
HUMAN RESOURCE EMPOWERMENT REGARDING THE OPERATION OF TPS 3R ASSETS

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Abstract

This article provides an overview of the empowerment of Human Resources that have TPS 3R Assets. Berat Kulon, Kemlagi District is one of the villages that has the potential for the best TPS 3R asset management in Mojokerto Regency, which was originally able to rise with the large amount of waste in the operation of Village Assets, namely TPS 3R. Precisely since the Corona pandemic in early 2020, there has been a spike in the amount of waste in this village which then resulted in piles of garbage everywhere, however, there are also small groups of residents who take advantage of this momentum to increase the economic income of residents around Berat Kulo Village, one of which is by managing waste into handicrafts in the form of bags, but this business did not have time to develop, after the pandemic, residents returned to sugar cane farming which has indeed been very much pursued by residents. The purpose of this service is to emphasize building awareness of empowering Human Resources (HR) through the operation of TPS 3R Assets. Utilizing the Asset Based Community Development (ABCD) approach, the results of the community service are 1) Implementation of human resource empowerment for the operation of TPS 3R Assets and 2) Assistance in the operation of TPS 3R Assets through, a) Waste Management Education Seminar through TPS 3R, b) Implementation of the August 17th competition in the context of environmental cleanliness creativity, c) Procurement of garbage signs, and d) Procurement of garbage bins.

INTRODUCTION

Empowerment refers to the ability of people. Especially vulnerable and weak groups so that they have the power or ability to: (a) fulfill their basic needs so that they have freedom, in the sense of not only being free to express opinions but also being free from hunger, ignorance, free from pain; (b) reaching productive sources that enable them to increase their income and obtain the goods and services they need; (c) participating in the development process and decisions that affect them (Sugarto, 2005).

According to some experts, using the definition of empowerment is seen from the purpose, process, and methods of empowerment. According to Jim Ife in *Building a Society Empowering People*, empowerment aims to increase the power of weak or disadvantaged people⁵. Still in the book, Person said that empowerment is a process by which people become strong enough to participate in controlling and influencing events and institutions that affect their lives. Empowerment emphasizes that people gain sufficient skills, knowledge, and power to influence their lives and the lives of others who are of concern to them. Meanwhile, according to Swift and Levin in *Building a Society Empowering People*, empowerment refers to efforts to reallocate power through changing social structures (Rosmedi and Riza Risyanti, 2006).

Based on the definition of empowerment, it can be concluded that empowerment is a series of activities to strengthen the power or empowerment of vulnerable and weak groups in society, including individuals who experience poverty problems, so that they have the power to meet their needs both physically, economically, and socially such as self-confidence, or conveying aspirations, having a livelihood, participating in social activities and being independent in carrying out their life tasks. The method used in carrying out empowerment is by providing motivation or support in the form of resources, opportunities, knowledge, and skills for the community to increase their capacity, increase awareness of their potential, and then strive to develop the potential they have (Gunawan Sumohadiningrat, 1997).

The main goal of empowerment is to strengthen the power of society, especially weak groups who are powerless, either due to internal conditions (for example, their perceptions) or due to external conditions (for example, being oppressed by an unfair social structure) (Jaelani, 2014). Several groups can be categorized as weak or powerless groups, including: a) Structurally weak groups are increasingly weak in terms of class, gender, and ethnicity; b) Special vulnerable groups, such as the elderly, children and youth with disabilities, gays and lesbians, and isolated communities; c) The personally weak group, namely those who experience personal or family problems (Grace, 2023).

According to Agus Syafi'i, (Agus Ahmad Syarf'i, 2017), the purpose of community empowerment is to establish a community or build the ability to advance towards a better life in a balanced way. Because community empowerment is an effort to strengthen the horizon of choice for the community. This means that the community is empowered to see and choose something beneficial to itself.

Payne suggests that an empowerment process essentially aims to help clients gain the power to make decisions and find actions they will take that relate to themselves, including reducing the effects of personal and social barriers to taking action (Asep Usman Ismail, 2018). This is done by increasing the ability and self-confidence to use the power that one has, including through the transfer of power from one's environment.

What is meant by the transfer of power from the environment in the village. Empowering village communities to become stronger in terms of economy. R. Bintarto stated that villages can also be said to be a result of a combination of activities of a group of people with their environment. The result of this combination is a form or appearance on the face of the earth caused by physiographic, social, economic, political, and cultural elements that interact with each other and also concerning the regions (R. Bintarto, 2010). In the general sense, a village can also be said to be a human settlement located outside the city and its residents make a living from farming or cultivating crops (N. Daldjoeni, 2011).

According to Law Number 6 of 2014, a village is a village and traditional village or what is called by another name, hereinafter referred to as a village, is a legal community unit that has territorial boundaries that are authorized to regulate and manage government affairs, the interests of the local community based on community initiatives, original rights, and/or traditional rights that are recognized and respected in the government system of the Unitary State of the Republic of Indonesia (Article 1 Paragraph (1) of Law Number 6 of 2014 concerning Villages, nd)

Villages have the authority as stated in Government Regulation No. 72 of 2005 concerning Villages, namely: a) Organizing existing government affairs based on the village's original rights; b) Organizing government affairs that are the authority of the Regency/City whose regulation is delegated to the Village, namely government affairs that can directly improve public services; c) Assistance tasks from the government, provincial government, and district/city government; d) Other government affairs which are delegated to the village by statutory regulations (Article 23 of the Republic of Indonesia Government Regulation Number 72 of 2005 concerning Villages, nd).

Meanwhile, the empowerment of Human Resources in question is the empowerment of village communities, especially villages that have TPS 3R assets. Beratkulon Village has a waste disposal site that can process and store waste properly, namely TPS 3R. The waste collected is dominated by household waste, both organic, non-organic, and B3 waste. Based on data from the Beratkulon Village waste processing information system, it reaches 31.9 million tons per month. Of the total waste production, 53.3% is household waste, or 30.5% is plastic waste, while the remaining 16.2% is market waste. So that the potential generated by waste if successfully utilized can have high value.

Garbage accumulation becomes a community empowerment if observed from the smallest government such as from each village, up to the city government, and so on. With the increasing population of an area, it has the potential to cause an increase in the amount of waste produced. On the other hand, the increase in waste generation because it is not balanced with good waste management, causes environmental damage and pollution at any time. Garbage accumulation is left alone because there is no final disposal site that is managed properly and correctly. Waste management is related to controlling how waste can be recycled (Murdiana Erlina Reformasi et al., 2023).

The best offer provided by the government in waste management is by presenting TPS (waste disposal site) 3R (Reduce-Reduce-Recycle), which is the final waste disposal site that functions to reduce waste from its source on a communal or regional scale. The presence of TPS 3R helps waste processing to be recycled with predetermined stages. Namely through storage, collection, transportation, processing, and disposal of waste. If one of these activities is interrupted or not handled properly, it will cause health problems, flooding/inundation, groundwater pollution, and lack of aesthetics.

TPS 3R was established by the PUPR Ministry in December 2023 as a step and effort to manage and process waste in Beratkulon Village. In addition to the buildings that have been built, things that support the operation of TPS 3R are the provision of infrastructure such as tona vehicles as household waste transporters and the newly formed TPS 3R manager from the village government. However, the TPS 3R program has not yet been operational, because there is no special association to manage waste from household waste sources to TPS. Several other factors that are obstacles to the failure of TPS 3R are the lack of public awareness regarding the benefits of TPS 3R, as well as the absence of regulations from the village government (*Perdes*) to support the operation of TPS 3R (Research Team, 2024).

So, on this occasion, this article will explain some positive deviation assets, which are then carried out on a priority scale in Beratkulon Village. With a focus on, 1) Implementing human resource empowerment for the operation of TPS 3R Assets and 2) Assistance in the operation of TPS 3R Assets through, a) Waste Management Education Seminar through TPS 3R, b) Implementation of the August 17th competition in the context of environmental cleanliness creativity, c) Procurement of garbage signs, and d) Procurement of garbage bins.

METHOD

The types of data and information consist of primary and secondary data and information. The collection of primary data and information was carried out by direct observation of Berat Kulon Village, Kemlagi District, Mojokerto Regency, and interviews including with the Village Head, TPS 3R manager, BUMDES director, and head of LPM Berat Kulon Village (N. Daldjoeni, 2011). Meanwhile, the implementation of ABCD. (Asset Based Community Development) is one of the methods often used in the implementation of community service. Namely a method that is oriented toward the scope of community development, based on the strengths and assets of the community. The definition of ABCD is quoted from the ideas of the principles of the founders of ABCD, namely John McKnight and Jody Kretzman (Sugiyono, 2017). In principle, ABCD is an approach that empowers communities by measuring the assets and strengths of the community. So ABCD is not an approach that is seen from the perspective of the problem, but an approach that starts from something in the community as a positive asset (Haris, 2022).

Assets owned by local communities will become an empowerment that can be developed in asset management. However, to achieve further, ABCD has 7 tolls that must be met to research a village being assisted. Among them are appreciative inquiry, mapping with community, area tracing (transect), asset mapping through tracing (mapping through transect), financial circulation analysis (leaky bucket), priority scale analysis (low hanging fruit) consisting of ven diagrams and flowcharts, and asset pyramids (Rijali, 2019).

RESULTS AND DISCUSSION

After passing through the ABCD approach flow (Asset Based Community Development) and it is known that the priority scale obtained is in accordance with the ranking of problems that have been discussed together with the residents of Tanjungan Village when the Focus Group Discussion (FGD) was held, namely 1) Implementing human resource

empowerment for the operation of TPS 3R Assets and 2) Assistance in the operation of TPS 3R Assets through, a) Waste Management Education Seminar through TPS 3R, b) Implementation of the August 17th competition in the context of environmental cleanliness creativity, c) Procurement of trash signs, and d) Procurement of trash bins.

In accordance with the procedure, in this service, coordination was carried out with related parties, especially with the Village Head, the TPS 3R management, the BUMDES director, and the Hamlet Head. In this case, there were many suggestions from the residents of Berat Kulon Village to get assistance in managing TPS 3R. Some of the suggestions submitted were to hold training for the youth of the Karang Taruna and also the TPS 3R managers through a) Waste Management Education Seminar through TPS 3R, b) Implementation of the August 17th competition in the context of environmental cleanliness creativity, c) Procurement of waste signs, and d) Procurement of trash bins.

Implementing Human Resource Empowerment for the Operation of TPS 3R Assets

Waste management is the best solution in reducing the piles of garbage that are scattered around, the positive impact is to make the environment healthy and free from pollution. So for the program that we created, namely "Holding socialization regarding waste management education", this stage is the first education to increase public awareness of the environment. In addition, the provision of socialization is also to help prepare for the operation of TPS 3R which must immediately be made a policy by the Beratkulon Village government (Document of Berat Kulon Kemlagi Village, 2024).



Figure 1
Location of TPS 3R, Berat Kulon Village

In general, the main objective of this program is to educate the people of Beratkulon Village about the importance of the TPS 3R (Reduce, Reuse, Recycle) practice in reducing environmental impacts, introducing effective methods of waste sorting and sustainable waste management, providing practical skills to participants in managing waste responsibly, and

assisting villages in the independent village program on waste management. The village development socialization plan is to be implemented on Monday, August 5th, 2024, at the Beratkulon Village Hall. The target of this educational socialization is the TPS 3R management community and other Beratkulon Village residents.

Assistance in the Operation of TPS 3R Assets

Educational Seminar on Waste Management through TPS 3R

The waste socialization activity was realized on Thursday, August 5 at two in the afternoon, we invited speakers related to the theme, namely the Mojokerto DLH. After coordinating with the DLH, we made an invitation letter for the target of the waste socialization. In addition, we coordinated with the village head who determined the target of the socialization, namely some of the people who would become Tps 3R managers. The speaker explained in great detail, as well as the people who attended were very enthusiastic about listening to and paying attention to the speaker. The speaker also gave an example of how to manage waste using TPS 3R, by showing an example from a village that had activated TPS 3R so that it became a motivation for the people of Beratkulon Village to manage waste creatively which has economic value.



Figure 2
Waste Management Education Socialization Seminar Through TPS 3R

Implementation of the August 17th Competition in the Context Of Environmental Cleanliness Creativity

The implementation of the August 17th competition in the context of environmental cleanliness creativity is a follow-up to the Waste Management Education activity through TPS 3R as an actualization and evaluation of the effectiveness of waste management education through TPS 3R, and the activity was carried out ahead of Independence Day, namely August 17, 2024, which was then assessed in the form of competition categories, a) Cleanest house, b) Garbage-free yard, and c) availability of complete cleaning equipment.



Figure 3
Collaborating with Karang Taruna for the Cleanest House Assessment

Procurement of garbage signs

The creation of educational waste signs helps with proper waste sorting. In the sign, we educate about waste decomposition according to the period for each type of waste. We then distribute these waste signs to every hamlet in Beratkulon. The hope is that the community will understand more about the types of waste and their decomposition so that they do not let waste run rampant in the surrounding environment.



Figure 4
Trash Sign

Procurement of Trash Bins

The procurement of trash bins obtained full support from the Village Head, including funding for the purchase of the trash bins funded by Village which was then distributed to each hamlet in Berat Kulon Village, especially Jompong Village which has a waste management program through TPS 3R.



Figure 5
Procurement of Trash Bins

CONCLUSION

Based on the results of community service in Berat Kulon Village, Kemlagi District, Mojokerto Regency with the Asset Based Community Development (ABCD) approach, the results of the service are 1) Implementation of human resource empowerment for the operation of TPS 3R Assets and 2) Implementation of assistance for the operation of TPS 3R Assets through, a) Waste Management Education Seminar through TPS 3R, b) Implementation of the August 17th competition in the context of environmental cleanliness creativity, c) Procurement of garbage signs, and d) Procurement of garbage bins.

Recommendations: 1) Increasing Community Involvement: To increase the effectiveness of TPS 3R, it is recommended to continue to actively involve the community in waste sorting activities. Regular socialization and training on the importance of 3R (Reduce, Reuse, Recycle) must continue to be carried out so that the community understands and participates better; 2) Optimizing TPS 3R Infrastructure: It is recommended to improve and add facilities at TPS 3R, such as adding more adequate waste containers and supporting equipment for the waste processing process. This will help increase the capacity and efficiency of waste processing in the village; 3) Cooperation with Third Parties: It is necessary to cooperate with related parties such as the cleaning service or recycling companies to ensure that waste processing runs optimally and sustainably. This could include cooperation in terms of selling recycled products or funding waste processing projects; 4) Developing Sustainable Education Programs: It is recommended to develop sustainable education programs on waste management for villagers, especially for children and adolescents. This can include programs in schools or outreach activities at the RT/RW level; 5) Periodic Monitoring and Evaluation: It is important to conduct periodic

monitoring and evaluation of the TPS 3R operations to ensure that the system is running as planned. This evaluation can include an assessment of the amount of waste managed, the level of community participation, and the efficiency of the processing process.

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