

The Role of Human Resources, Competencies And Training In Nawacita Mediation In Improving The Performance of Balinese Lontar Craftsmen (IKM) In The District Karangasem Bali Province

I Ketut Merta, I Made Arya Pering, I Gusti Ayu Kumudawati
Universita Mahendradatta, Indonesia
iketutmerta2270@gmail.com, anomaryapering@gmail.com,
igustiayukumudawati@gmail.com

ABSTRACT

This study aims to examine the Role of Human Resources, Competence and Training in Nawacita Mediation in Improving the Performance of Balinese Lontar Craftsmen (IKM) in Karangasem Regency, Bali. The theory used is Human Resource Management (MSDM) quantitative research method using a questionnaire with 50 samples and eight hypotheses assisted by data processing using SPSS version 24 and SEM_PLS. The results of the study 1. Human Resources have a significant positive effect on the performance of palm-palm craftsmen, 2. Competence has a significant positive effect on the performance of palmyra palm craftsmen, 3. Training has a positive but not significant effect on the performance of palm-palm craftsmen, 4. Nawacita has a significant positive effect on the performance of palm-leaf craftsmen, 5. Human Resources has a positive and not significant effect on nawacita, 6. Competence has a positive and insignificant effect on nawacita, 7. Training has a positive and insignificant effect on nawacita, 8. Nawacita is unable to mediate Human resources, Competence and training positively significantly to the performance of craftsmen. The implication shows that the performance of Lontar Producers can be explained by Human Resources, Competence and training and Nawacita is very high.

Keywords : human resources, competence, training, Nawacita Performance of Balinese Lontar Craftsmen (IKM)

INTRODUCTION

The Balinese Lontar community is a recorder of the universe of Balinese thought until now, which is witness history and became a historical display of the supporting community (Wahyudi, 2018). The inheritance of lontar tradition in Bali continues from generation to generation in an atmosphere of spirituality and purity of conscience. Balinese people believe lontar is a vehicle for Sang Hyang Aji Saraswati, which is a manifestation of Ida Sang Hyang Widi (God) as a source of knowledge (Rai Putra, 2006). Every 6 months, coinciding with the calculation of the Balinese calendar Saturday Kliwon Wuku Watugunung lontar-lontar, a Saraswati piodalan ceremony is made. On this day the community celebrates various banten pasucian Weton Saraswati. The next day, on Sunday Umanis Watugunung, Balinese people early in the morning really bring toya kumkuman (holy water) to the sources of springs or beaches to carry out the banyu pinaruh ceremony (welcoming the descent of science).

Lontar is closely related to the source of the basic material for its manufacture, namely rontal / ental leaves / tal (a type of palm leaf / borassus flabelliformis). Lontar as a cultural product rich in meaning has raised the image of Balinese tradition in the midst

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of the association of world civilization. This cultural heritage has also given an aura of nobility and transmitted the superiority of the thinking of the Balinese people who gave birth to it. The lontar tradition in Bali has a historical journey that length and age that old along with with high historical, religious, philosophical, medicinal, literary, and scientific values (Rivai & Sagala, 2011).

Bali Provincial Cultural Office 2022, lontar craftsmen continue to decrease and are almost extinct. Lontar craftsmen who are lontar writing craftsmen every year experience a decline (Simamora, 2004). Previously, the number of craftsmen in Tenganan Pegringsingan reached dozens of people. Lontar craftsmen quit because the income from lontar crafts is small compared to other professions. Most craftsmen switch professions. Exploring another world. Such as being a farmer to absorb land owned by Indigenous Villages, focusing on tourism, and pitting fate to the City (Rowley, 2003). Especially during the pandemic, tourists visiting Tenganan Pegeringsingan are quiet. Such condition is up to 2.5 years. His party survived as a lontar craftsman because he wanted to preserve the heritage of his ancestors. Do not let the existing wrisan become extinct. Traditional villages try to maintain lontar craftsmen in order to preserve cultural heritage. Parents still provide knowledge / insight into making ejections. The number of lontar craftsmen who often open is around 5 people. Usually they serve orders from local to foreign tourists.

Research Objectives

The objectives of this research are as follows:

1. To Establish the Role of Human Resources Sember to Balinese Lontar Craftsmen in Karangasem Regency Bali
2. To Establish Competence for Balinese Lontar Scholars in Karangasem Regency Bali
3. To establish training or training on Balinese ejection practitioners in Karangasem Regency Bali
4. To Educate Human Resources on Bali Lontar Enforcement Training in Karangasem Regency
5. To establish competence in the training of Balinese lontar craftsmen in Karangasem Regency.
6. To find out, Nawacita mediates training or traning , mediates human resources and competition to Balinese lontar penegrajin in Karangasem Regency

Literature Review

Theoretical Studies

The grand theory used is the main or basic theory related to this research. This research refers to the grand theory , namely Human Resource Management (Sutrisno, 2009) suggests that, Human resources "HR is the only resource that has sense, feelings, desires, skills, knowledge, drives, powers, and works (ratio, taste, and karsa)".

Indicators of human resource management according to (Affandi et al., 2020) are as follows:

1. Work duties, namely the details of activities that must be carried out by employees
2. Quality of work, namely the results of work that are standardized and in accordance with what is desired.
3. Quantity, that is, the amount of output from the production of employee labor.
4. Quantity, that is, the amount of output from the production of employee labor
5. Cost effectiveness, i.e. using appropriate and efficient costs

(Hasibuan, 2010) "that training is an effort to improve the technical, theoretical,

conceptual, and moral abilities of employees with job or position needs through education and training". Based on these three definitions, it can be understood that job training is a short-term learning to develop quality human resources. Increase the knowledge and expertise of an employee in an agency or organization. Because the longer job training is carried out, the more employees will understand the work that must be done and will further improve performance (Ghozali, 2016).

Training Indicators

(Mangkunegara & Octorend, 2015), The training indicators are as follows:

1. Instructor
 - 1) Education Education is more directed at improving one's ability through formal channels with a long period of time, in order to maximize the delivery of material to training participants.
 - 2) Mastery of the material Mastery of the material for an instructor is important to be able to carry out the training process well so that the trainees can understand the material to be delivered.
2. Participants
 - 1) Enthusiasm for training This is one of the factors that determine the training process. If the instructor is enthusiastic in providing training material, the trainees will be eager to follow the training program, and vice versa.
 - 2) Selection. Before carrying out the training program, the company first conducts a selection process, which is the selection of a group of people who best meet the criteria for available positions in the company.
3. Material
 - 1) According to the purpose The material provided in the training program to trainees must be in accordance with the objectives of human resource training to be achieved by the company.
 - 2) According to the participant component The material provided in the training program will be more effective if it is in accordance with the participant component so that the training program can increase the ability of participants.
 - 3) Setting goals The material given to participants must be right on target so as to encourage trainees to apply the material that has been delivered in carrying out their work.
4. Method
 - 1) Socialization of objectives The delivery method is in accordance with the material to be delivered, so that it is expected that training participants can capture the purpose and purpose of what is conveyed by the instructor.
 - 2) Have clear goals, in order to better ensure the continuity of effective human resource training activities if they have a clear goal, which is to show understanding of the needs of training participants.
5. Purpose. Improve skills The expected results of the training held are able to improve the skills / skills, knowledge and behavior of participants or prospective new employees.

Performance

Performance has become a popular word that is very interesting in public management talks. The concept of performance can basically be seen from two aspects, namely employee performance (per-individual) and organizational performance. Performance is a description of the level of achievement of task implementation in an organization, in an effort to realize the goals, objectives, mission, and vision of the

organization (Bastian, McCord, Marks, & Carpenter, 2017).

(Rumbay, 2014) Employee performance common to most jobs includes the following indicators:

1. Quantity, The amount to be completed or achieved. Qualitative measurement involves the calculation of outputs from the process or implementation of activities. This relates to the amount of output produced.
2. Quality, Quality that must be produced (good or not). Qualitative measurement of output reflects the measurement of "satisfaction level" i.e. how well it was completed. It deals with the output form.
3. Reliability, Reliability is the ability to perform the work hinted at with minimum supervision. According to Zeithaml and Berry in the journal of marketing reliability includes work consistency and reliability in service, accurate, correct, and precise.
4. Attendance or attendance, The level of attendance is something that becomes a benchmark for a company in knowing the level of employee participation in the company.
5. The ability to work together, the ability to work together can create cohesiveness so as to increase the sense of cooperation between employees.

Competence

Competency is an ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job. Wibowo (2016, p.271)

Competency indicators according to Ruky in (Fadillah, 2017), namely:

1. Personal traits are physical characteristics and reactions or responses that are carried out consistently to a situation or information.
2. Self-concept Self-concept is a set of attitudes, value systems or self-image that a person has.
3. Knowledge is information that a person has about a specific area.
4. Skill A skill is the ability to perform a specific set of physical or mental tasks.
5. Motivation is something that is consistently thought or desired by a person, which will then direct, guide, and choose a certain behavior towards a number of actions or goals

Nawacita

Nawa Cita or **Nawacita** is a general term absorbed from Sanskrit, nawa (nine) and cita (hope, agenda, desire). In the context of Indonesian politics ahead of the 2014 Presidential Election, this term refers to the vision-mission used by the presidential candidate/vice presidential candidate Joko Widodo/Jusuf Kalla pair to contain the couple's government agenda.

Nawacita indicator

Nawa Cita. Jokowi (2019) The essence of the Nawa Cita Program is:

1. Bringing back the country to protect the entire nation and provide a sense of security to all citizens, through active free foreign policy, trusted national security and the development of integrated Tri Matra state defense based on national interests and strengthening identity as a maritime country.
2. Make the government not absent by building clean, effective, democratic, and trusted governance, by giving priority to efforts to restore public trust in democratic institutions by continuing to consolidate democracy through reform of party systems, elections, and representative institutions.

3. Building Indonesia from the periphery by strengthening regions and villages within the framework of a unitary state.
4. Reject weak countries by reforming the system and enforcing laws that are corruption-free, dignified, and trusted.
5. Improving the quality of life of Indonesian people through improving the quality of education and training with the "Smart Indonesia" program; and improving community welfare with the "Indonesia Kerja" and "Indonesia Sejahtera" programs by encouraging land reform and land ownership programs covering an area of 9 hectares, subsidized low-cost housing programs and social security for the people in 2019.
6. Increase people's productivity and competitiveness in the international market so that the Indonesian nation can advance and rise with other Asian nations.
7. Realizing economic independence by mobilizing strategic sectors of the domestic economy.
8. Revolutionizing the nation's character through a policy of restructuring the national education curriculum by prioritizing aspects of civic education, which places proportionally aspects of education, such as teaching the history of nation formation, the values of patriotism and love for the country, the spirit of defending the country and ethics in the Indonesian education curriculum.
9. Strengthening diversity and strengthening Indonesia's social restoration through policies to strengthen diversity education and create spaces for dialogue between citizens

Hypothesis

- H1. The role of Human Resources has a significant influence on Balinese lontar craftsmen in Karangasem Regency Bali
- H.2 The role of competence has a significant influence on Balinese lontar craftsmen in Karangasem Regency Bali
- H.3 The role of Training or Training has a significant effect on Balinese lontar workers in Karangasem Regency Bali
- H.4 The role of Sember Daya Manusia has a significant influence on Nawacita in Balinese lontar craftsmen in karangasem
- H.5 The role of competence has a significant influence on Nawacita in Balinese lontar craftsmen in karangasem
- H.6 The role of training has a significant effect on Nawacita in Balinese lontar craftsmen in Karangasem Regency Bali
- H.7 Nawacita's role has a significant influence on Balinese lontar craftsmen in karangasem

Nawacita's role in mediating human resources, competence and training has a significant effect on the improvement of Balinese lontar in Karangasem district

RESEARCH METHOD

This study used quantitative methods with data collection techniques through questionnaires, observations and interviews. Processing data using SEM PLS The population in this study is all 50 people who work on Balinese ejection in small and medium industries in Karangasem Regency Bali

(Arikunto, 2021), if the population is less than 100 people, then the number of samples taken as a whole, but if the population is more than 100 people, then 10-15% or 20-25% of the total population can be taken. Based on this study because the population

is 50 respondents, the number of samples in the study is taken or used which is a saturated sample.

RESULT AND DISCUSSION

Hypothesis testing in this study consists of eight direct influence hypotheses and one indirect influence hypothesis. The direct influence in this study, is: (1) the influence of Human Resources on the performance of ejection producers; (2) the effect of competence on the performance of ejection craftsmen; and (3) the effect of training on the performance of lontar craftsmen (4) the influence of human resources on Nawacita, (5) The influence of competence on Nawacita, (6) The effect of training on Nawacita, (7) The influence of nawacita on lontar craftsmen (8) The influence of Nawacita on human resources, competence and training. Testing the indirect influence, namely Nawacita's influence in mediating the relationship of Human Resources, Competence and Training with the performance of lontar craftsmen refers to the concept of (Baron & Kenny, 1986). Each research hypothesis is described in detail based on the results of research data processing processed with *Smart PLS 3.0* as shown in Figure

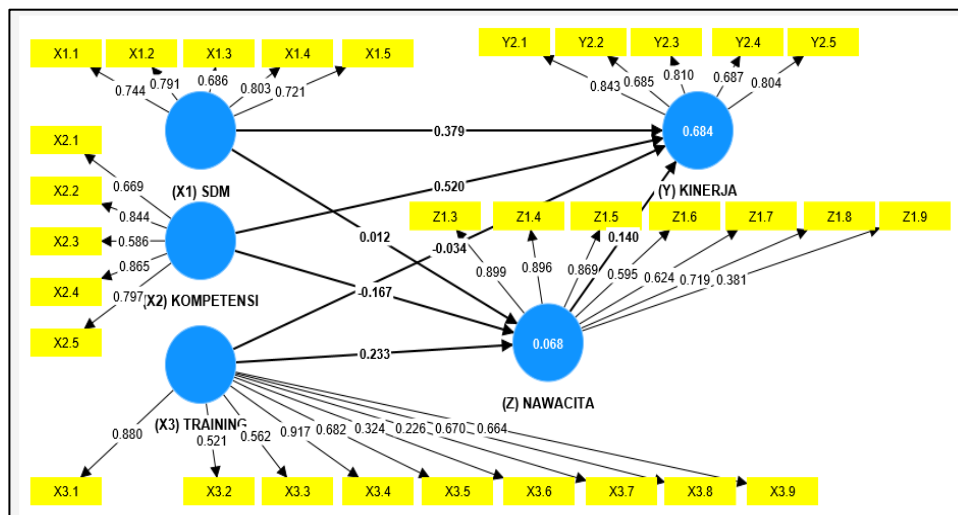


Figure 1

Structural Model of the Influence of Human Resources, Competence, Training and Nawacita on the Performance of Lontar Craftsmen in Karangasem Bali district

1. Human Resources variables have a significant positive effect on the performance of lontar craftsmen. This is shown from *Koef. Path* of 0.379 with a *t-statistics* coefficient of 2.911 > 1.96 or a *p-value* of 0.004 < 0.05. These results show that hypothesis 1 which states that Human Resources has a significant positive effect on the performance of ejection craftsmen is acceptable.
2. Competency variables have a significant positive effect on the Performance of Ejection Examiners. This is shown from *Koef. Path* of 0.520 with a *t-statistics* coefficient of 4.013 > 1.96 or a *p-value* of 0.000 < 0.05. These results show that hypothesis 2 which states that Competence has a significant positive effect on the Performance of Ejection Craftsmen is acceptable.
3. Training variables have a significant positive effect on the performance of lontar craftsmen. This is shown from *Koef. Path* of 0.050 with a *t-statistics* coefficient of 3.335 > 1.96 or a *p-value* of 0.738 > 0.05. These results suggest that hypothesis 3 stating that training has a positive insignificant effect on the performance of ejection

craftsmen is unacceptable.

4. The influence of the Nawacita variable has a significant positive effect on the performance of lontar craftsmen This is shown from Koef. Path of 0.645 with t-statistics coefficient of $10.138 > 1.96$ or p-value of $0.000 < 0.05$. These results suggest that hypothesis 4 which states that nawacita has a significant positive effect on the performance of lontar artisans is acceptable.
5. Human Resources variables have a significant positive effect on Nawacita. This is shown from Koef. Path of 0.008 with t-statistics coefficient of $0.053 < 1.96$ or p-value of $0.959 > 0.05$. These results show that hypothesis 5 stating that Human Resources has a significant positive effect on nawacita is unacceptable.
6. The Competency variable has a significant positive effect on nawacita. This is shown from Koef. Path of -0.137 with a t-statistics coefficient of $0.575 > 1.96$ or a p-value of $0.565 > 0.05$. These results suggest that hypothesis 6 stating that Competence has a significant positive effect on nawacita is unacceptable.
7. Training variables have a significant positive effect on nawacita. This is shown from Koef. Path of 0.260 with t-statistics coefficient of $0.870 > 1.96$ or p-value of $0.385 > 0.05$. These results suggest that hypothesis 7 stating that training has a significant positive effect on nawacita is unacceptable.
8. The Nawacita variable mediates human resources, competence and training in a positively significant way to the performance of lontar craftsmen. This is shown from each Koef. Human resource path of -0.005 with t-statistics coefficient of $0.041 < 1.96$ or p-value of $0.967 > 0.05$. Competency of -0.008 with a t-statistics coefficient of $0.461 < 1.96$ or a p-value of $0.645 > 0.05$. Training of 0.040 with a t-statistics coefficient of $0.570 < 1.96$ or a p-value of $0.588 > 0.05$. These results suggest that hypothesis 8 stating that Nawacita mediates human resources, competencies and training is positively significant to the performance of lontar artisans is unacceptable.

CONCLUSION

Human resources need to be maintained through carrying out work duties in accordance with the details of predetermined activities, producing quality work

Competence needs to be maintained through personal traits: physical characteristics and consistent reactions or responses to a situation or information

Training needs to be maintained through understanding the material of an instructor is important to be able to carry out the training process well

Nawaciata needs to be defended through re-presenting the state to protect the entire nation and provide a sense of security to all citizens, through an active free foreign policy, trusted national security and the development of national defense

The performance of lontar craftsmen needs to be maintained through quantity always producing excellent quality lontar writing work

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