

Human Resources Improvement Program Through Women Empowerment

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Abstract

The purpose of this study is to analyze and implementation and factors affecting human resources in improving women's empowerment. empowerment helps eliminate conditions that cause powerlessness while increasing self-efficacy, which is the feeling in a person that he is able to complete any work that is pursued. This study uses qualitative research methods by conducting interviews, observations, and document analysis related to the human resources improvement program through women's empowerment. The data collected is systematically analyzed to reveal key aspects of the improvement mechanism. The results show that all activities that have been implemented by the village government and women's empowerment have been implemented. In addition, some of the women's empowerment programs have been successfully implemented, but they have not succeeded in realizing gender equality.

In an effort to increase women's empowerment, the government has made several efforts including increasing the number of women in economic activities or labor in making decisions in government. The efforts to empower a community can be done with three efforts, namely: rebuilding or at least changing structures and institutions that provide equal access to resources, services, and also agreements for community participation in life.

Keywords: *Human Resources Improvement and Women's Empowerment*

1. Introduction

Human resources have an important role in all activities in society. This is supported that human resources always have a dominant and active role in all activities in society, because human resources are the ones who will plan, carry out and determine the objectives of the government will be realized. Based on Nawawi's opinion in (Bratton, 2021)

The most influential increase in human resources is education, according to Kruzhkova, et al. (2022) education is closely related to changes in Knowledge, skills, and Attitude. Sumitro stated that human resources are a prerequisite for increasing human dignity. Non-formal education plays an important role in community empowerment, especially for marginalized groups. Women's empowerment is building communities and providing "power" which is always linked to the concepts of independence, participation, networking and justice (Achuo, et al, 2022).

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Table 1. Lappacirana Village Population by Women's Activities 2020-2024

No.	Female Force	YEAR				
		2020	2021	2022	2023	2024
	Labor Force	58,2	54,6	56	49,9	46,8
1.	Working	27,7	22,5	32,5	29,7	31,3
2.	Looking for Work	30,5	32,8	23,5	20,2	15,5
	Not in Labor Force	37,5	40,6	40,7	43,6	50,2
1.	School	15,3	17,4	17,5	19,2	22,5
2.	Taking Care of Household	22,2	23,2	23,2	24,4	27,6
3.	Other	4,3	4,8	3,3	6,5	3,1
	Totally	100	100	100	100	100

Source: Data processed by Lappacirana Village, 2024

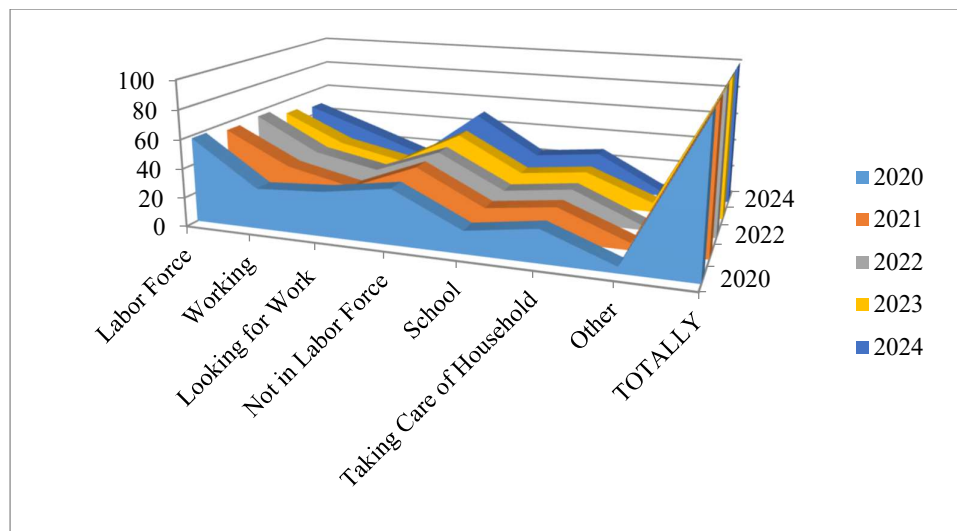


Figure 1. Lappacirana Village Population by Women's Activities 2020-2024

From the table and figure above, the number of activities of women in Lappacirana Village, Sinjai Regency, South Sulawesi Province, the highest labor force in 2020 was 58.2, followed by 56 in 2022, then 54.6 in 2021, 49.9 in 2023 and 46.8 in 2024. Non-labor force is highest in 2024 at 50.2, followed by 2023 at 43.6, then 2022 at 40.7, 2021 at 40.6 and 2020 at 37.5.

A good empowerment process is measured through the quality and quantity of the community, through problem study or analysis activities, after that program planning, and the last is order in evaluation on an ongoing basis (Sharaunga, et al, 2019). Seeing that the quality of human resources is quite low in "marginalized" groups, especially women, non-formal education plays an important role in honing women's skills in things that are often done by women in everyday life such as cooking, sewing, or making crafts.

The low level of women's ability to be empowered requires awareness or cooperation between the government and non-formal education providers to be able to carry out activities that can build an entrepreneurial spirit in empowering women. The implementation to empower women with a stigma that is still fairly conservative must be with an approach that is in accordance with the activities (Achuo, et al, 2022). That way women can have an entrepreneurial spirit with more innovative thinking, have tenacity in running things and can become role models in social activities because they create a supportive environment for the abilities and talents of others. In accordance with the large number of women with low levels of empowerment, non-formal education is needed for these women, this is in accordance with article 26 paragraph (3), namely non-formal education for women's empowerment education (Tiwari and Malati, 2023).

There are several studies on human resources, implementation and women's empowerment that are in line, including research that examines the empowerment of human resources through the implementation of total quality management at SMK Miftahul Huda NgrotoGrobogan, where this school is always experiencing development and progress in accordance with the times (Ikhsannudin and Pakpahan, 2021). Furthermore, research that aims to test and determine how the relationship between personality and contextual factors affects entrepreneurial decision making through entrepreneurial characteristics (Nurjanna, et al, 2022). Then research aimed at empowering women in realizing gender equality is one of the responsibilities of the Government and is carried out by government agencies, both central and regional. The problems that still occur to women today are cases of violence and discrimination (Kune, et al, 2023). This research aims to analyze: Women's Empowerment Model: A Strategy for Increasing Local Economic Resources. The research location was set in seven rural and urban areas that include creative industry centers in Buleleng Regency (Purnamawati, et al, 2019). And women's empowerment research is currently the main focus of attention for researchers, government, and industry players. The concept of women's empowerment contains various meanings. An in-depth exploration was conducted in this literature review, especially regarding women's empowerment and gender equality (Purnamawati and Utama, 2019).

2. Literature Review

2.1 Human Resource Enhancement

Human resource enhancement is an effort to improve the ability of human resources to increase community productivity. With the ability of human resources in the community, it will greatly affect the increase in work productivity in the environment (Gholami, et al., 2022).

According to Riska, et al (2023), education and training is the same as improvement, which is a process of improving work skills, both technical and managerial. In addition, it is also said that education is theory-oriented, conducted in class, lasts a long time, and usually answers the question "why" aka why. It is through this process that a process will be answered. Meanwhile, practice-oriented training is conducted in the field, lasts a short time and usually answers "how". Through this training, it is expected to find an efficient formula for doing work (Mogea, 2023).

Human Resources are productive individuals who work as drivers of an organization, be it in an institution or company that has a function as an asset so that it must be trained and developed. Human Resources in macro terms is the number of people of productive age in a country (Macchi and Ribeiro, 2022).

Human Resources include the thinking power and physical power possessed by each individual or human being. Therefore, human resources are an important element in social activities. Human resource development has the meaning as a company or organization activity that aims to improve the abilities and skills of human resources within a certain period of time (Wijaya, et al, 2022).

Macro human resource development is important in order to achieve development goals effectively. Targeted and planned human resource development accompanied by good management will be able to save natural resources, or at least the processing and use of natural resources can be efficient and effective (Macchi and Ribeiro, 2022).

The training is a continuous but short-term process while organizational development is long-term and goal-oriented. However, both have a direct role in culture building in a company (Riska, et al., 2023).

2.2 Women Empowerment

Empowerment is a process to change the distribution of power in interpersonal relationships and institutions in society, women must be empowered through cognitive, psychological, economic, and political empowerment. Cognitive empowerment is expected that women have the ability to critically assess one's experience to know or be able to analyze one's habits and patterns that lead to dependence and ultimately force a subordination. Psychological empowerment relates to women's beliefs and feelings that they are able to change the situation or conditions themselves (Aziz, et al., 2022).

Empowerment is a series of activities to strengthen the power or empowerment of weak groups in society, including individuals experiencing poverty problems (Desai, et al, 2022). As a goal,

empowerment points to the state or result that a social change wants to achieve; namely, a society that is empowered, has power or has the knowledge and ability to fulfill its life needs, both physical, economic, and social, such as having self-confidence, being able to convey aspirations, having a livelihood, participating in social activities, and being independent in carrying out life tasks (Chatterjee and Malakar, 2023).

The concept of women's empowerment in development literature has a broad perspective. Empowerment is an increase in women's independence by respecting diversity and local distinctiveness (Ventura, et al., 2021). Women's empowerment often means fair distribution of power so as to encourage the growth of greater awareness and participation of women in all aspects of life (Aziz et al., 2022).

The existence of skills training for women is to provide a forum for women to be involved in empowerment activities that are closely related to the ability to help improve their own potential and family economic conditions, because women with social and family control are restricted from making their own decisions (Elneel and Almulhim, 2024).

The family can be defined as a group or people united by the bonds of marriage, blood, or adoption; constitutes its own household structure; interacts and communicates with each other which creates social roles for husbands and wives, fathers and mothers, sons and daughters, brothers and sisters; and is the maintenance of a common culture (Baker, 2023).

2.3 Conceptual Framework

Resourcing is a process for people to become empowered. Encouraging or motivating individuals to have the ability or culture to make life choices (Mareta, I. (2021). *PEMBERDAYAAN MASYARAKAT MELALUI KONSERVASI MANGROVE DI PESISIR PANTAI*(Studi pada Mangrove Center Tuban Jawa Timur). <https://core.ac.uk/download/479150976.pdf>. Women's resourcing is an effort to encourage women to improve their capabilities. This can be done through increasing women and self-confidence in women, especially housewives, by using the power or potential they have. So that an access or container is needed that is able to provide support for women to empower themselves (Silva, 2022). The following is a picture of the conceptual framework

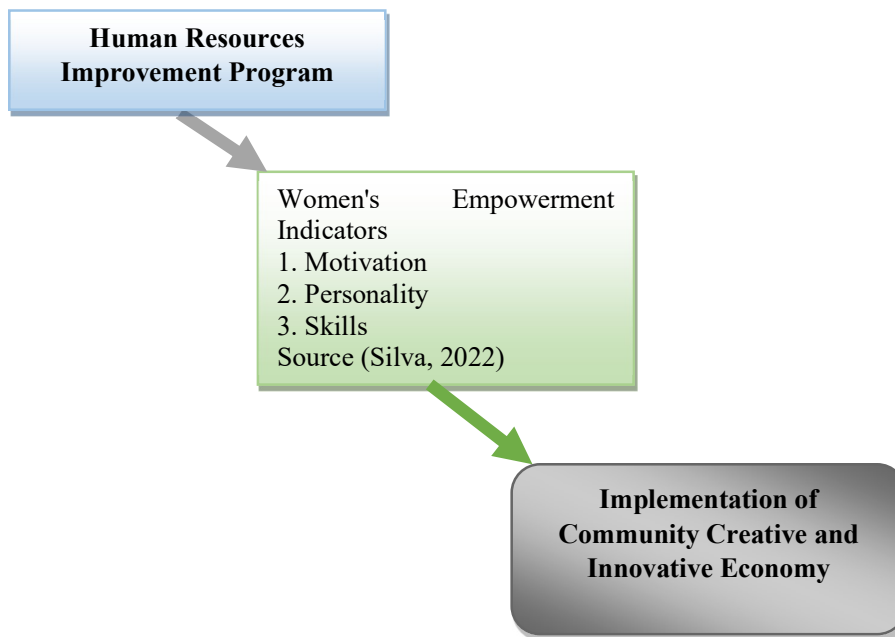


Figure 2. Conceptual framework (Silva Women's Empowerment Conceptual, 2022)

3. Research Method

The research method used a qualitative approach with a descriptive method. This method was chosen because the data collected in this research can be in the form of a description described in words (Eatough and Tomkins, 2022).

This research can also intend to aim to understand, reveal, and explain various descriptions of several phenomena in the field and then summarize them into descriptive conclusions based on the results of research data obtained and collected by researchers themselves (Cheron, et al, 2022). The location of this research will be conducted in Lappacinrana Village, Bulupoddo District, Sinjai Regency.

Data collection techniques through observation, interviews and documentation. The data analysis technique in this study is inductive, namely analysis based on the data obtained, then developing certain relationship patterns or becoming hypotheses. Data analysis in qualitative research is carried out since before entering the field, during the field, and after completion in the field through a series of methods including data reduction, data presentation, conclusion drawing and researcher informants (Li and Zhang, 2022).

4. Results And Discussion

4.1 Improving Human Resources through Women's Empowerment

Women's empowerment programs assume that women's participation in the productive sector is necessary, but it will not necessarily improve women's status. Various efforts have been made through training to improve women's skills, such as developing the PKK program to make women play a role other than reproduction in the domestic sector as well as in the productive and public sectors.

Women's empowerment turns out to play an important role in the survival of the family, both with regard to the moral development of children, as well as the fulfillment of family economic needs as one of the main pillars of family life. In this regard, it shows that many women have been actively involved in helping to fulfill the family economy Elneel and Almulhim (2024) women's empowerment in the economic field is one indicator of increasing welfare.

Prasetio, et al (2021) suggest that an important aspect in an empowerment program is that the program is developed by the community, addressing the basic needs of the community, supporting the involvement of the poor, women, illiterates and other neglected groups. The concept of empowerment has two contexts:

1. Empowerment in the decision-making process by emphasizing the importance of the role of women.
2. Empowerment relates to the relationship between women's empowerment and ultimately men's empowerment.

The purpose of empowerment is to improve the degree of community life, welfare, and balance in many aspects of life for the physical and social environment. Prasetio, et al (2021) suggest that empowerment means improving the quality of life or welfare of each individual and society both in the sense of:

1. Economic improvement, especially food sufficiency,
2. Improved social welfare (education and health),
3. Freedom from all forms of oppression,
4. Security is guaranteed,
5. The safeguarding of human rights free from fear and anxiety.

As stated by the head of Lappacinrana Village that:

"The community in Lappacinrana Village in improving the quality of human resources through women's empowerment is very much expected and is needed in improving the insight, knowledge, skills and economy of the village community. because the community is easier to obtain and gain knowledge and insight, both social and to improve the economy because in improving human resources can provide skills according to the ability of the community itself".

From the results of the interview above, it can be concluded that increasing human resources is very important to improve the economy and make the capacity of women in Lappacinrana Village more advanced and developed than other women.

In line with the results of the research discussing empowerment perspectives used to explain the increasing needs of women's empowerment today and policy strategies for ways to empower women in the context of their role in improving welfare. This concept is related to strategies to empower women in the economic, social, political and legal fields, to increase their role in the family and society (Punamawati and Utama, 2019).

4.2 Motivation

Motivation is a stimulus for each community to work in carrying out their duties. With good motivation, people will feel happy and excited at work, resulting in significant development and growth in the organization. Based on the results of interviews with the head of Lappacinrana Village:

"The motivation provided by the village government to the community in improving human resources through women's empowerment in Lappacinrana village includes providing equipment assistance in the form of large pans to mothers who produce brown sugar, providing vegetable and fruit seedlings to farm women's groups, and providing opportunities for adolescents, and youths to enter the youth family development group (BKR) and the Children's Forum to improve their skills and skills".

Based on the interview above, it can be concluded that there are efforts by the Village Government to motivate women in Lappacinrana village to improve their resources, both in terms of the economy and improving community skills. As seen in appendix 4 and 5 on pages 9 and 10, the process of implementing activities to provide work facilities to communities that produce brown sugar, training for BKB, BKR and BKL cadres, and sewing training.

The same statement was also conveyed by the head of the Lappacinrana Village PKK:

"Regarding the PKK's task in Lappacinrana Village, namely realizing a smart, empowered, faithful and pious society, the head of the PKK provides policies related to women's empowerment in terms of sewing training by facilitating machines for free, brown sugar makers with pan facilities, and farm women's programs by providing facilities in the form of seeds".

Based on the interviews above, it can be concluded that women's empowerment is an effort to enable women to gain control over resources, economic, political, socio-cultural, so that women can organize themselves and increase their self-confidence to be able to play a role and actively participate in solving problems, so that they can build their abilities independently.

In line with the research results, the research results are presented in the form of descriptive narratives. Total quality management is a scientific field that refers to quality, which will improve the quality of human resources in educational institutions, both from educators and students. So as to create superior and competitive educational output (Ikhsannudin and Pakpahan, 2021).

4.3 Personality

Personality is the overall way an individual reacts and interacts with other individuals. In addition, personality is often interpreted as the characteristics that stand out in an individual, such as a shy person wearing the attribute "shy personality".

Based on the results of an interview with Mr. Mulyanto S. Ag as the head of Lappacinrana Village:

"The human resources improvement program held by the village government has a long-term nature, of course, we want in the future in Lappacinrana Village, especially women, to be the main support in the family economy, including how these women can be independent, not solely relying on income from husbands to support the welfare of meeting the needs of their families".

From the results of the interview above, it can be concluded that the government in supporting village development priorities as well as the vision and mission, goals and objectives of the strategies that have been determined have been carried out, therefore the Lappacinrana Village Government provides training programs for BKB, BKR, and BKL cadres. The following are the activities carried out from the BKB, BKR and BKL cadre training program.

The interview results from the head of the Lappacinrana village PKK, said that:

"The improvement of human resources that we do is to provide counseling in each working group, be it working groups 1, 2, 3 and 4. In working group 1 by conducting child and adolescent parenting counseling activities in the digital era, working group 2 by providing sewing training or making brown sugar, working group 3 by providing counseling on the utilization of yard land in terms of assistance in providing seeds to the community, then in working group 4 more is done in posyandu by providing health counseling for parents, babies and toddlers who come to the guide".

From the results of the interviews above, it can be concluded that the human resource improvement program held by the village government in collaboration with the Village PKK has long-term goals and has the potential to improve the welfare of the community, be it the economy, children's education, and health.

In line with the research results of quantitative research results and transcripts of the interview process conducted at the qualitative stage analyzed descriptively show that indirect influencers have a significant effect on entrepreneurial characteristics, contextual elements have a significant effect on entrepreneurial characteristics. significant effect on entrepreneurial characteristics. The direct effect of personality factors has a significant effect on the decision to have a significant effect on entrepreneurial

decisions, contextual elements have a significant effect on entrepreneurial decisions and entrepreneurial characteristics have a significant effect on entrepreneurial decisions (Nurjanna, et al, 2022). As well as the results of research with several data collection techniques, the results showed that optimizing networks with branches and branches of other creative industries as a means of developing the Family Economy. To increase business turnover and improve products, it is necessary to start standardizing prices, eliminating unhealthy competition, fostering positive competition in business and sharing profits between women entrepreneurs and other business actors (Purnamawati, et al, 2019).

4.4 Skills

Skills are patterns of purposeful activity, which require manipulation and coordination of learned information (Sudjana, 1996: 17). From some of the above opinions, it can be concluded that skill is the ability to do something well, quickly, and precisely.

The efforts of the Lappacinrana Village government in terms of improving Human Resources through skills are providing sewing skills training to women. In addition to training skills in skills, courses and training institutions are also useful for improving the community's economy.

Based on the results of interviews with the head of Lappacinrana village regarding human resources through women's empowerment:

"Empowering women in skills is very important to apply, especially to teenagers who want to develop the talents that exist in them, especially in terms of family survival, be it with the moral development of children or the economic needs of the family, as it has been explained that the role of women in the family is very important".

The results of the interview above show that the role of women in the family is very large, women have also been actively involved in helping to fulfill the family economy. The statement from the Chairperson of the Lappacinrana Village PKK, Mrs. NuraeniS.Ag stated that:

"For how to improve skills or receive training. For example, sewing training that has been provided by the government sometimes there is still negligence, for example when they have been given training but they do not continue these activities, although maybe it is not much but it is a big obstacle for us because they lack awareness to improve their own human resources".

Based on the results of the interview above, it can be concluded that the government in terms of PKK has provided facilities in the form of counseling or training but it returns to the community itself how to utilize what has been provided by the government in meeting their economic needs.

Based on the results of the study, it shows that the implementation of sewing skills training program activities held by the village government has been running as it should but has not been able to improve the community's economy, because the people who have participated in the training only follow the training they do not continue to receive orders.

In line with the results of the study, it is stated that there is an implementation of a women's empowerment program in realizing gender equality in Surabaya, which is evidenced by the existence of a program called Gender Equality and Women's Empowerment. This program provides several activities such as: Capacity Building for the Association of Women's Organizations (GOW) in several sectors such as Politics, Economy, Social and Culture, Independent Business Incubation for women of productive age, Implementation of Gender Socialization, Creative Homes for Low Income Communities (MBR), especially for women of productive age who do not yet have a business by getting material on Entrepreneurship, Empowerment of MSMEs in Surabaya by making masks and PPE during the pandemic, and also Urban Farming for the community through the use of vacant land (Kune, et al, 2023).

5. Conclusion

Based on the discussion of the research results above that, the Human Resources improvement program through women's empowerment in Lappacinrana Village with the activities held by the Lappacinrana village government has not been able to meet the economic development needs of the community because the community does not take advantage of the activities that have been held. Empowering women is an effort to increase self-confidence in women so that women can develop independently and be able to improve the family economy.

Implications and Recommendations

Suggestions that I can submit to the Lappacinrana Village government in increasing Human Resources through Women's Empowerment are to conduct training or counseling more often than last year. Providing support to women or PKK including the right to education to work with fair conditions,

providing education from an early age and instilling the value of gender equality and teaching children from an early age about gender issues can help reduce discrimination in the future.

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