Evaluation Of The Effectiveness Of Training On Cooperatives In Yogyakarta City

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Abstract. The efficacy of cooperative training in Yogyakarta, Indonesia, is investigated in this study. 1918 cooperatives, 1722 active, and 196 passive are present in DI Yogyakarta. Between 2016 and 2019, there were 10.67% fewer Annual Member Meetings (RAT) and 29% fewer active cooperatives in DI Yogyakarta. The business's viability is impacted by the notable decline in the number of cooperatives using the RAT. This study examines which HRM procedures can enhance training as well as the connection between training methods and efficacy. The efficacy of organisational training initiatives. Since the population was small and yielded more precise results, the entire population was included in this study. Using the statistical programme SPSS for model building and hypothesis testing, multiple linear regression analysis was performed to determine the relationship between the independent and dependent variables. The hypothesis is accepted since the F test yields a significant value.

Keywords: Co-Ooperative, Training Content, Training Method , Training Effectiveness.

1 Introduction

In the competitive era faced by organizations today, it requires employees to develop knowledge, ideas, skills and abilities that can have a good impact on the company. Employees who have to adapt to many changes must be trained continuously to maintain and update their capabilities. Also, managers should have training and development to improve their managerial and leadership skills and abilities. Therefore, effective training is an important component of HR management.

Any business that hopes to flourish and stay successful needs to have a staff of individuals who are open to lifelong learning and development. Training and development for human resources is crucial to the efficient administration and upkeep of a qualified staff. Among the strategies to improve organizational effectiveness is training. Organizations need to be aware of the training methods and their efficacy in order to implement appropriate training programs. In general, training refers to communication that is aimed at a particular group with the

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intention of improving competence, changing behavior, and building skills. Generally speaking, training just covers the essential information. Education is a protracted process that integrates training objectives and elucidates the rationale behind imparting specific knowledge. The emphasis in education is on the content's scientific foundation. The process of combining knowledge and conduct through instruction and experience is known as training and education. This article describes a research paradigm that is related to instruction and training. Thus, "training" in this study refers to the procedure. Training is part of human resource development, along with other human resource activities, such as recruitment, selection and compensation. The role of the human resources department is to increase organizational effectiveness by providing employees with the knowledge, skills, and attitudes that will improve their current job or future performance. In order to apply the right training methods, the training specialist must know the pros and cons and effectiveness of each training method. In addition, to evaluate the effectiveness of training, measurements must be made carried out in accordance with applicable standards.

Mathis (2008) states that training is the process by which people learn how to do tasks. Employees receive training that equips them with certain information and abilities that they can utilize in their current position. Employees receive training that gives them the specific, transferable information and skills they need for their present position as well as broad-based growth toward new capabilities that will help them in both their current and future careers. Training can be defined as creating an environment where workers can gain new skills, information, and talents while on the job (King, 1968: 125).

It is vital to ask what training is intended for the company in order to comprehend the purpose of training in an organization. Giving employees the chance to learn how to perform better and prepare them for any changes in their professions is how training is defined as a "opportunity" to learn. The knowledge, abilities, and attitudes that are necessary to function better in today's employment are the main emphasis of training. The purpose of training is to enable individuals to achieve the greatest standards of quality and service by giving them the right learning opportunities and inspiring them to learn (Bentley, 1990: 25). As a result, training ought to be viewed as an investment in personnel, one that helps them acquire and hold onto the necessary skills and is crucial to the company's long-term business continuity plan. Training expenditures must provide a quantifiable return, just like any other type of investment. People that receive effective training perform better because they have better attitudes, behaviors, knowledge, and abilities.

A major HR expense for the majority of business enterprises is training. However, training is frequently viewed as tactical rather than strategic, which means that it is not considered a long-term endeavor that will contribute to the organization's success. Thankfully, an increasing number of commercial organizations are seeing the need for better training. A cooperative is a people's economic movement founded on the kinship principle as well as a corporate company made up of individuals or cooperative legal entities based on their activities. (Article 1, paragraph 1, Law of the Republic of Indonesia respecting Cooperatives Number 25 of 1992). In order to establish an enlightened, just, and successful society founded on Pancasila and the 1945 Constitution, cooperatives work to increase the welfare of its members as well as society at large and to contribute to the establishment of the national economic order. (Article 3 of Law Number 25 of 1992 of the Republic of Indonesia respecting Cooperatives). But the cooperative itself is now experiencing many obstacles that make cooperatives slow to develop. cooperatives are still not fully capable of developing activities in various sectors of the economy because they do not yet have the ability to take advantage of all the potential that exists. The problems faced by cooperatives in general are inadequate

human resources, lack of knowledge of cooperative members, supervisors to administrators, the ability and management of cooperatives and the capacity to run a business. One of the determinants of organizational success or failure is the Human Resources (HR) factor. The exponential advantage of a company is generally determined by the competitive advantage of its human resources. HR must be fully implemented within the framework of a strategic, integrated, interrelated, and aligned HR management system. Organizations sincerely need capable, competent human resources who definitely want to help carry out profitable work.
There are 1918 cooperatives in DI Yogyakarta, consisting of 1722 active cooperatives and 196 passive cooperatives. Active cooperatives are cooperatives that run business and institutionally and report their business activities to the government, while passive cooperatives are cooperatives that do not report their business activities to the government with business and institutional conditions running or not.

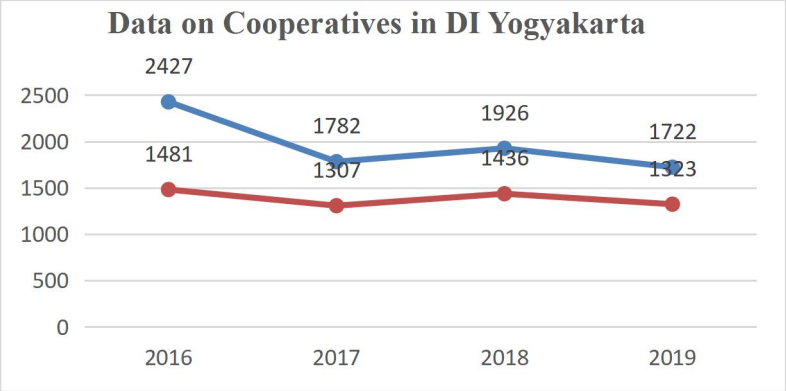

Figure 1. Cooperative Performance Data

Source: Cooperative Performance Data , Bappeda DI Yogyakarta

According to the statistics above, there has been a decline in the number of active cooperatives in DI Yogyakarta from year 6 to year 9, with a significant drop of 29% observed in cooperatives that hosted annual member meetings (RATs). A gauge of cooperative performance in the institutional domain is the cooperative RAT. Reduce the amount of cooperative work to complete enough RAT large enough to affect business continuity. Increasing the volume of business is an excellent cooperation criterion.

2 Research Method

Operational Definitions of Variables and Indicators
The study methodology that will serve as the foundation for the training methods and content used to increase the training efficacy of Yogyakarta City's savings and loan cooperatives is explained in this chapter. A variable that is utilized to address research issues is measured using the operational definition. In this study, the operational concept is converted into empirical indicators, specifically: Independent Variable
The independent variable is a variable that can affect the dependent variable, both positive and negative influences. The independent variable in this research is Training Content and

.

Training Method

Dependent Variable

Is a variable whose existence depends on the factors influencing it. When utilizing a model, the dependent variable is also at the core of the issue. Training Effectiveness is the study's dependent variable.

The basis for this study is causality research. Research that is based on a cause-and-effect relationship between several variables or multiple management techniques produced with the intention of describing a cause-and-effect link between multiple scenarios and drawing broad conclusions is known as causality evaluation [8]

Data Types and Sources

Data Type

The researcher must be aware of the type of data and its analysis in order to analyze it. There are two categories into which data kinds can be grouped: qualitative data and quantitative data. Data in the form of words, sentences, diagrams, and images is referred to as qualitative data. On the other hand, quantitative data is numerical data or numbered qualitative data. (Sugiono, 2007:13).

Data Source

There are two types of data used in this study, namely primary data and secondary data. Primary data is data obtained directly by data collectors from the research object, while secondary data is all data obtained indirectly from the object under study [18]. The primary data in this study came from the results of questionnaires filled out by cooperative managers in the city of Yogyakarta , while the secondary data came from physical data. a cooperative legal entity, the Yogyakarta City Cooperatives and SMEs Service and the Yogyakarta City BPS.

Population and Research Sample

A population is an assemblage of all the components or subjects that provide data for a study [18]. Up to 42 savings and loan cooperatives in the city of Yogyakarta were the population used in this study in 2019. This study's sampling strategy made use of a saturated sample—the researcher included every member of the population because it was small and produced results that were more accurate.

Method of Collecting Data

The data collection method used in the study must be precise and have a reasonable basis, meaning that it can collect data in accordance with the research objectives. Data obtained directly from respondents with the help of a set of questionnaires. Data were collected by providing a list of questions or questionnaires to cooperative managers. Data collection was carried out using one type of questionnaire, namely a closed questionnaire. Closed questionnaires were used to obtain data about the dimensions of the constructs being developed in this study. The questions in the closed questionnaire were made using a scale of

1 – 5 to obtain interval data and were given a score or score of strongly disagree/strongly agree.

Number 1 : Strongly Disagree
Number 2 : Disagree
Number 3 : Neutral
Number 4 : Agree
Number 5 : Strongly Agree

Reliability and Validity Test Analysis

R The purpose of a reliability test is to determine the degree of dependability or trustworthiness of a measuring device. When a measuring device is used frequently and yields somewhat consistent measurement results, it is deemed trustworthy and dependable. The Cronbach formula alpha (Cronbach's alpha coefficient), which is typically regarded as reliable if the Cronbach's alpha value is >0.6, will be used to examine the reliability of all the question items included in this study.

Validity shows the extent to which a measuring instrument measures the construct to be measured. Homogeneity testing was carried out to test the validity analysis. For questions that are used to measure a variable, the score of each item is correlated with the total score of the items in one variable. If the item score is positively correlated with the total item score and is higher than the intercorrelation between items, it indicates the validity of the instrument. This correlation is carried out using the Product . correlation method Pearson Moments . A measuring instrument is said to be valid if Corrected item total correlation greater than or equal to 0.41. Product Correlation formula Moment from Pearson , an indicator is said to be valid if N = 30 and = 0.05 then r table = 0.361 with the following conditions:

Result r > r_table (0.361) = valid
Result r < r_table (0.361) = invalid

Data processing in this study using the SPSS program (Statistical Product and Service Solution) where r each item (variable) can be seen in the correlation table.

Training Content

Tabel 1. Trial Results of Training Variable Instruments Content

No item	r-count	r-table	Information
1	0.55	0.361	Valid
2	0.77	0.361	Valid
3	0.86	0.361	Valid
4	0.79	0.361	Valid

Source: 2022 trial data, processed

Based on the calculation of the table above, it shows that r_hitung> that r_table with N=30 and a significant level of 5% is 0.361. Thus it can be said that the variable Training Content on valid research.

Training Variables Method

Table 2. Test Results of Training Instruments Method

No item	r-count	r-table	Information
5	0.83	0.361	Valid

6	0.84	0.361	Valid
7	0.83	0.361	Valid
8	0.90	0.361	Valid
9	0.83	0.361	Valid
10	0.67	0.361	Valid
11	0.84	0.361	Valid

Source: 2022 trial data, processed

Training Variables Effectiveness

Table 3. Test Results of Training Variable Instruments Effectiveness

No item	r-count	r-table	Information
12	0.61	0.361	Valid
13	0.79	0.361	Valid
14	0.79	0.361	Valid
15	0.79	0.361	Valid

Source: 2022 trial data, processed

Reliability

An instrument's reliability indicates that it is already good enough to be employed as a data gathering tool. (Arikunto, 2006:178).

Tabel 4. Trial Data

No.	Variable	Cronbach's Alpha	Minimum Cronbach's Alpha required	Information
1	*Training Content*	0.741	0.60	Reliable
2	*Training Method*	0.909	0.60	Reliable
3	*Training Effectiveness*	0.741	0.60	Reliable

Source: 2022 trial data, processed

Analysis Techniques

Research can be defined as an effort to collect and process/analyze data that is carried out systematically, thoroughly, and in depth to seek answers to a research problem. [18]. At the analysis stage, the data is processed so that it can be concluded the truths that can be used to answer the questions posed in the research.

Multiple Linear Regression Analysis Method

The link between the independent and dependent variables, namely between the variables Training Content (X 1) and Training Method (X 2) and the variable Training Effectiveness (Y), is ascertained using multiple linear regression analysis. through the application of the subsequent formula:

$$Y = a + b1X1+b2X2$$

Information :
Y = Training Effectiveness
X1 = Training Method
X2 = Training Effectiveness
a = constant number
b1 = Training regression coefficient Method
b2 = Training regression coefficient Effectiveness

Hypothesis Testing

Simultaneous Test (F Test)

Training Effectiveness is the dependent variable, while Training Content and Training Effectiveness are the independent variables. The F test is used to assess the relationship between the two variables concurrently, with a significance threshold of = 5% and df (k:nk-1). The F test decision-making guidelines when utilizing SPSS are as follows:

If the probability > 0.05, then Ho is accepted.

If probability < 0.05, then Ho is rejected.

Partial Test (t Test)

The influence of each independent variable (training content and training effectiveness) on the dependent variable (training effectiveness) is ascertained using a partial test (t test). The following are the guidelines for decision-making in the SPSS t-test:

If the probability is greater than 0.05, Ho (same variance) is acceptable.

If probability is less than 0.05, Ho is not accepted. (differing variance)

Coefficient of Determination Test (R^2)

Finding the size of the relationship or influence between the independent variable (Training Content and Training Effectiveness) and the dependent variable (Training Effectiveness) is the goal of testing the coefficient of determination. The variation of the contribution to the dependent variable increases with increasing determination value. R 2 is the value that is utilized as the coefficient of determination. The equation is:

n = r 2
(2)
Information :
r 2 = Coefficient of determination
n = Total population

3 Result and Discussion

Simultaneous Test (F Test)
A simultaneous test is used to determine how all of the independent factors influence the dependent variable. The ANOVA test, commonly referred to as the F test, produced a computed F value of 10.675 with a significance level of 0.000. Ho is rejected while Ha is accepted because the significant probability is significantly less than 0.05. This indicates that the efficiency of training is influenced by both the training method and the content at the same time.

Partial Test (T Test)

A t-test must be performed in order to ascertain the impact of the independent variables Training Content and Training Method on the dependent variable, Training Effectiveness. The test results are displayed partially in the table below:

Tabel 5. Partial Test Results

Hypothesis	*Standardized coefficients beta*	T	Sig.	Conclusion
Hypothesis 1	0.434	3,497	0.001	Supported
Hypothesis 2	0.229	3.085	0.004	Supported

Source: data processed, 2020

4 Conclusions

The t count is 3.497 with a significance value of 0.001, based on the findings of the partial test (t test) for Training Content. Ho is rejected because the significance value is significantly less than 0.05, demonstrating that Ha 1's claim that "there is a significant effect between Training Content and Training Effectiveness" is true.

The t count is 3.085 with a significance value of 0.004 based on the findings of the partial test (t test) for the Training Method variable. Ho is rejected because the significance value is significantly less than 0.05, demonstrating that Ha 2's assertion that "there is a significant

effect between Training Method on Training Effectiveness" is accurate.

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