

The Impact of Training and Individual Readiness on Change in Improving Employee Performance at MSME Roncean Melati Jombang

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ABSTRACT

Roncean Melati Micro, Small and Medium Enterprises (MSMEs) in Jombang are an example of an organization that has faced significant transformation in recent years. As producers and distributors of agricultural products, MSME Roncean Melati must adapt to rapid changes in technology, policies and market dynamics. This research aims to identify and analyze the impact of training provided to MSME Roncean Melati employees on their individual readiness in facing change. This research revealed that employee training in the picking and bluffing department was carried out directly by the owner, ensuring the necessary understanding and skills. This research method uses a qualitative approach with observation, interview and documentation techniques. UMKM Roncean Melati was founded in 2009 by Mr. Rency Nur Deva M.M. and Mrs. Dewi, an economics lecturer. The interview results showed that training had a positive impact on individual employee readiness. Employees in the picking and merging department have undergone training that helps them understand the technique of picking jasmine flowers properly and pulverizing according to consumer demand. Employees confirmed that this training had increased their readiness to carry out their duties efficiently. Individual readiness to change is the key to improving employee performance at MSME Roncean Melati. Employees who initially do not have specific skills can be successful after undergoing training. This effective training program implemented by MSMEs not only prepares employees to face change, but also increases productivity and efficiency in various departments.

Keywords: *Training, Individual readiness, Performance*

INTRODUCTION

Indonesia is a country full of natural wealth, yet unable to maximize its existing potential. People are required to develop their own abilities and potential and those in their respective regions so that their needs can be met (Rifai, 2012). The Micro, Small and Medium Enterprises (MSME) sector has become the backbone of the economy in many countries, including Indonesia.

MSME Roncean Melati in Jombang is an example of an MSME organization that has faced significant changes in recent years. As a producer and distributor of agricultural products, Roncean Melati needs to adapt to technological developments, policy changes and rapid market changes. Therefore, research on the impact of training and individual readiness to change in improving employee performance in Roncean Melati MSMEs has significant relevance. By understanding the impact of this training, Roncean Melati MSMEs and similar MSMEs in the Jombang area can design more effective training programs, which in turn can help them remain competitive and sustainable in the face of ongoing changes in the business world..

METHOD

This research uses a qualitative research method with a descriptive approach. The descriptive research referred to in this context aims to provide an overview of the role of cooperatives in improving the welfare of members through managing the Sumber Rejeki Village Unit Cooperative (KUD) business so that this institution can be active to this day. The location of the research carried out by researchers is the Sumber Rejeki Village Unit Cooperative (KUD), precisely on Jl. Raya Mojoagung, North Gambiran,

Gambiran, Mojoagung District, Jombang Regency, East Java. Data and data sources in this research use primary data and secondary data. Data collection techniques include observation, interviews and documentation. The data analysis technique in this research goes through several steps, namely collecting data from the results of documentation between the cooperative management and the people who make loans, both primary and secondary data, assessing the savings and loan cooperative itself, based on constructive aspects, describing based on the results of data analysis, make temporary conclusions based on the results of the data description.

RESULT AND DISCUSSION

The empowerment of MSMEs in Indonesia is considered important because it is an important sector in the country's economy. To implement MSMEs, Law Number 20 of 2008 concerning micro, small and medium enterprises (MSMEs) establishes the definition and criteria for MSMEs. This law stipulates that micro businesses are productive businesses owned by individuals or individual business entities that meet the criteria set out in this law, while small businesses are stand-alone productive economic businesses carried out by individuals or business entities that are not government companies. Medium businesses are productive economic businesses that stand alone, are not subsidiaries or branches of companies, are owned, controlled, or are part directly or indirectly of small businesses or large businesses with the amount of net assets or annual sales proceeds regulated by law, (Sanjaya, 2021).

MSME Roncean Melati Jombang was founded in 2009. The owner of MSME Roncean Melati Jombang is Mr. Rendy Nur Deva M.M. and also an economics lecturer at KH University. A. Wahab Hasbullah (UNWAHA) Jombang Regency Rice Farm. Which first started with Mrs. Dewi, who was a bridal make-up artist in Kab. Jombang. Mrs. Dewi is the mother of the owner of the MSME Roncean Melati Jombang.

Picking Section Employee Training

Training is a learning process that involves the acquisition of skills, concepts, rules or attitudes to improve employee performance, (Anggraeni, 2018). Employees working at UMKM Melati Jombang starting in 2019 until now. There are employees who have continued to work at the Roncean Melati UMKM from the beginning of this UMKM until now. And there are also employees who joined this MSME in 2020, there are also those who just joined this MSME in 2023. There are 3 employees who work in the picking section at the Roncean Melati Jombang MSME. There are quotes from interviews with employees in the section regarding employee training provided by the owner of MSME Roncean Melati Jombang.

"Yes, there was training that was given to me when I first started working at the Roncean Melati UMKM, Miss, by means of Mr. Randy and Mrs. Dewi giving examples of how to pick jasmine flowers properly and separating the small jasmine flowers. and large jasmine flowers because later there will be separate production of the two types of jasmine for different models so that the employees in the flower department don't get confused about separating them again because it also takes time."

Based on interviews with employees in the picking section, it can be concluded that there is training given to employees in this picking section, namely by the owner Mr. Rendy Nur Deva M.M and Mrs. Dewi as the owner's mother giving examples to employees on how to pick jasmine flowers properly and separating the jasmine. small and large jasmine.

Meronce Department Employee Training

Training is an environmental forum for employees, where employees acquire or learn specific attitudes, abilities, skills, knowledge, behavior related to work, (Rachmawati, 2008). Meronce section employees working at UMKM Melati Jombang starting in 2019 until now. There are employees who have continued to work at the Roncean Melati UMKM from the beginning of this UMKM until now. There are also employees who joined this MSME in 2020, and there are also those who have just joined this MSME in 2023. There are 20 employees who work in the roncean section at the Roncean Melati Jombang MSME according to their needs and also the number of roncean melati available. needed or ordered by consumers at MSME Roncean Melati Jombang. If there are a lot of orders, the employees in the roncean section can be up to 20 people and if the orders are minimal then the employees are adjusted accordingly. Excerpts from interviews with employees who work in the department are as follows:

"Yes, sis, you really need special skills to make roncean because if you do it carelessly it won't turn out to be roncean later. Therefore, training is given so that they can play well and correctly and the time

required is also adjusted. Initially one day you only got 1 roncean model, now it takes 1-3 hours to get one roncean depending on the difficulty of the type or model requested by the consumer”.

Based on excerpts from interviews with employees in the meronce section, it can be concluded that there is training provided to employees who work in the meronce section because if there is no training provided then employees in the meronce section experience difficulties in working and it can also take time like one type or model of roncean it takes 1 day to complete even though it only takes approximately 1-3 hours in one type or model of roncean.

Individual Readiness To Change

Readiness to change is a factor that influences performance. Organizations must start implementing strategies for change by preparing human resources who will accept change because humans are the subject or object of change and have a resistant nature to change, (Wibowo, 2012) in (Fikri, 2021). Excerpts from interviews with employees who work in the picking section regarding individual readiness are as follows:

“Individual readiness, yes, when I first joined to work here, I didn't know how to pick jasmine flowers properly and correctly, for example, separating small jasmine flowers from large jasmine flowers. There was training conducted by Mr. Randy and Mrs. Dewi on picking and separating the jasmine flowers and in the future I will know and earn my income at the Roncean Melati MSME.”

Based on interviews with employees in the picking section, it can be concluded that there is individual readiness for employees who work in the jasmine picking section, the employees have carried out the training implemented at MSME Roncean Melati Jombang. The training given to employees in this picking section is by the owner, Mr. Rendy Nur Deva M.M and Mrs. Dewi as the owner's mother, giving examples to employees on how to pick jasmine flowers properly and separating small jasmine from large jasmine.

Excerpts from interviews with employees who work in the department regarding individual readiness are as follows:

“There was that training for me, sis, at first I was hesitant about joining work at Roncean Melati UMKM because I couldn't make money. At first I was determined to earn income to supplement my family's income. I am trying to join in working at this MSME by taking training for approximately one week, one by one learning to ronce according to the type or model of Roncean Melati”

And based on interviews with employees who work in the meronce section, it can be concluded that for individual readiness for employees who work in the meronce section, the employees have carried out training implemented and provided by the MSME Roncean Melati Jombang. The training given to employees in the meronce section is by following meronce learning for approximately one week, starting with learning one by one according to the type or model of consumer demand. And in the following weeks you can start earning.

The Role of Training and Individual Readiness to Change in Improving Employee Performance

Implementing an effective program in an organization or company is not an easy job, it must be done with careful consideration. Training is a program commonly used by MSMEs Roncean Melati Jombang to further improve their insight, abilities and expertise in completing their work. Excerpts from interviews with employees who work in the two sections of picking and phoning are as follows:

“Yes, at first I couldn't, now I can because I have training and I want to learn, sis, to earn income. At first I also couldn't be brave and prepare myself to work at the Roncean Melati MSME”

Based on excerpts from interviews with employees who work in the picking and meronce section, it can be concluded that the same thing applies to the individual readiness of employees to carry out their work at MSME Roncean Melati Jombang. Before and after the training, employees have prepared themselves to carry out the work that the owner has given to the employees according to their respective job sections. There are two parts of work at UMKM Roncean Melati Jombang, namely the memetic part and the meronce part.

Individual readiness to change is the extent to which employees are mentally ready to carry out the work at MSME Roncean Melati Jombang. Individual readiness of employees for change is more than understanding the change, readiness is more than belief in the change..

CONCLUSION

Based on the results and discussion of research at UMKM Roncean Melati Jombang, the following conclusions can be drawn: MSME Roncean Melati Jombang was founded in 2009. The owner of MSME Roncean Melati Jombang is Mr. Rendy Nur Deva M.M. and also an economics lecturer at KH University. A. Wahab Hasbullah (UNWAHA) Tambakberas, Jombang Regency. Which first started with Mrs. Dewi, who was a bridal make-up artist in Kab. Jombang. Mrs. Dewi is the mother of the owner of the MSME Roncean Melati Jombang.

The employees in the jasmine picking department must pick the jasmine flowers before the jasmine flowers appear to bloom. Jasmine flowers need 3-5 days to bloom from growth. So the employees in the picking section must really understand and always be ready every day to pick jasmine flowers. And the training given to employees in the meronce section is by participating in meronce learning for approximately one week, starting with learning one by one according to the type or model of consumer demand. And in the following weeks you can start earning. Training certainly greatly influences the employee's performance. If the employee's performance is good then the Roncean Melati Jombang UMKM will be even better and by holding training, the training they receive will increase even more.

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