

# Empowering Human Resources in Village Projects with Cash Intensive in Tanjungharja Village

Isradias Mirajhusnita<sup>1\*)</sup>, Hadi Wibowo<sup>2)</sup>, Mustaqim<sup>3)</sup>, M. Fajar Nurwildani<sup>4)</sup>  
Universitas Pancasakti Tegal  
Email: [ninok.dias@gmail.com](mailto:ninok.dias@gmail.com)\*)

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## Abstract

Human resource empowerment programs have been carried out by the government. This is in line with Indonesia's development goal of building the whole Indonesian people, so development must be a social change that does not only occur in the standard of life of the community but also in the role of the elements in it. Development places man as the subject of development. Community empowerment in the conditions of the COVID-19 pandemic in a cash-intensive program. Poverty is a social welfare development problem related to various other areas of development characterized by unemployment, underdevelopment, and helplessness. Therefore, poverty, especially suffered by the poor, is a national staple problem whose mitigation cannot be delayed any longer and must be a top priority in the implementation of social welfare development. The handling of the poor is not easy, because the poor have experienced a long-lasting problem of poverty. The poor experience limitations in terms of education, skills, business facilities and business capital. Plus the conditions in the Coronavirus Disease 2019 (COVID-19) pandemic. The government continues to strive to maintain the social and economic life of the community with the Cash Intensive program. Tanjungharja Village consists of 4 villages, 7 community units (RW) and 24 neighboring pillars (RT).

**Keywords:** Labor Intensive, Village Community, Covid 19, Empowerment, Welfare

## 1. Introduction

Todaro (1983) defines development as a multi-dimensional process that includes important changes in the social structure, attitudes of the people and national institutions. In its implementation, the concept of development is still far from reality. Various empirical findings show that there is still a marginalization of people's lives, especially the poor, both in urban and rural areas. The ASEAN community has always been "a work in progress," and this is mostly because ASEAN has ten separate sets of norms and laws, which makes it difficult to achieve the integration of an ASEAN Community (Aziz, 2016).

In essence, poverty according to Moeljanto, (1996) is not only a welfare problem but there are six reasons that can be used as a basis for people to be said to be poor, namely: (1) poverty is a problem of vulnerability; (2) poverty means the closure of access to various opportunities for them to participate in the production process, or to be

trapped in an explanatory production relationship with low rewards; (3) poverty is a matter of distrust, a feeling of emotional and social impotence over decisions made by bureaucratic elites of varying degrees; (4) poverty means also spending all or most of the income on food consumption in limited quantity and quality so that the consumption of low nutrition results in low production; (5) poverty is characterized by a low ratio, dependence due to the large number of family dependents which results in low consumption so that it affects intelligence; and (6) poverty is also reflected in cultures passed down from one generation to another.

Allan & Soemardjan, (1980) stated there are two categories of poverty rate measurement, namely absolute poverty and relative poverty. Poverty absolute is a condition in which a person's income level is not sufficient to meet basic needs such as food, clothing, housing, health and education. While relative poverty is the calculation of poverty based on the proportion of income distribution in an area. This poverty is said to be relative because it has more to do with the income distribution of the social layer (Amni, 2018; Harto, 2017; Juliandar, 2019; Todaro, 1983).

Thus, talking about poverty is a complex issue and needs to be approached from various aspects, but to understand poverty objectively there are indicators that can be a benchmark for measurement. The World Bank sets the poverty limit line \$US 50 per capita year. Empowering human resources for village cash-intensive programs will create jobs and maintain the purchasing power of rural communities. Thus, the village cash-intensive program supports the productive economy of the village which aims to maintain the income of the village community and support food production activities for food security during the Covid-19 pandemic.

Some of the problems that exist in the implementation of social welfare development for the transportation of crops, it is due to unpaved roads. The village government repaired the road into a paved road for communities affected by the pandemic in Tanjungharja Village.

To overcome these problems, various problem solving can be carried out, including cash-intensive activities on village infrastructure development with the opportunity to work for the local community and providing counseling to the community about the importance of advanced infrastructure for their villages.

## 2. Method

The method used in the implementation of this activity is to make field observations with stages, including contacting the Head of Tanjungharja Village to discuss projects to be implemented with the village cash-intensive program and village cash-intensive implementation, with existing projects. Indicators of success in this labor-intensive program activity were 30 participants who were invited to attend the training and the implementation of village cash-intensive activities. The implementation of labor-intensive program activities from March to August 2021 in Tanjungharja village, Tegal Regency

## 3. Results and Discussion

The village's cash-intensive community service program involves community participation in Tanjungharja Village, Tegal Regency in decision making, implementation, and utilization.

### a. Participation in Decision Making

Before the socialization was held in each village, the planning of this activity was held at the Village level meeting. Where before the meeting, a foreign meeting was held, each RT/RW submitted a list of identification of community needs to the village. The results and discussion of the meeting contained the results obtained by the author in the implementation of community service.

With the results of the meeting that have been adjusted to the schedule of planning and site surveys, where the implementation of customary activities for the year is carried out in the fiscal year 2020. After the site survey, the beginning of 2020 made a work drawing plan which will then be seen which location and what activities will be carried out in the program padat karya fiscal year 2020.

In the preparation of the workforce, a team of work units was formed so that it was easy for complex coordination, all members of which were from Tanjungharja Village, Tegal Regency. The village will appoint members of the worker coordination team by determining the criteria. The work unit of the Labor Intensive infrastructure program consists of foremen, chief handymen, handymen, and workers. Meanwhile, the work unit team of the non-material village cash p customary program consists of the group leader and workers.

## b. Participation in Implementation

The participation of the village community in the implementation of labor-intensive programs is needed to support success, namely by using more energy and thoughts of the people of Tanjungharja village who are very enthusiastic, working together and having a very high sense of mutual cooperation. Through these cash-intensive activities, it can providedirection and direction to the workforce, so as to support systematic activities that will be carried out to achieve goals.



(1)



(2)



(3)



(4)

Figure (1) Road Village before labor Intensive, Figure (2) Community Participation, Figure (3) Process, and Figure (4) After Being Labor Intensive

The road that leads to the tourist destination is also taken into consideration by earlier study. According to their research, 86.67% of inhabitants on Penyengat Island support and agree with the development of the island's tourist districts as integrated cultural tourism communities. forms of community involvement in the creation and administration of natural regions. As a tourism village culture, Penyengat Island is described as follows: The development of regional / cultural tourism area, the inn, and other cultural tourist facilities. a) Public participation in the utilization of the environment, the home page, and other areas as a land of cultural tourism. b) Structuring all the way to Biting Island as a region of cultural tourism (Harto, 2017).

## c. Utilization

The participation of the Tanjungharja village community after the existence of the padat karya cash program, the community only implements the treatment program by holding a devotional work at the beginning of each month. Some of the obstacles that exist in the implementation of this cash-intensive program are delays in material materials at the time of carrying out activities and a and the demand for material materials is too fast so that material providers suddenly place orders for material materials. Through community participation, we conclude that the padat karya cash program in Tanjungharja Village, Tegal Regency, has been running smoothly and succeeded according to the target that had been planned (Bawole, 2018).

#### 4. Conclusion

Based on the results of community service carried out in the field regarding labor-intensive programs in Tanjungharja village, Tegal Regency, the conclusions obtained are First the proses stage of the implementation of Village Community Empowerment Based on The Cash Labor Intensive Program shows that the Village Government has carried out optimal socialization and even the Village Government also conveys directly to the Community the way/process of working on the Cash Labor Intensive Program. Second the proses stage of implementing Village Community Empowerment Based on The Cash Intensive Program shows that the participation of village communities is needed to support success, namely by using more energy and thoughts of the village community. Through these cash-intensive activities, it can provide direction and direction to the workforce, so as to support activities systematically. Third, Stage proses pimplementation of Village Community Empowerment Based on Cash Labor Intensive Program, that pemerintah continues to strive to maintain the social and economic life of the community with the Cash Intensive program.

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