and practice.

In the accuracy of the delivery of the material, delivered by the instructors went effectively. Delivery of material given to participants using modules and other teaching materials that are adjusted to the RPP and Syllabus of the training. The material presented by the instructor in the training includes:

1. Sewing Training

Introduction to sewing equipment, material on how to take sizes, material on practical archetypes, material on archetype of arms, material on skirt archetypes, semicircular material, material on full circle skirts, material on K3 (Occupational Safety and Health) and Excellent Service. After all the material has been delivered by the instructor, the next stage is to practice all the material presented such as the operation of the sewing machine. In carrying out this sewing training, LPK Rida Embroidery Ponorogo requires that each participant must be able to make one product, namely a dress / *dress*.

2. Embroidery Training

Introduction to embroidery includes ribbon and thread embroidery, introduction to tools and materials including needles, scissors, meters, carbon, sewing pencils, lighting, glass plastics, embroidered threads, fabrics, and ribbons. Then the introduction of the basic technique of embroidery, the introduction of various embroidery punctures. In carrying out this embroidery training, LPK Rida Embroidery Ponorogo requires that each participant must be able to make one product such as embroidering masks, embroidered notebooks, tablecloths, and tableware bags.

3. Embroidery Training

The activities carried out are preparing materials and tools including embroidery machines, drilling, embroidery scissors, and soldering. Then tune or heat the machine, transfer the motif to the fabric as well as the embroidery stage. In carrying out this embroidery training, LPK Rida Embroidery Ponorogo requires that each participant must be able to make one product, for example making a sash with a combination of embroidery.

4. Hantaran Training

The activities carried out are the introduction of materials and tools, methods in making delivery, determining delivery models, making delivery, pricing and *packing*

processes. In carrying out this delivery training, LPK Rida Embroidery Ponorogo requires that each participant must be able to make one product, namely one delivery parcel.

Accuracy of thinking

Based on the results of interviews and observations at LPK Rida Embroidery Ponorogo, the training organized by LPK Rida Embroidery Ponorogo was able to improve the skills of the training participants, this is in line with the expectations of the participants who want after attending the training they can open their own business. From the training held by LPK Rida Embroidery Ponorogo has produced alumni who already have a business and even become instructors at LPK Rida Embroidery Ponorogo.

Accuracy in performing commands

An organization of all its activities is inseparable from the role of the leader in giving orders. Based on the results of interviews and observations at LPK Rida Embroidery Ponorogo that he always organizes through meetings with instructors and other employees, this is done to organize and evaluate training activities held by LPK Rida Embroidery Ponorogo. Then the demand to the trainees that after attending the training they must produce one product according to the training followed and take the Competency Test held by the Competency Certification Body (LSK) and for participants who are declared competent, they must follow the internship process at the established DU / DI.

Accuracy in determining goals

The purpose of holding training at LPK Rida Embroidery Ponorogo is to help the community in improving skills that can later help their family's economy. The purpose of organizing the training at LPK Rida Embroidery Ponorogo has been stated in the predetermined vision and mission. *The output* produced will be graduates who are competent, professional and skilled in their fields both in competition in the world of work and competing competitively in opening a business. As evidenced from the data of participants who have interned at DU / DI who are declared competent, the skills that have been obtained during training are considered useful. Thus the purpose of the implementation of the training at LPK Rida Embroidery Ponorogo is to improve skills for participants and participants to get certified.

Target Accuracy

The training activity held by LPK Rida Embroidery Ponorogo is targeted at people of productive age, still looking for work, unemployed, someone who has enjoyed formal education but wants to hone their skills at LPK Rida Embroidery Ponorogo. It is evident from the participants who took part in the training were those who had just graduated from school, participants who were not working, and participants who needed certification.

Thus, from the measurement of effectiveness using a measure of effectiveness according to Makmur, the overall activities carried out by LPK Rida Embroidery Ponorogo were

declared effective. With the success of measuring the effectiveness, the quality of human resources must also be improved. Regarding the quality of its human resources, it refers to Idri's theory which includes:

1. *Knowledge*

Knowledge is the ability possessed by a person who is more oriented towards intelligence and the power of thinking and mastery of broad knowledge that a person has. Based on the processing of data obtained by interviews and observations with the speakers, it was concluded that the training participants at LPK Rida Embroidery Ponorogo had sufficient knowledge, as evidenced from the data of interns who had obtained competent predicates that they had previously participated in the Competency Test organized by the Competency Certification Institute (LSK). This has been proven from the data of interns at DU / DI in 2021 who have been declared competent.

2. *Skills*

Skills are operational technical abilities and mastery in certain fields owned by a person. Based on the processing of data obtained by interviews and observations with speakers, it was concluded that the training participants at LPK Rida Embroidery Ponorogo already had skills according to their fields. The application of 70% of practices has a good impact on improving the skills of the trained trainees. Although there are still participants who are not proficient in using training tools, because there is no experience and limitations of the trainees in using training tools due to the discrepancy between the number of equipment and the number of participants who enter.

3. *Abilities*

Abilities are abilities that are formed from a number of competencies possessed by a person which include loyalty, discipline, cooperation, and responsibility. From the results of interviews and observations with the speakers, it was concluded that in the process of placing participants after the training process, LPK Rida Embroidery Ponorogo collaborated with partners and DU / DI who had produced participants who were competent in their fields. The form of cooperation with LPK Rida Embroidery Ponorogo partners is to help the process of selling products that have been made by training participants, while DU / DI is a form of cooperation from LPK Rida Embroidery Ponorogo to place apprentices who can later be recruited or work in the established DU / DI. Some participants are still unable to open a business and have not been able to develop their abilities, due to the lack of material absorbed by participants and the discipline of the training participants that is lacking during the training process such as their presence at the training is still lacking so that they miss the material. So that some participants blamed themselves for still not meeting the expectations of the training process at LPK Rida Embroidery Ponorogo.

Thus, the results of the data mining process through interviews, observations, and documentation that have been obtained are adjusted to the theory of measuring the effectiveness of Makmur which is used as a reference measure of the quality of human

resources from Idri including knowledge, skills and *abilities*. The researchers concluded that Lpk Rida Embroidery Ponorogo in improving the quality of its trainees was declared effective in seven measures of effectiveness. The size of target accuracy is still not effective because the quality reference regarding skills is still not in accordance with the expectations of LPK Rida Embroidery Ponorogo.

The Rida Embroidery Ponorogo Training and Course Institute (LPK) has been able to improve the quality of its trainees which has been proven from the reference to the quality of its human resources, so after the quality of the trainees succeeded, it would be nice for LPK Rida Embroidery Ponorogo to also be able to increase the productivity of the trainees. The following are the factors used in measuring productivity according to Henry Simamora:

Quantity of Work

LPK Rida Embroidery Ponorogo in determining the standard results during the training process based on the results of interviews, observations and documentation including:

1. Sewing Training

The result that must be achieved in the sewing training process is to make one dress within one month with the body size of each participant himself. Regarding the combination in the dress, it is handed over to the trainees according to the wishes and abilities of the participants. And this has been proven from the graduation process held by LPK Rida Embroidery Ponorogo which was attended by the participants, they used the dresses they had made.

2. Embroidery and Embroidery Training

The results that must be achieved in the embroidery embroidery training process according to the provisions of LPK Rida Embroidery Ponorogo are to make one product according to the wishes and abilities of participants that are tailored to the material that has been delivered and they must be able to do it within one month. This is evident from the manufacture of *notebooks* and embroidered combination masks and tablecloths made by the trainees. Then for the embroidery results, namely in the form of a sash used by the training participants at the graduation of the LPK Rida Embroidery Ponorogo training participants.

3. Delivery training

The result that must be achieved by the training participants at LPK Rida Embroidery Ponorogo in the delivery training is to make one parcel plus souvenirs within a period of two weeks. This has been proven from the products they have made during the Competency Test they are able to make two delivery parcels and one souvenir within 4 hours.

Quality of Work

Based on the results of interviews and observations at LPK Rida Embroidery Ponorogo that the quality of the trainees has improved from before the training started, to the training process. It is evident from the participants who stated that they have understood how to operate the machine, make clothing patterns, and cut fabric materials until they are able to make a product or work.

Timeliness

Based on the results of interviews and observations, LPK Rida Embroidery Ponorogo in providing time for the implementation of the training still cannot be fully used by participants, for example in sewing training participants are only given one month, where they are required to be able to receive training materials and make one dress. According to the participants, the time given was still not enough due to lack of knowledge and understanding of the material, lack of opportunities for participants to operate machines because they had to alternate between participants which caused participants to ask for help from instructors to match the target time. This makes the participants not fully understand and proficient in participating in the training.

Thus, the results of the data mining process through interviews, observations, and documentation that have been obtained as well as analysis using productivity measurements according to Henry Simamora, namely quantity, quality and timeliness that are adjusted to the measurement of the effectiveness of Makmur. The researchers concluded that Lpk Rida Embroidery Ponorogo in increasing the productivity of its trainees was declared effective in seven measures of effectiveness. The measure of time determination accuracy is still not effective because the quality reference regarding accuracy still cannot be fully used by the participants with the estimated time that has been set by LPK Rida Embroidery Ponorogo.

CONCLUSION

The effectiveness of the Rida Embroidery Ponorogo Training and Course Institute (LPK) in improving the quality of training participants has been effective as seen from the measurement results that use measures of effectiveness from Makmur which include the accuracy of timing, the accuracy of cost calculations, accuracy in measurement, accuracy in making choices, accuracy in thinking, accuracy in carrying out orders, accuracy in determining goals, and accuracy of targets. However, in the reference to the quality of human resources including knowledge, skills and *abilities* in Idri theory, skill indicators that are adjusted to the measurement of the accuracy of the targets of the training participants are still not fully able to meet the expectations of LPK Rida Ponorogo.

The effectiveness of the Rida Embroidery Ponorogo Training and Course Institute (LPK) in increasing the productivity of trainees has been effective as seen from the measurement results using measures of effectiveness from Makmur LPK Rida Embroidery Ponorogo in increasing the productivity of its trainees was declared effective in seven measures of

effectiveness. The measure of time determination accuracy is still not effective because the quality reference regarding accuracy still cannot be fully used by the participants with the estimated time that has been set by LPK Rida Embroidery Ponorogo.

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