

Community Empowerment Strategy for the Development of Small Business Units in Indonesia - New Guinea Border Region

Usman Pakasi, Dirk Veplun and Anita Sari

Abstract--- *This study aims to analyze the strategy of community empowerment in border areas. It was conducted through the utilization of processed catfish for the development of economic and small-scale business units in the border regions of Indonesia and Papua New Guinea. The method used was the descriptive qualitative method. Data collection techniques were applied through observation, interviews, and Focus Group Discussions (FGD). The results showed that the catfish aquaculture assistance program in the border region has a significant potential to encourage the development of community commercial business units. Utilization of catfish aquaculture production has been a primary material for making several kinds of food products. Some products that are produced from processed catfish meat, namely shredded catfish, catfish meatballs, catfish chips, and catfish nuggets. It is a kind of essential economic empowerment for border areas. Such empowerment programs have opened up opportunities for economic growth, and therefore, is suggested to be implemented in the other area.*

Keywords--- *Strategy, Empowerment, Cultivation, Commercial Business, Small Industry.*

I. INTRODUCTION

National development is a series of sustainable development efforts that encompass the entire life of society, nation and state. The purpose of development is to increase prosperity and improve the lives of the nation. The development itself is aimed at the progress of the community in a particular area. Development in the perspective of empowerment is an effort to give strength to the weak community groups so that they can carry out their lives independently. The border region has a significant influence on the sovereignty and defence of the country.

Papua Province is one of the border regions in Indonesia which has abundant natural resource potential. However, the condition of the region is still a concern, especially from the population who are still weak and underdeveloped. Some of the prominent problems in the border region of Papua Province are the gap in infrastructure development with neighbouring countries, high poverty rates, isolated border areas due to low accessibility towards the border areas and low quality of human resources.

The implementation of development, especially in the border area of *Skow Wutung*, and *Muara Tami* District, has experienced insignificant development and progress. Therefore, it did not improve people's welfare. Statistical data shows that the percentage of the sparse population of Jayapura city is 12.29% (2015), 12.06% (2016) and 11.46% (2017). The number of poor people is mostly found in the village area, including several villages in the *Muara Tami* district. The low level of prosperity of border communities is related to the low quality of human resources so that

*Usman Pakasi, Universitas Yapis, Papua, Indonesia.
Dirk Veplun, Universitas Cenderawasih, Papua, Indonesia.
Anita Sari, Universitas Yapis, Papua, Indonesia.*

they are unable to manage the potential of natural resources optimally. The production results obtained from the farming business activities are not optimal and are limited because the farming method is still traditional.

Next, the catfish culture assistance program in the border region is an effort to encourage change and development of community economic activities from traditional patterns to modern patterns. It is conducted using more advanced and productive technology. According to Wrihatnolo & Dwidjowijoto (2007), the development process is an effort to improve or improve economic, social, political, cultural, and psychological aspects (Wrihatnolo and Dwidjowijoto, 2007: 117).

In the other side, the unequal marketing of catfish aquaculture production, in the border area, has encouraged the Office of Community Empowerment of Papua to provide training on processing catfish as another commercial product. The training provided new ideas for the community to create an economic business unit by utilizing catfish production from the community. The training itself is a form of empowerment for the people who live in the border region. According to Widjajanti (2011), the substantial community empowerment strengthens the ability to identify the potential of a local area (Widjajanti, 2011).

According to Ali (2006: 17), economic empowerment itself is a process, in which people, especially those who lack access to development resources, are encouraged to become more independent in developing their livelihoods. The community is assisted to assess their needs, problems, and opportunities following the socio-economic environment of their livelihood. According to Suharto (2006: 60), empowerment as a process is a series of activities to strengthen weak groups in society, including individuals who experience poverty problems.

Empowering border communities through the development of commercial business units and small industries, by utilizing the production of catfish, is one of the innovations to empower border communities. If managed professionally, the development of economical business units and small industries can affect economic growth and increase the welfare of the people in the border region. Related to the short description above, the current paper is written to describe community empowerment strategy for the development of small business units in Indonesia - New Guinea border region. It is hoped that the description provides enough information so that another community can apply the same strategy.

II. METHOD

The approach used in this study is a qualitative method, which is intended to analyze and interpret data in-depth about the phenomenon under study. The analysis was performed using a phenomenological model by giving subjective meaning to the data collected following reality.

The primary source of information in this study was the interview with informants, who were chosen from people who understand and know about the object researched. Data collection techniques used were observation, interviews and documentation study. Primary and secondary data collection results were analyzed using a qualitative approach. The stages of data analysis were reduction (selection and simplification), presentation, and conclusion.

III. DISCUSSION

Economic Business Development

Community empowerment in the border region is an effort to encourage community groups to develop their socio-economic activities. Empowerment is prioritized on aspects of economic endeavours and improving welfare so that the community can fulfil its socio-economic life independently. According to Ridwan (2018: 31), to create economic conditions can be built through ideas, observation of imitation, modification of a product into something entirely new or renewable, renewable is not only the product, but also the system, flow, and how it is indeed something innovative (Ridwan & Catur Surya, 2018).

The aims and objectives of empowerment to be achieved in communities in border areas are (1) encouraging farmers to increase awareness of the potential they have to create a business climate, (2) strengthening the potential of their resources with more innovative measures, (3) provide input to open opportunities and access in carrying out economic activities.

Catfish culture assistance in the border region is one of the strategic empowerment programs because the community can develop its economic activities, not only focused on agricultural cultivation. Also, through the fisheries cultivation program, there has been a change in farming systems and patterns from traditional to more modern farming systems and patterns.

The catfish aquaculture assistance program has an impact on the development of economic activity and has the potential to grow new commercial business units of small industries. Through a training program to utilize the production of catfish farming initiated by the Office of Indonesian Community Empowerment, it is found that the economic condition of Papua border area is getting better.

Catfish processed training in *Mosso* village is aimed at providing motivation and encouragement to the community to be more creative in developing more productive economic ventures. Besides, the training is expected to be a motivation for the community to cultivate catfish continuously and continuously.

Utilization of catfish aquaculture production output, as material for the development of productive economic and high economic value business units, in the form of small industries, is essential. The activity is an innovation that has the potential to grow people's economy by producing several new economic products.



Figure 1

The results of catfish nugget products and catfish meatballs

Some of the commercial business unit products produced from catfish processing training are "Abon Lele, catfish meatballs, catfish chips, and catfish nugget". For marketing purposes, the products are packaged in plastic bags and labelled according to the type. Furthermore, obtaining a product permit from the Industry and Trade Agency so that the product can be marketed in supermarkets.



Figure 2

Product results in the form of Shredded Packaging

Food industry products produced by people in the border region through processed catfish must meet product quality standards under the provisions of the health department. Control of product quality can be done by establishing good manufacturing practices (GMP) and as guidelines for food production methods so that producers meet predetermined standards to produce quality food products that are safe for consumption following consumer demands.

According to Ristyanadi and Hidayati (2012), GMP must be applied by industries that produce food products as a preventive measure so that ready-to-consume food is safe, appropriate and of high quality so that consumers can enjoy the maximum nutritional value without having the disease. (Ristyanadi&Hidayati, 2012).

According to Hanidah et al. (2018) that controlling the quality of food products focuses more on sanitation during the processing, both workers and equipment and production space. Stages of applying GMP can be done through counselling, and direct application regarding (1) determination of the quality standards of raw materials; (2) improve the building of production sites; (3) improve processing to obtain better product quality (4) direct application of employee hygiene; (5) create a production space layout; and (6) laboratory tests. Furthermore, Hanidah stated that the supporting parameters carried out to achieve a creative economy include: (1) packaging design; (2) determining shelf life; (3) business legality; (4) opening management; (5) marketing through online media. (Hanidah, Mulyono, & Moody, 2018).

In connection with food products in the form of shredded catfish, catfish meatballs, catfish chips and catfish nuggets intended for the benefit of consumers, they must fulfil requirements following the standards and provisions in food products from the health department. This requirement is essential to be considered in order to provide a sense of security and suitable for consumption. The quality of the product must be guaranteed so that consumers can use it without causing the risk of disease.

Empowerment Policy Through the Development of Economic Business Units

The development policy of the border region is not only seen from the aspect of infrastructure development and infrastructure, but also the socio-economic aspects of the community. The main problem faced by people who live in border areas is related to the low level of welfare.

Indonesia government policy for developing economic business units in border areas, especially in strengthening its human resources, is implemented by conducting partnership programs with large business groups. According to Karsidi(2007), the implementation of policies within the framework of the community empowerment strategy to develop small and micro enterprises (SMEs), cannot be a single part of the economic field of empowerment, but also must be oriented to the overall needs of SMEs, including the potential of human resources (Karsidi, 2007).

Community empowerment through the development of commercial business units is related to several aspects needed, namely:

1. Capital

Capital is one crucial aspect that always gets priority in empowerment programs. The border community empowerment program through catfish farming is one of the primary assets for developing community economic activities. The provision of assistance is a form of capital provided to achieve the desired goal of changing the behaviour of the community in carrying out its economic activities, to realize independence, change in economic structure and partnerships between economic institutions.

2. Independence

The catfish culture assistance program in the border region is an effort to encourage the community to carry out their economic activities independently. To achieve this independence, the community is directly involved, starting from the problem identification stage to the achievement of the production results. The goal to be achieved in empowerment is to shape individuals and communities to be independent in thinking, acting and controlling what they do.

According to Fahrudin (2012), empowerment is an effort to enable and empower the community through efforts to: (1) enable, which is to create an atmosphere or climate that enables the potential of developing communities; (2) empowering, namely increasing capacity by strengthening the potential or power possessed by the community; (3) protecting, i.e. protecting interests by developing a protection system for the people who are the subject of development (Fahrudin2012: 96).

Community empowerment is not only prioritized on aspects of economic capital but also aspects of human capital and social capital. According to Widjajanti that increasing community empowerment can be achieved through the process of empowerment because of the existence of human capital and physical capital. Human capital is related to the knowledge, abilities and skills possessed individually, while social capital is related to the ability of communities to work together to achieve common goals. Establishing mutually beneficial cooperation, fostering high awareness and solidarity between fellow people in the framework of achieving common goals, (Widjajanti, 2011).

Ali expressed another opinion that community empowerment is a process in which the community, especially those who lack access to development resources, are encouraged to become more independent in developing their lives. In this process, the community is assisted in assessing their needs, problems and opportunities in development in accordance with the socio-economic environment of their own lives (Ali, 2006: 17).

Development of Economic and Small Industrial Business Units

One of the government priority programs is the equalization program, including the distribution of small and medium industries. Law No. 3 of 2014 concerning industry can provide a strong foundation for the development of national industries, including the empowerment of small and medium economies. The development of small and medium industries has the potential to provide added value to the community, namely the availability of jobs, increasing income and economic growth of the community.

The empowerment of border communities through fish farming is aimed at developing economic business activities outside the agricultural sector and economic growth. In its development, it turned out that the program had the potential to develop commercial business units and small industries. The processing of catfish production as a primary material for the manufacture of other economic products is a promising economic potential for the growth of commercial business units and small industries.

Utilization of processed catfish as an essential ingredient in making industrial products that are managed in the form of small industries is the result of the training from the Office of Community Empowerment and the Village of Jayapura City. Commercial business products produced in training are shredded catfish, catfish meatballs, catfish chips and catfish nuggets. These products have the potential to grow economic business units in the form of small industries and have the opportunity to open up employment opportunities and economic growth.

Commercial products that are produced from processed catfish are efforts to change the structure of the economy by developing more productive community economic efforts. The development of commercial business units can be one of the priority programs for community empowerment that has the potential to encourage economic growth and increase community income.

Changes in economic structure, through the development program of commercial business units and small industries, must be supported by five aspects—**first**, institutional strengthening. Institutionalization is one of the crucial components in every empowerment program. The strong institution, can manage and run the economy well and help the process of change to occur conducive. According to Soekanto (2014), social institutions function as guidelines or human behaviour and are a means to maintain and develop community integration and as social controls. Through this norm, every community carries out social control (Soekanto, 2014: 19).

The empowerment program that is carried out is inseparable from the role of the community as a wheel of the economy. The government's effort to build the independence of farmers is to form groups to implement the empowerment program that is implemented.

Institutional empowerment in the community is an effort to develop community independence through increased knowledge, attitudes, skills, behaviour, abilities, awareness, and utilization of resources through the determination of policies, programs, activities, and assistance following problems and needs.

The success of community empowerment programs is inseparable from the institutional aspects because institutions are the driving force of each program. According to Mardikanto, one of the goals of empowerment is an institutional improvement (better institution). It is hoped that the activities/actions taken will improve institutions, including the development of business partnership networks (Mardikanto, 2014: 202). The development of a more independent community economy requires strong institutional support in managing and running the community's economic system. This institutionalization helps the process of change to occur conductively. The purpose of empowerment, according to Mardikanto (2014), is an institutional improvement. By improving the activities taken, it is expected to improve institutions, including the development of a business partnership network, Mardikanto (2014: 202).

Second, mastery of technology. The community empowerment program through the use of Appropriate Technology has been stipulated in Minister of Domestic Affairs Regulation No. 20 of 2010, regarding community empowerment through the management of appropriate technology that gives mandate to the central government, provincial government and district/city government to provide guidance. The birth of the law indicates that Indonesian society has decreased the power to give birth to creativity to be able to survive in the future.

Technology mastery is vital in the development of commercial business units and the growth of small industries today. Technology mastery is one of the factors that influence the progress achieved. With the mastery of technology, people can find out various things, not only from the economic aspect. Therefore, people must master technology by learning and trying in order to have skills in using modern technology. According to Ridwan&Catur (2018), it is applied in the hope that the community will be able to utilize natural resources, cultural richness, wealth of skills and the ability to create something that exists in an adequate time and efficient manner of materials and places so that with the smallest cost it can create something of value and use in the field of industrial and household crafts (Ridwan &Catur, 2018).

The application of new technology in the management of catfish aquaculture in the border area of the Muara Tami district can drive changes in traditional technologies used in farming to modern technology. The use of new technology in community economic activities can influence people's behaviour and mindset in carrying out their economic activities.

Community empowerment through the use of appropriate technology is carried out with the principle of increasing commercial business, developing entrepreneurship, small industry growth and can provide benefits, especially increasing income and economic growth of the community.

Third, Empowerment of Human Resources. The success of a community empowerment program is mostly determined by the availability and readiness of its human resources. Strengthening human resources is fundamental in every empowerment program. The readiness of human resources is the capital to develop small and medium businesses. According to Widjajanti, human capital plays a role in changing community resources to achieve the

success of the empowerment process. Indicators of education level and ability to interact with each other are accurate gauges for human capital. The community considers the importance of efforts in implementing the ability to interact that produces activities that can support the empowerment process that will be developed towards the community (Widjajanti, 2011).

Empowerment of human resources in the Muara Tami district border region needs serious attention because the level of education and quality of human resources is still low. Empowerment is done through training to provide capabilities and skills in developing more productive creative economy ventures. The form of training provided is the processing of catfish as a primary material for manufacturing commercial business products in the form of small industries.

According to Ridwan (2018), other efforts undertaken and developed by the village community are to improve the ability of Human Resources to process abundant natural resources and their utilization is through home industry and adopting appropriate technology. All-natural wealth material is utilized as an economic commodity so that it can increase people's income. Improving Human Resources is pursued by providing training that is initiated by the village government through its customary stakeholders (Ridwan & Catur Surya, 2018).

Fourth, partnership. The partnership is one aspect that determines the success of an empowerment program. Economic empowerment not only provides equal opportunities and provides capital injections but also how to build business partnerships or cooperation between the advanced and the undeveloped (still weak). A good partnership will provide an impetus for how to run the economy to be healthy and grow. From one another to strengthen and keep each other forward and developing.

Community empowerment through catfish aquaculture assistance in the border area is inseparable from the partnership with other business groups. The commercial business unit development program through small industries that have been initiated by border communities requires the intervention of other parties, both from the government and through the partnership program. The sustainability of the commercial business unit is very dependent on other parties in providing capital support, especially from BUMD and BUMN. The partnership program is expected to be in line with the empowerment goal of strengthening Small and Medium Enterprises (SMEs) to become resilient and independent. Therefore, fish and catfish culture programs in the form of small industries initiated by border communities need support from other business groups. According to Widjajanti, community empowerment is measured through three aspects, namely (1) ability to make decisions, (2) independence, and (3) ability to utilize business in the future, (Widjajanti, 2011).

A business partnership is one of the things that is very important for the sustainability of commercial and small-scale industries that have been initiated in border areas. To be able to develop an economic business unit in the form of such a small industry, partners in cooperation with large economic businesses are needed. Cooperation between small and medium businesses or large businesses is needed to support and strengthen each other. The partnership relationship is strived towards the realization of business linkages, by way of coaching and developing in one or more fields of production and management, marketing, capital, human resources and technology.

Cooperation that is built with a business partnership pattern is a strategic step to develop a small micro-business. The development of micro, small businesses is very much determined by the role of medium entrepreneurs and entrepreneurs in supporting and providing guidance. One of the challenges and obstacles for the development of commercial businesses in the form of small industries pioneered in the border region is mainly related to capital, human resources, management, lack of mastery of information technology, business climate and marketing distribution of products produced.

Fifth, Field Assistant. The success of the community empowerment program is inseparable from the availability of field facilitators. This can be seen from the catfish aquaculture assistance program in the border area; the role of a companion is needed in directing and fostering the community in implementing the empowerment program. The role of assistants is to achieve the progress and independence of the community. The task of the assistants in community empowerment is awareness, organizing, advocacy and facilitation.

The substance of the mentoring program is a behaviour change that refers to what is known and understood. Behaviour change is related to knowledge, attitudes and skills. The presence of assistants to direct and direct the community is instrumental in implementing the empowerment program so that it can achieve the expected goals.

The role of assistance, according to Ridwan, can be done by competent parties, such as academic communities, universities, other educational institutions, and so on. Its role is to study, examine, problems that develop in the community and then create the best solution to make it the flow or support system for government programs, (Ridwan & Catur Surya, 2018).

Community assistance, especially in the implementation of community empowerment programs, is critical and vital. The success of an empowerment program is inseparable from the extent of the ability of assistants in directing and facilitating the community in carrying out each activity. Innovations in the form of processed catfish that are managed in the form of the development of economic and small-scale business units in the border region, urgently require the presence of field facilitators to direct in guiding each activity. The presence of assistants also helped the community to propose programs needed by the community.

IV. CONCLUSION

Based on the objectives and analysis results of this study, it can be concluded that the catfish aquaculture assistance program in the border region is one of the opportunities to develop economic and small-scale business units through the utilization of their products in the form of processed catfish meat.

Some of the results of the production of food produced from catfish processing are shredded catfish, catfish meatballs, catfish chips, and catfish nuggets. The food products produced are innovations for the development of commercial business units in the form of small industries in the border area of Jayapura City's Muara Tami district. The small business unit development program managed by the community can run well if it has the support of facilities from the government and stakeholders.

Next, based on the results of the analysis of the research results, then, some of the recommendations produced are as follows:

1. Government policy to provide marketing alignments of at least 10 per cent, especially in supermarkets for the production of economic enterprises and small industries from local communities.

2. The development of economic and small-scale business units with the utilization of catfish preparations should be followed up by reinforcing the form of business capital and marketing of their products.

Partnership in developing commercial business units and small industries is very much needed, especially from quite large economic businesses, so that economic business programs in the form of small industries can run continuously and have an impact on increasing the income and welfare of the community. Field assistants who are deployed to assist the community in carrying out empowerment programs are also accompanied by people who have the ability in marketing.

V. ACKNOWLEDGMENTS

We are grateful to two anonymous reviewers for their valuable comments on the earlier version of this paper.

REFERENCES

- [1] Alfredo, C. and Dias, A. (2019). Women's Empowerment: Study with Angolan Women Accountants. *International Journal of Advanced Engineering Research and Science*, 6(3), pp.90-101.
- [2] Ali, Ruslan, 2006. Prinsip-Prinsip Dasar dan Strategi Pembangunan Masyarakat (Panduan bagi Fasilitas Komunikasi), Lembaga Mitra Lingkungan (LML) Sul-Sel, Makasar.
- [3] Anandakumar, H., & Umamaheswari, K. (2017). An Efficient Optimized Handover in Cognitive Radio Networks using Cooperative Spectrum Sensing. *Intelligent Automation & Soft Computing*, 1–8. doi:10.1080/10798587.2017.1364931
- [4] Anandakumar, H., & Umamaheswari, K. (2018). A bio-inspired swarm intelligence technique for social aware cognitive radio handovers. *Computers & Electrical Engineering*, 71, 925–937. doi:10.1016/j.compeleceng.2017.09.016
- [5] Arruda, T., Barbosa, R., Souza, S., Silva, R. and Bernardo, C. (2019). Organizational practices in the context of innovation to improve organizational competitiveness under the light of Complexity Theory. *International Journal of Advanced Engineering Research and Science*, 6(3), pp.102-114.
- [6] Arulmurugan, R., & Anandakumar, H. (2018). Early Detection of Lung Cancer Using Wavelet Feature Descriptor and Feed Forward Back Propagation Neural Networks Classifier. *Lecture Notes in Computational Vision and Biomechanics*, 103–110. doi:10.1007/978-3-319-71767-8_9
- [7] Delgado, GRE, Meza, AKT, Chavez, SAR, & Murillo, GSA (2018). Demands of People with Disabilities and Empowerment of Resilient Strategies. *International Research Journal of Management, IT and Social Sciences*, 5 (1), 45-54. Retrieved from <https://sloap.org/journals/index.php/irjmis/article/view/29>
- [8] Desfiandi, A., Suman Rajest, S., S. Venkateswaran, P., Palani Kumar, M., & Singh, S. (2019). Company Credibility: A Tool To Trigger Positive Csr Image In The Cause-Brand Alliance Context In Indonesia. *Humanities & Social Sciences Reviews*, 7(6), 320-331. <https://doi.org/10.18510/hssr.2019.7657>
- [9] Dewi, N. P. S. P., & Wirama, D. G. (2019). Debt covenant slack, earnings management, and value relevance of accounting information. *International Research Journal of Management, IT and Social Sciences*, 6(4), 86-96. <https://doi.org/10.21744/irjmis.v6n4.661>
- [10] Dr. P.S. Venkateswaran, Dr. A. Sabarirajan, S. Suman Rajest And R. Regin (2019) "The Theory of the Postmodernism in Consumerism, Mass Culture and Globalization" *In The Journal of Research on the Lepidoptera* Volume 50 (4): 97-113
- [11] Fahrudin, Adi. 2012. Pemberdayaan, Partisipasi dan Penguatan Kapasitas Masyarakat, Humaniora, Jakarta.
- [12] Haldorai, A., & Kandaswamy, U. (2019). Supervised Machine Learning Techniques in Intelligent Network Handovers. *EAI/Springer Innovations in Communication and Computing*, 135–154. doi:10.1007/978-3-030-15416-5_7
- [13] Haldorai, A., Ramu, A., & Murugan, S. (2018). Social Aware Cognitive Radio Networks. *Social Network Analytics for Contemporary Business Organizations*, 188–202. doi:10.4018/978-1-5225-5097-6.ch010

- [14] Haldorai, A., Ramu, A., & Murugan, S. (2018). Social Aware Cognitive Radio Networks. *Social Network Analytics for Contemporary Business Organizations*, 188–202. doi:10.4018/978-1-5225-5097-6.ch010
- [15] Hanidah, I.-I., Mulyono, A. T., & Moody, S. D. (2018). Pemberdayaan UMKM Berbasis Ekonomi Kreatif DI Pesisir Pantai Cimalaya – Subang Jawa Barat. *Agricore*, 3(2), 491–496. Retrieved from <http://journal.unpad.ac.id/agricore/article/view/15480>
- [16] Indiani, N. M., & Suda, I. K. (2018). Interpret Ogoh-ogoh towards Hindu Contemporary Society. *International Research Journal of Management, IT and Social Sciences*, 5(1), 65-71. Retrieved from <https://sloap.org/journals/index.php/irjmis/article/view/31>
- [17] Induka-Ozo, D. and Igba, D. (2017). Development through Gender Equity and Women Empowerment. *International Journal of Advanced Engineering, Management and Science*, 3(8), pp.894-897.
- [18] K.B. Adanov, S. Suman Rajest, Mustagaliyeva Gulnara, Khairzhanova Akhmaral (2019), “A Short View on the Backdrop of American’s Literature”. *Journal of Advanced Research in Dynamical and Control Systems*, Vol. 11, No. 12, pp. 182-192.
- [19] Karsidi, R. (2007). Pemberdayaan Masyarakat Untuk Usaha Kecil dan Mikro (Pengalaman Empiris di Wilayah Surakarta Jawa Tengah). *Jurnal Penyuluhan*, 3(2). <https://doi.org/10.25015/penyuluhan.v3i2.2161>.
- [20] Kusumanegara, I. S. (2018). The Analysis of Factors Constructing Employee Productivity in the Operational Field in PT. Sumber Alfaria Trijaya Branch Lombok. *International Research Journal of Management, IT and Social Sciences*, 5(1), 55-64.
- [21] Mardikanto, Totok, 2014. CSR (Corporate Social Responsibility), Tanggung Jawab Sosial Koperasi), Alfabeta, Bandung.
- [22] Mounika, J., Vellanki, B., Neelima, T., Guggilla, M. and Maloo, S. (2017). Study on the Drying Characteristics of Green Gram, Cowpea and Soybean. *International Journal of Advanced Engineering, Management and Science*, 3(9), pp.948-950.
- [23] Olajide, A., Busayo, A. and Olawale, E. (2017). Analyzing the Effects of the Different Defuzzification Methods in the Evaluation of Javacomponents’ Customizability for Reusability. *International Journal of Advanced Engineering, Management and Science*, 3(9), pp.962-971.
- [24] Olajide, A., Olawale, E. and Busayo, A. (2017). Analyzing the Influence of Various Fuzzification Methods in the Evaluation of Netbeans Java Components’ Interface Complexity for Reusability. *International Journal of Advanced Engineering, Management and Science*, 3(9), pp.951-961.
- [25] PARAGUASSU, É. and CARDENAS, A. (2019). Systematic Review of Current Medical Literature on the Impact of Oral Health on Quality of Life. *International Journal of Advanced Engineering Research and Science*, 6(3), pp.115-123.
- [26] Rajest, S. S., Suresh, D. (2018). The Deducible Teachings of Historiographic Metafiction of Modern Theories of Both Fiction and History. *Eurasian Journal of Analytical Chemistry*, 13(4), emEJAC191005.
- [27] Ridwan, & Catur Surya. (2018). Pemberdayaan Masyarakat Desa Dalam Mengembangkan Ekonomi Kreatif di Desa Citengah Kabupaten Sumedang. *Jurnal Riset Akutansi Kontemporer*, 10(1), 28–33.
- [28] Ristyanadi, B., & Hidayati, D. (2012). Kajian Penerapan Good Manufacturing Practice (Gmp) Di Industri Rajungan Pt . Kelola Mina Laut Madura. *Agrointek*, 6(1), 55–64.
- [29] Salazar, R., Peixoto, A., Salazar, T., Horn, R., Berticelli, R., Zamberlan, J., Salazar, L., Bortolotto, R. and Filho, H. (2019). Inorganic Contaminants Evaluation in Tuberous and Leafy Vegetables Consumed in Paraíba Valley, Brazil. *International Journal of Advanced Engineering Research and Science*, 6(3), pp.124-131.
- [30] Soekanto, Soeriono dan Budi Sulistyowati, 2014. Sosiologi Suatu Pengantar, (Cet. \$6), PR Raja Grafindo, Jakarta.
- [31] Suganya, M., & Anandakumar, H. (2013). Handover based spectrum allocation in cognitive radio networks. 2013 *International Conference on Green Computing, Communication and Conservation of Energy (ICGCE)*. doi:10.1109/icgce.2013.6823431
- [32] Suman Rajest S, Dr. P. Suresh, “The Problematizing of History Concentrated on The Poetics of Historiographic Metafiction by Postmodernism and How It Influences Postmodern Fiction” in *International Journal of Pure and Applied Mathematics (IJPAM)*, Volume: 119, Special Issue 16, July 2018, Page No.: 2457-2469.
- [33] Suman Rajest S, Dr. P. Suresh, “Themes and Techniques from Modernism to Postmodernism: The Dubious Continuance of Gravity’s Rainbow” in *International Journal of Pure and Applied Mathematics (IJPAM)*, Volume: 119, Special Issue 16, July 2018, Page No.: 2373-2384.

- [34] Vuban, J. (2019). Some unresolved quality concerns in Cameroonian higher education resulting from the negligence of adopting the Bologna Process Quality Assurance (QA) agenda. *International Journal of Advanced Engineering Research and Science*, 6(3), pp.132-144.
- [35] Widjajanti, K. (2011). Model pemberdayaanmasyarakat. *Jurnal Ekonomi Pembangunan*, 12, 15–27.
- [36] Widyastuti, N. P. A., & Riana, I. G. (2019). Effect of empowerment and compensation on performance of honorary employees mediated by organizational commitments. *International Research Journal of Management, IT and Social Sciences*, 6(4), 73-85. <https://doi.org/10.21744/irjmis.v6n4.652>
- [37] Wrihatnolo, Randy R. Dan Riant Nugroho Dwidjojoto, 2007. Manajemen Pemberdayaan, PT. Alex Media Komputindo, Jakarta.