

# Effectiveness of Training Model Capacity Building for Entrepreneurship Women Based Empowerment Community

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## Abstract

The purpose of this research was to determine the effectiveness of a training model for capacity building of women entrepreneurship community-based. Research type approach Research and Development Model, which refers to the model of development research that developed by Romiszowki (1996) combined with a model of development Sugiono (2011) it was leveled; into five stages, namely (1) the analysis of the needs and potential, (2) design, (3) development, (4) implementation, and (5) evaluation. The research subject was the facilitator of the training module woven pandanus as many as 30 people. Data analysis was conducted descriptive quantitative research. The results showed that the training model CBWB-EEER based on responses facilitators are of very high category, and by trial participants, indicating in terms of (1) the ability to identify potential average is at category high, (2) the ability of entrepreneurship is in the category enough and high, (3) the ability to manage finances on average at the high category, and (4) the ability of woven pandanus creative skills are very high. From the results of data analysis showed that the training model of capacity building for entrepreneurship women based on empowerment community meet the criteria of feasible and effective.

**Keywords:** capacity building, entrepreneurship, empowerment community

## 1. Introduction

Habibie (2005) states that every nation on earth should be to enlighten the human resources. Every nation must improve the quality of human resources of their respective human resources in order to provide benefits and useful to community. One of the conditions that need to be created in developing these resources is the development of capacity (capacity building) of the community effective through better education and training which is conducted by formal and non-formal educational institutions. In relation to human resource development should be aimed at improving the value-added of materials and value-added of personal. Value-added material oriented in an attempt to optimize the value of an item that has a higher economic value (Habibie, 2005). Efforts to increase the added value of personal intended to increase the capacity of the knowledge, skill and sensitivity of someone that can act as a useful productive of personal. Therefore, this research is focused on developing human resource potential possessed by education in the form of training to increase the capacity of the knowledge and skills of community entrepreneurship with the aim of increasing the ability of communities to manage their own potential and the potential of the natural resources that exist so that it can increase revenue family in particular and improve the general welfare of society.

Capacity building Community through training is one type of non-formal education is organized based on the needs and potential of the community. Based on Law No. 20 of 2003 article 1 (16) on National Education System that the community-based education is to provide education based on the peculiarities of religious, social, cultural, aspirations and potential educational community as a manifestation of, by, and for the community.

Training is an attempt to develop human resources through non-formal education that is based on the needs and capability potential of the community to creating beings independently and creatively manages and utilizes resources. In Takalar regency, based on some preliminary study gives an overview of information that is often conducted training to women's groups, but the results did not have a significant impact both in the form of changes in the attitudes and skills can be demonstrated by the continuity of such work or in the form of livelihood better.

Simply put the term of capacity can be defined as a person's ability to do something in order to achieve the goal. Milen (2006) provide an understanding of capacity as the ability, skills, understanding, attitudes, values, relationships, behavior, motivation, resources, and conditions that allow individuals, organizations, sectors, and the broader system for carry out their functions and achieve development goals set forth from time to time.

Goodman (1998) states that "capacity is ability to carry out the stated objectives". Capacity is the ability to carry out its intended purpose of community. Then the UNDP (2006) defines capacity as the ability (ability to solve problems) that person has, organizations, institutions, and communities to individually or collectively carry out functions, solve problems, and set and achieve goals. Meanwhile, CIDA (2000) defines capacity development as a process experienced by individuals, groups, organizations, institutions and communities to improve their ability to: 1) carry out the functions essential, solve problems, set and achieve goals, and 2) better understand and address the needs of their personal development in a wider environment in a sustainable manner.

Efforts to develop human resource capacity through the process as a whole must be a thorough (comprehensive), not only strengthens the academic base of people, but also is assisting to develop the profession or expertise (skills) them. In connection with the development of the capacity of human resources in the form of increased knowledge and skills of entrepreneurship, the Law No. 20 Year 2008 on Micro, Small and Medium Enterprises (MSMEs) programs for the growth and development of human resources in business in relation with article 19 (1) by:

- 1) Cultivate entrepreneurship
- 2) Improve the technical and managerial skills;
- 3) Establish and develop educational and training institutions to conduct education, training, counseling, motivation and creativity of business and the creation of new entrepreneurs.

The Presidential Instruction No. 1 of 2010 on the accelerated implementation of the 2010 national development priorities in the field of economy, namely a correctional program entrepreneurship and the development of new entrepreneurs. Based on Entrepreneurship Development Program Policy Ministry of Cooperatives and Small and Medium Enterprises by Deputy Human Resource Development has proposed that the entrepreneurship program of poverty reduction of 2014 by 8%-10% from 9.5 to 10.5% in the year 2013 means it will be reduced by 2%. Then as well as the unemployment rate declined from 5.8% to 5.6%. Economic growth increased from 6.7 to 7.4% in 2013 to 7.0 to 7.7% in 2014 (BPS, 2013). It shows that by growing and improving human resources through training in entrepreneurial skills will help the overall national development.

Kamil (2012) states that entrepreneurship as "the bone of economy or the tail bone of economy", namely entrepreneurship as central nervous controller controlling the economy or as a nation's economy. Furthermore, develop community capacity in entrepreneurship by providing power and ability in planning needs based on the potential and the problems faced and the objectives to be achieved. One way that can be achieved through training by implementing a training model for entrepreneurship capacity building based on community empowerment.

Development of the training model is focused for women was selected for several reasons: (1) Women are the community members most experienced helplessness, disadvantaged because of low education levels of knowledge and skills, being creative, independent so should be empowered to develop capacity through training and knowledge of life skills (life skills) in order to have the knowledge, skills productively and financial management of families and businesses. (2) Groups of women in Takalar already have basic skills and a culture based on local potentials despite treatment systems, marketing, and utilization of the results of their efforts have not managed effectively. (3) If the potential social, cultural and natural potential possessed can be managed well, it can improve the welfare of women through increased revenue from the increased knowledge and skills, a skill processing, marketing and processing skills results of operations or financial management. (4) The woman has a strategic role and function actively involved in the development, because women have a great role as the first educator in the family. (5) community training model (for women) is mostly done by community development programs but rather to a project-based orientation that is the completion of a program of activities without regard to human development and sustainability (continuyitas) of such activity in the absence of assistance from the authorities. (6) The type of training skills (vocational skills) is based on the potential of cultural and natural potential has often been implemented but did not bring any significant effect on changes in public welfare, can be considered that the management of the implementation of the training that is not managed well, the training modules are not clear, and the timing of the training is relatively short. For these reasons, then raise the idea, the idea of how to develop a training model of capacity building for entrepreneurship women based empowerment community effectively.

## 2. Research Methods

This research is a Research and Development (R & D), which is a research and then develop a training model for capacity building of women entrepreneurship-based community development that would later be known by the term CBWB-EEER with reference to the model developed Romiszowki (1996) combined with the development model Sugiono (2011) with stages, namely Analysis, Design, development, Implementation, and Evaluation, which later became known with the term ADDIE models.

This research was conducted in Takalar Regency, Mappakasunggu District and Sanrobone district (Takalar, Patani, Banyuanyara and Paddinging Village). The subjects were (1) the facilitator training modules, and (2) women who woven pandanus numbered 30 people. Data collection instruments of the training models developed nor the device consists of instrument validity, and effectiveness of the instrument. Instruments of validity granted to three experts or practitioners who will be judging on a model that has been developed, the model as well as instruments used in the research. The effectiveness of the instruments used to find out the effectiveness of the model that has been developed by conducting an assessment of the results of the training. The instruments used, namely the questionnaire question form given before the application of model CBWB-EEER developed (pre-test) and now after following the model CBWB-EEER (post-test).

Assessment of models and training devices are made to the criteria proposed by Nieveen (2007): (1) validity; (2) practicality; and (3) effectiveness. Based on the opinion of Nieveen, then the training model for capacity building of women entrepreneurship-based community empowerment developed in this study is said to be qualified if they meet the criteria, namely: (1) the judgment of experts and practitioners, theoretically that the training can be done well and declared invalid; (2) devices developed can be done well in the field by using indicators practicetraining devices, the ability of the facilitator to manage the training and activities of the trainees, and participants' responses to the practical training so declared to be used; and (3) the implementation of a training device to provide optimal results to the training objectives by using an indicator of increased test results of training.

Said to be effective if the ability of the participants can be grouped in five-star scale based categorization engineering standards set by the Department of Education and Culture (2002), namely: The ability of 85%-100% or score 85-100 is categorized as very high, the ability of 65%-84% or score 65-84 categorized as high, ability 55%-64% or a score of 55-64 is average, ability 35%-44% or score 35-44 categorized as low, and the ability of 0%-34% or score 0-34 categorized as very low. Purwanto (2008) is said to be effective if the ability of skills in terms of creativity and innovative can be grouped in five-point scale based on the categorization formulated by, i.e. 86%-100% categorized as very good, 76%-85% categorized as good, 60%-75% categorized enough, 55%-59% are categorized less, and  $\leq 54\%$  categorized as very less.

## 3. Research Result

Based on the analysis of data collected showed that the results of the implementation of the training using the training model that has been developed is a training model for capacity building of women entrepreneurship based on community empowerment (CBWB-EEER) by using a training device that consists of guidelines for the implementation of training and modules or training materials 1 module consists of the identification of potential, module 2 entrepreneurship, financial management module 3, and 4 modules woven pandanus craft skills upgrading, which will be explained as follows.

Guidelines for the implementation of the of capacity building training for entrepreneurship women based on empowerment community are guidelines to be used in training Guidelines for the implementation of the training includes four main parts: 1) Introduction, 2) The basic concept of training, 3) The outlines of the execution of the training and discipline of training, 4) Cover and bibliography. In the introduction, elaborated on: (a) background, (b) the purpose of training, (c) the expected results, (d) a trainee, (e) the facilitator, (f) the competence of participants, (g) the scope of activities, (h) the time and place of training. In the second part of training includes basic concepts; a) definition of training, b) the principle of mentoring, c) material and training approaches, d) materials, methods, and techniques of training, e) measures implementing training. The third part covers; a) outlines the implementation of the training, b) the order of the training, and the fourth part is the cover and bibliography.

Module 1 identification of potential, the first module is intended for participants to consciously recognize its potential in the form of skills and expertise in the form of craft skills are created and developed. In addition, participants will be able to recognize potential environmental or natural resources that are nearby that could be developed. The module consists of training and learning activities one is to identify the skills and expertise. 2 training and learning activities to identify and classify potential of natural resources or environmental owned.

Besides this module is accompanied with reading materials as enrichment of contents training module identification of potential.

Module 2 entrepreneurship, entrepreneurship training module consists of several objectives which are; Participants can find out the advantages in starting entrepreneurial activity, participants can apply the knowledge in entrepreneurship, and participants have an interest begin entrepreneurship. Training and learning activities there are three, namely learning one of creativity and innovation, two characteristics of entrepreneurial learning activities, and learning activities 3 women and entrepreneurs.

Module 3 financial management, the purpose of this module is that participants can know the concept of financial management of business and household financial management is simple, participants can understand the recording of incoming and outgoing financial (cash flow), the balance sheet and income statement, participants can keep records of financial management, participants can separate financial records of business and household finances. Training and learning activities consist of two, namely financial management activities of business and financial management activities of the household.

Module 4 Skills creations woven pandanus. Product the purpose of this module is a creative and innovative participant in making the creation of woven pandanus leavesproducts. The learning activities in this module are an activity 1) Overview of handicrafts, activities; 2) Showing a slide handicrafts; 3) Practice and demonstration activities.

The effectiveness of a training model developed obtained the results after testing the model through the training process. Effectiveness is measured from the training results based on responses facilitators of the model, and the results of the training the participants before and after implementation of the model CBWB-EEER by questionnaire questionnaire before (pre-test) and after (post-test) to determine differences in training outcomes before and after implementation of the model , Each category can be seen in the following description.

### *3.1 Results of Facilitator Response to the Model CBWB-EEER*

Responses of facilitators of the model is one of the criteria to measure the effectiveness of the model has been developed, based on the test results the following description of the facilitator's response to the models that have been developed as in Table 1 below:

Table 1. Response of facilitator to the model CBWB-EEER

No	Respondents	%	Average
1	facilitator 1	98.00	3.92
2	facilitator 2	92.00	3.68
3	facilitator 3	96.00	3.84
4	facilitator 4	98.00	3.92
Total		96.00	3.84
Category		Very high	Very high

Table 1 shows that the response of the model developed facilitator in the category is very high at 96.00% and average 3.84 with a very high category.

### *3.2 The Results of the Data Analysis Capabilities Participants to Identify Potential*

The ability to identify the potential of their own potential and the potential of environmental resources can be viewed before and after implementation of the model, the following picture of the distribution of differences in the results of the training of identify potential capability in Table 2 below:

Table 2. Data distribution of the value of identify potential capability

Interval	Identify potential Capability	Pre-Test		Post-Test	
		F	%	F	%
84-100	Very high	4	13.33	7	23.33
63-83	High	15	50	23	76.67
42-62	Moderate	8	26.67	0	0
21-41	Low	2	6.67	0	0
0-20	Very low	1	3.33	0	0
Total		30	100	30	100

Table 2 shows that of the 30 participants, there are 4 people or 13.33% were categorized as very high before the implementation of the model and increased to 7 persons or 23.33% after the implementation of the model, 15 or 50% were categorized as high before the application of the model and increased to 23 people or 76.67% after the application of the model.

Results of statistical analysis to compare the difference mean (t-test) of the pre-test and post-test's capability to identify the potential to test the effectiveness of the model CBWB-EEER. The process of data analysis using the assistance program for Product Statistic Service Solution Version 22 (IBM SPSS Statistics 22). Here are the results of data processing difference in mean value of pre-test and post-test's ability to identify potential can be seen on the display Table 3 below:

Table 3. Results of t-test capability to identify potential

Respondents	Mean	
	Pretest	Posttest
30	60.6667	79.2333

Based on t-test results in Table 3 shows that there are differences in the average value or mean increase of assessment prior to the application of the model shows the average value of 60.6667 and average value increased after treatment given training which the average is 79.2333. With the difference in the level of ability to identify potential participants before and after implementation of the model can be concluded that the training model that has been developed can be said to be effective.

### 3.3 The Results of the Data Analysis of Entrepreneurial Skills Training

The results of data analysis is also aimed at determine the effectiveness of the implementation of the training model, by knowing the difference scores of pre-test and post-test before and after the implementation of the training model. The following description of the distribution of differences in the results of training for entrepreneurship modules in Table 4 below:

Table 4. Result of Data distribution of the value of entrepreneurial skills

Interval	Entrepreneurial skills	Pre-Test		Post-Test	
		F	%	F	%
130-150	Very High	0	0	0	0
105-129	High	2	6.67	12	40
80-104	Moderate	22	73.33	17	56.70
55-79	Low	6	20	1	3.33
30-54	Very low	0	0	0	0
Total		30	100	30	100

Table 4 shows that of the 30 participants before it is applied training model, there are 2 people or 6.67% were categorized as high, 22 people or 73.33% were categorized as moderate, and 6 people or 20% were categorized as low. While the rate of increase participants' knowledge in terms of entrepreneurship be increased as many as 12 people or 40% were categorized as high, 17 people or 56.70% were categorized as moderate, and 1 person or 3.33% were categorized as low. Results of statistical analysis of the data mean difference (t-test) using a support program for Product Statistic Service Solution Version 22 (IBM SPSS Statistics 22), can be seen on the display Table 5 below:

Table 5. Results of the t-test entrepreneurial skills

Respondents	Mean	
	Pretest	Posttest
30	87.9333	102.4333

Based on t-test calculations in Table 5 shows the difference in value of the average or mean increase of assessment prior to the application of the model shows the average value of 87.9333 and average value increased after treatment given training which the average is 102.4333. With the difference in the level of entrepreneurial abilities of participants before and after implementation of the model can be concluded that the training model which has been developed effectively.

### 3.4 The Results of the Data Analysis Capabilities of Financial Management

The results of data analysis are aimed to determine the effectiveness of the implementation of the training model CBWB-EEER before and after implementation of the model. The following picture of the distribution of differences in financial management training results in Table 6 below:

Table 6. Distribution of the value of the data analysis of knowledge differences in financial management

Interval	Financial Management Capability	Pre-Test		Post-Test	
		F	%	F	%
46-50	Very high	0	0	0	0
37-45	High	4	13.33	22	73.33
28-36	Moderate	16	53.33	8	26.67
19-27	Low	10	33.33	0	0
10-18	Very Low	0	0	0	0
Total		30	100	30	100

Data in Table 6 above shows that the level of knowledge of financial management in the participants before and after implementation of the model CBWB-EEER changes increased knowledge before the implementation of the model, there are 4 people or 13.33% were categorized as high, 16 people or 53.33% were categorized as moderate, and 10 people or 33.33% were categorized as low. After the implementation of the model CBWB-EEER an increase that is 22 people or 73.33% were categorized as high, 8 people or 26.67% were categorized moderate.

The results of data analysis statistically to compare the difference in mean value of pre-test and post-test capability to manage finances to test the effectiveness of the model CBWB-EEER using the assistance program Statistic Product for Service Solution Version 22 (IBM SPSS Statistics 22), can be seen in the table view 7 the following:

Table 7. Results of t-test capability to manage finances

Respondent	Mean	
	Pretest	Posttest
30	29.8000	38.2333

Table 7 shows the difference in value of the average or mean increase of assessment prior to the implementation of the model shows the average value of 29.8000 and average value increased after treatment given training which the average is 38.2333.

### 3.5 The Results of the Data Analysis Skills of Creativity Capabilities and Innovation of Woven Pandanus

Creativity and innovation training results in the terms of making woven pandanus. The following will be described differences in scores of pre-test and post-test before and after implementation of training models CBWB-EEER shown in Table 8 below:

Table 8. Distribution of the value of the data analysis difference of capabilities creation skill and innovation of woven pandanus

Interval	Skill Capability	Pre-Test		Post-Test	
		F	%	F	%
90-100	Very high	0	0	30	100
80-89	High	0	0	0	0
65-79	Moderate	30	100	0	0
55-64	Low	0	0	0	0
≤54	Very low	0	0	0	0
Total		30	100	30	100

Table 8 shows that the ability of creative and innovative skills of woven pandanus leaves the participants before and after implementation of the model CBWB-EEER changes improve the knowledge and skills, the capability of participants is not difficult to change 100% because it is able to make things that are creative and innovative.

Results of statistical analysis to compare the difference in mean value of pre-test and post-test knowledge to test the effectiveness of the model CBWB-EEER using the assistance program for Product Statistic Service Solution Version 22 (IBM SPSS Statistics 22) can be seen in the table view 9 this:

Table 9. Results of the t-test of skills creation and innovation capabilities woven pandanus

Respondents	Mean	
	Pretest	Posttest
30	70.6667	89.5000

Table 9 variations in the average value or mean increase of assessment before the implementation of the model shows the average value of 70.6667 and average value increased after treatment given training which the average is 89.5000.

## 4. Discussion

### 4.1 Results of Facilitator Response to the Model CBWB-EEER

Results of the assessment are facilitators of the model developed in the category is very high, This means that from the model development, training objectives, implementation steps of training, the content of the material in the module, the attractiveness of the models, designs and illustrations are clearly stated in the model developed

that can be implemented by the facilitator and declared effective.

Results of testing the model against participant through several training modules can be described as follows:

#### *4.2 The Results of the Data Analysis Capabilities Participants to Identify Potential*

The Capability to identify potential participants, both potential and the potential of natural resources or the environment that is held can be developed. Before the training CBWB-EEER model applied, 30 participants that are in the category of very High and high category. It can be concluded that the model CBWB-EEER training results are indicated by the increasing ability of the participants in identifying their potential both potential and the potential of the environment or natural resources that can be developed or utilized in the activities start entrepreneurship.

#### *4.3 The Results of the Data Analysis of Entrepreneurial Skills Training*

Capability of entrepreneurship participants by using a model developed showed an increase of knowledge, attitudes, and skills in entrepreneurship. Of the 30 participants that there are 12 people or 40% of high category, 17 people or 56.70% categorized moderate, and 1 person or 3.33% categorized low. The results of this analysis indicate that some aspects of the assessment, that the participants in generally still prefer a permanent job or an office job, have limited knowledge of technology. On the other hand related to attitude and character to be entrepreneurs includes categorized enough. It can be concluded that the entrepreneurial skills of participants increased after implementation of the model so that it can be said that has developed a training model effective.

#### *4.4 The Results of the Data Analysis Capabilities of Financial Management*

The capability of participants has increased after applying the model CBWB-EER in managing business finances and in managing household finances that is, of the 30 participants there are 22 people or 73.33% were categorized as High and 8 people or 26.67% were categorized moderate. It can be concluded that the model CBWB -EEER effective in improving financial management skills.

#### *4.5 The Results of the Data Analysis Skills of Creativity Capabilities and Innovation of Woven Pandanus*

Capability the participants after following the model of CEWB-EEER significant increase is due to participants is made in the form of the practice group for the process of assessment, then its value indicates relatively similar before the training given 100% indicates the ability of participants in the category enough. Categories moderate meaning that the ability of the participants simply just do webbing as done for generation, just in the same form that rolls the mat in the form of a rectangular, circular or oval shape. But it has not been able to do or make creations in different forms.

After being shown various examples through the slide and given skills training participants are not difficult to change 100% able to make do the creative and innovative with different shapes. It can be concluded that the model CBWB-EEER can improve the ability of participants to make woven pandan leaves in a creative and innovative. Things need to be done to improve the creativity and innovation is to show an example, facilitate and assist, train, and teach it. As said by Amir (2014) that the ability of creativity can be trained and taught.

## **5. Conclusion**

Based on this research, it was found that the training model developed CBWB-EEER are valid and effectively used in training for capacity building based on community empowerment of women entrepreneurship in Takalar. This is demonstrated by the following matters. *First*, an overview facilitator response to the models developed and the components of the model can be implemented as a whole and has a very high category. The facilitator provides response and positive response to the implementation steps of training, the range of material in a module, the attractiveness and grace models, design illustrations are clearly stated in the model.

*Second*, the achievement of the effectiveness of the training model developed is obtained based on the results of the training the participants were measured before (pre-test) and after (post-test) the application of the model, training results showed an increase in the ability of the participants in terms of the ability to identify potential, entrepreneurial capacity, the ability to manage finances, and the ability of creative and innovative skills of woven pandanus showed high results. Assessment of learning outcomes of participants to the modules developed shows that the training modules are very valid and effectively used for capacity development of women entrepreneurship is based on community empowerment.

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