

Effectiveness of Human Resources Training Crafters in Increasing Productivity in the Batik Small Industries of Jambi Province

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Abstract

The problem studied are small industries batik artisans who have skillfully executed after training Department of Industry and Trade in Jambi Province. The purpose of this study are: (1) Find phenomena have not been effective implementation of skills training in improving business productivity batik, as well as educative cause of batik artisans have not skilled batik, after training in batik centers, (2) Revealing why the effectiveness of training conducted agency Perindustrian and trading in Jambi Province can not print a skilled craftsman, (3) How pengembangan training effectiveness in increasing business productivity batik batik centers. The approach in this study using qualitative methods through observation, interviews, and dokumetasi (triangulation) with a case study on batik centers in East TanjungJabung, Jambi and Merangin district in Jambi Province. The result is the average of batik artisan East TanjungJabung unskilled. Only 5 people were categorized as skilled and unskilled 27 people. Jambi City, skilled 28 people and unskilled 101 people. Kab. Merangin, skilled and unskilled 7 people 31 people. That the cause has not been skilled artisans after mengikuiti training is planning immature, recruiting, teaching staff has not selective, yet based on the Standard Operational Training (SOP), discipline and motivation crafters low, training patterned project, yet have a target, the training has not been systematically, and evaluation are qualitative (ceremonial).

Keywords: *Effectiveness of Training and Productivity*

1. INTRODUCTION

One phenomenon that is never absent studied and researched in the management of businesses both large industry and small and medium enterprises (SMEs), is the ability and quality of Human Resources (HR) professionals, specialized wabil skill level or expertise in the operation.

These conditions encourage the government to conduct training that actually planned overcooked and berkesisteman such conduct effective skills training. Large industries, including groups that are already developed and developing, in contrast to small industries that have not developed and developing. Advanced businesses need ongoing formation in the form of human resource development which accompanied the achievement of effective work in improving the productivity of the business. While small undeveloped industrial touches and requires special treatment through technical training because they are in very limited conditions. Under these conditions, the increased productivity of businesses are adequately be conducted technical training effectively by the government.

Knowledge gained through education and training is a necessity of life and human life both as individuals and as a group masyarakat to improve the quality and skills of human resources (HR). Training has been proven capable of developing human resource potential for the grace of Allah, and has a powerful ability to develop the values of the Islamic work in the life of an increasingly demanding competitive rivalry.

Convinced formal and informal education of the most fundamental and strategic as a vehicle for the preparation of the resource in development (in the broad sense), of course the Muslims, especially the educational institutions and prominent scholar should be called to appear as a pioneer and driving progress in all fields, particularly the field of entrepreneurship batik.

That there are at least three things that can be used as a justification of Islamic excellence in education, namely: first, in terms of religion, Islam has put their mastery of science as an instrument to achieve excellence of human life, especially that have specific expertise or have a high-power effectiveness. second, in the development of its history, Islam has been enough to provide a reference and encouragement for the advancement of science and technology and proven as the power of Islam and the basis for the development of science and civilization of the western world today, and the third, Indonesian Muslims are quite rich with educational institutions as a strategic choice for development economics (Khairunas, 2011: 1-2)

At best, the effectiveness of training accomplished by traditional on-the-job training is open to question because little, if any, attempt is made to evaluate performance during the training period. At the end of training, we seldom really know how much the trainee can do. Only after placement on the job can we tell how well the training worked, and at that point, all too frequently there is no turning back, even with a marginal performer on the job(Sisson R Gary, 2009:5).

Entrepreneurial must be keen in managing money, managing the organization and managing people (Measures to Increase efficiency and effectiveness; managing money, managing Organisations and managing people). Effectiveness of the work should be able to: estimate the costs, resources used as inputs effort, estimated results (output), and measure the effectiveness of determined (compare these two things) (Alex Matheson, 2001).

Effectiveness is a picture of the level of success or excellence in achieving the targets and the relationship between values vary. Effectiveness is a measure that gives an idea of how far away the target

can be achieved. Understanding the effectiveness is more oriented to the output, while the issue of the use of less input is a major concern. If efficiency is associated with the effectiveness despite increased effectiveness is not necessarily increased efficiency (Sedarmayanti, 2009: 59).

Effectiveness of the training is the process of developing human resource quality crafters who will ultimately make these resources become more productive and therefore could contribute to the achievement of corporate goals (Syahril Joseph, 2010: 246). Further said that the training objectives are: to improve the skills and knowledge are not limited to new jobs, the performance of the workers that exist today can often be corrected through additional training, only with training to meet changes in demand and the demands on them. And indicators of effective training is, determining training needs, planning training programs, management training programs, and evaluation of training programs.

Productivity implies "wants" and efforts to "workers to constantly improve the quality of work in all areas on an ongoing basis. Productivity is expected to produce the quantity and quality of products that are highly competitive. National Productivity Council (DPN) in Triton, productivity is a form of mental attitude which always holds that the quality of life today should be better than yesterday and tomorrow better than today. Understanding the concepts and theories of well productivity can be done by way of distinguishing it from efektifias and efficiency (Trinton, 2007: 248).

Based on the view as follows: "Today is better than yesterday, and tomorrow must be better than today, there should not be a single day passing without repair and improvement, the problems that arise is an opportunity to carry out repair and improvement, appreciate the improvement and enhancement though small, and the improvement and enhancement should not require a large investment"(Vincent Gaspersz, 2013: 510).

Preliminary results (Grand tour) research sites in East Tanjung Jabung, Jambi, and District Merangin that, training skills already implemented the Department of Industry and Trade has not resulted in effective working craftsman-craftsmen in running and managing a business batik. Successive data indicates that Kab. Tanjabt看, Jambi and Kab. Merangin seen that, the number of artisans trained 32 people, 129 people, and 38 people, producing skilled artisans 5, 28, and 7 people.

For more details, group development joint venture (KUB), the number of batik artisans, who have and have not skilled as recapitulation below:

Table 1. Summary of artisans have training, which is already highly skilled, and unskilled in the district, Tanjabtim, Jambi and Kab. Merangin 2015.

District/City	Total KUB	Amount of People			
		Craftsman	Already Exercis e	Already Skilled (%)	Unskilled (%)
1	2	3	4	5	6
Tanjabtim District	5	35	32	5 (15,6 %)	27 (84,4 %)
Jambi City	19	141	129	28 (21,7 %)	101 (78,3 %)
Merangin District	5	42	38	7 (18 %)	31 (82 %)
Total and Cumulative (%)	29	218	199	40 (20 %)	159 (80 %)

Data Sources: observation, data is processed

2. THEORETICAL REVIEW

To obtain superior human resources and has the specific expertise necessary technical training. Through worker training will acquire knowledge to face the challenges in the era of competitive rivalry. Then the training conducted with the effective and planned will be able to increase the ability and skills to complete the work performed.

Kathryn M. Bartol and David C., Martin, was quoted as saying UberSilalahi, define the effectiveness of the training is the ability to select the goals or objectives appropriate to achieve it. Because of the effectiveness refers to the link between the output or what has been achieved or that the actual results achieved by purpose or what has been set out in the plan or the expected results (UlberSilalahi, 2013: 416).

Effectiveness has the goal of training; so that at the end of their training who participate can understand: the objectives and principles of performance management, a series of activities that will take place, to set goals, requirements regarding expertise, knowledge and competence, evaluate performance on an ongoing basis, providing feedback, preparing a work plan (Surya Dharma, 2005: 283). Training to a group assumes instruction happens only in one direction from the trainer to the participants. Training with a group acknowledges that learning is bilateral it's an exchange between individuals. Further that, Become effective training to team members. In fact, many companies spend nothing at all on such training. To survive, many organizations now will need to train both leaders and employees in the skills they need to work cooperatively in partnership relationships (Rich Allen, 2008: 8).

Productivity of an activity will be realized properly if it can utilize existing resources with fefektif and efficiently. Humans are one of the other, the resources available. Management manages five main

types of resources: 1) man; 2) money; 3) machine including other facilities and energy; 4) material; 5) Information technology including database. Other resources can also be a market and method, (Hapzi Ali, 2009: 49).

Marzuki, said the training is teaching or giving it to someone's experience developing behavior (knowledge, skills, attitude) in order to achieve something to be desired. Training for employees is a process of teaching specific knowledge and expertise as well as the attitude that the employees more skilled and able to carry out their responsibilities with the better, in accordance with the standards. Training is focused on improving the ability to perform a specific job at this time, and the development of more focused on improving the knowledge to do the job in the future (Naila Suhada, 2016).

The purpose of training to improve: 1) Productivity: Sikula, as cited Joni that training can improve your skills, knowledge, skills and behavior change level. This can improve the organization's productivity, 2) Quality: This kind of training can not only improve the quality of employees but is expected to reduce the occurrence of errors in the work. Thus the quality of the output produced will be maintained and even increased, 3) Morale: Hopefully, by the training will be able to improve work performance. It can raise employee morale to be more responsible towards their duties and 4) Personal Growth: Provide opportunities for workers to improve their knowledge and capabilities, including improved personal development (Doni Priansa June, 2014: 177-178).

Factors to consider when planning and implementing effective training programs, as follows: 1) Determining needs, 2) Setting objectives, 3) Determining subject content, 4) Selecting of participants, 5) Determining the best schedule, 6) Selecting appropriate facilities, 7) Selecting appropriate instructors, 8) Selecting and preparing audiovisual aids, 9) Coordinating the program, and 10) Evaluating the program (Donald L, Kirkpatrick and James D, Kirkpatrick, 2009: 3).

From several studies theories presented by experts at the top and the study of theory in the background, it can be more specific that is the Effectiveness of Training Human Resource batik artisans are: 1) The work done by someone or a group of batik artisans should be planned and implemented carefully, 2) Generate batik production in accordance with a predetermined plan, 3) have the mental attitude of religious, 4) Responding to changing situations and 5) developing businesses. The indicators are: Business batik is managed according to the SOP, backed special skills, artisans have been trained disciplined, committed to advancing the use of infrastructure, appropriate and well targeted, the delivery of timely production and responsible, and the result of performance batik industry to meet the target (minimal).

Productivity is the ratio of results (goods and services) divided by the input (resources, such as labor and capital), increased productivity means increased efficiency (Jay Heizer and Barry Render, 2015: 9).

According to Greeberg, as quoted Tjutju Yuniarsih, productivity is the ratio between the totality of expenditure at a given time divided by the totality of inputs during the period. Shows the level of labor productivity in the employee's ability to achieve results (output), especially in terms of quantity, productivity is the ratio between the totality of expenditure at a given time divided by the totality of inputs during a certain period (Tjutju Yuniarsih, 2009: 157).

Productivity is, no day without the dynamics of change as the responsibility towards humanity of each person, the business carried on by promoting productivity, God willing, to achieve maximum results.

Therefore, productivity can be a good change of direction. Kemaksimalan result, of course starts with a design and proper preparation (Mukhtar and Iskandar, 2009: 159).

Measurement of labor productivity is a condition to measure the ability to produce products: individual, group, and organization. Productivity is determined by the support of all the organization's resources, which can be measured in terms of effectiveness and efesensi, which is focused on the following aspects: First, the final result (tangible products) achieved is the quality and quantity. Second, the duration or length of time used to achieve the end result. Third, the optimal use of resources, as well. Fourth, the ability to adapt to market demand or the user (TjutjuYunarsih and Suwanto, 2009: 222).

Thus it can be concluded that the productivity of batik artisans in this study are: skills of a person or group doing a job with high motivation, sustainable, and consistently produce products of assured quality and quantity to be guided by: 1) Control the ability of self, 2) always make changes, 3) obtain financial benefits, and 4) Contributing to society and gain recognition for the effort. As for the indicators of achievement of productivity a batik business, if: 1) Have a work ethic, motivation, creative for more advanced, 2) to save operating costs, 3) The quantity and quality of the product increases, the marketing area more spacious, 4) The business is growing, and developing business turnover.

3. RESEACH METHODS

Researchers applied research approach is qualitative type and use strategies case studies (case study), that the case study is a research strategy in which researchers investigated carefully a program, event, activity, process, or group of individual. The cases are limited by time and activity, and researchers gather complete information using a variety of data collection procedures based on a predetermined time (Creswell, 2014: 20).

The subject of research is a reliable source of information to get the data through observation, interviews, documentation. Furthermore informants in qualitative research related to how the steps taken researchers so that the data or information can be obtained. Therefore in this important discussion is the researcher "determine" the informant and how researchers "get" the informant (Burham Bungin, 2011: 107).

Way researchers determine informants is by procedure snowballs or also known as chain referral procedure or procedures networking, which the researchers had contact and meet potential informants to participate in meeting the needs of researchers. That the snowball procedure often used to locate and recruit "secret informants", a group which is easily accessible through a strategy of making researchers more informants. Determination of research subjects or people who will be observed or interviewed would also be adjusted by the process and the problems that have been established that the effectiveness of training in batik artisans increased productivity in Jambi Province, namely: 1) Head and Head of Department of Industry and Trade District. Tanjabtim, Jambi, Kab. Merangin namely, respectively 1 and 2 or equal to 6 people. 2) Craftsmen who attended the training which represented 3 KUB by KUB each 3 or equal to 9 people. 3) Teachers or coaches 2 people.

Techniques of data collection or data collection strategies by using the approach of observation, interviews, and documentation, audio-visual materials (Creswell, 2014: 272). The form of observations which can be used in qualitative research is the participation observation, observation is not structured, and unstructured observation group. In-depth interviews in general is a process of acquiring information

for research purposes by way of question and answer face to face between the interviewer with the informant or person interviewed. Emphasis through in-depth interviews are getting accurate information to the informant, either individually or in groups, or horizontally and vertically, and used repeatedly. Emphasis documentation method is to obtain written data, images, and other documents as evidence relating to the results of data processing. Test the reliability of data by triangulation, done in mere interpretation-in “elaborative” until the saturation point data. Triangulation can be done with four ways: triangulation, triangulation method, researcher triangulation, and triangulation theory.

3. RESULT AND DISCUSSION

1. Why HR training artisans have not been effective in improving the productivity of Small Industry Batik in Jambi Province.
 - 1) East TanjungJabung: Discussion of the results showed that a) the training has not been effective due to, (1) Participants expect compensation, (2) there is no SOP (3) The training process carelessly. b) Discipline and motivation of the participants is low, c) Results of the training has not met the target (training evaluation and training benchmarks is not good).
 - 2) The city of Jambi: a) Recruit participants and teachers are not selective, b) SOP yet, c) has not been systematically training process, d) The behavioral characteristics are less well maintained; and e) Not to do further training (repetitions).
 - 3) District Merangin: a) training is not planned carefully (1) the short training time, (2) Systematic training yet either, b) Perception training has not been the same and c) Craftsmen moved over the profession.
2. Why did the management of human resources training of craftsmen that have not effectively implemented the Department of Industry and Trade to boost the effectiveness of Small Industry Batik in Jambi Province.
 - 1).....East TanjungJabung: a) Program management training has not been planned, seen from (1) Lecturer, (2) Business Group Craft Batik, (3) The division of duties of the committee, (4) Management training, (5) Supervision of training; b)Thetraining methods have not been good; c). Financing is relatively small.
 - 2).....The city of Jambi: a) Planning immature, b) evaluation and follow-up training serimonial 3) Output of training has not reached the target.
 - 3).....District Merangin: a) Pre-planning is not conducted visits of (1) Data base (barn data) no, (2) Funding of training does not meet the needs, b) Theory and practice of batik has not been submitted simultaneously, and c) Results training has not been measured.
3. How should pengembangan HR artisans in KUB Small Industry Batik effective in increasing the productivity of

the batik industry in the province of Jambi: 1) Strategic planning training using (1) a SWOT Analysis (2) Design training 2) Consistently implement the program, namely, (1) Step first, demand planning, (2) the second step, filing program (3) the third step, implementation and evaluation of training. 3) The quality of the participants and faculty professional.

4. CONCLUSION

Based on the problems and discussion about the effectiveness of the training of human resources (HR) artisans in improving the productivity of small businesses batik industry in East Tanjung Jabung, Jambi and Merangin district in Jambi Province, it can be concluded as follows:

- Training has been given by the Department of Industry and Trade of East Tanjung Jabung, Jambi and Merangin district in Jambi Province batik artisans have not been able to improve the skills (expertise) artisans in applying the batik process. Not achieving the effectiveness of training artisans to improve business productivity greatly influenced some aspects.
- Training the skilled craftsman can not print due to several factors: (1) Management training has not been executed properly, (2) Motivation and discipline artisans is very low, (3) The business of batik as a sideline (not fixed), (4) Method training boring participants, (5) teachers have not been able to bring a change of attitude and mentality of the participants, (6) Selection of participants cause social jealousy fellow crafters, (7) There are accommodated participants who have and have not skilled, (8) the training has not beraskan management, and (9) The training has not been evaluated by the fact during the training was conducted.
- Human Resources Development artisans in the group of joint ventures (KUB), by the Department of Industry in Jambi Province through training has not brought a change of attitude and mental crafters significantly. Human Resources Development unskilled is due to several aspects: (1) The consistency of the planning and implementation of training have not menerapkan aspects of management, (2) training is not based on design aspects that needed craftsmen, (3) Selection of participants and lecturers have not been adjusted in the aspect of problem solving , (4) Pre-planning has been based on aspects of the SWOT analysis, namely, the power (strengths), weaknesses (weaknesses), opportunities (opportunities) and threats (threats), and (5) Practice training is done meraton (compressed) and not apply aspects of the specification of skills by using benchmarks.

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