LETTER OF A CCEPTANCE

Dear   **Bagus Gumela**

On behalf of the committee, we would like to say thank you for submitting your paper at ICEB organized by Faculty of Economics Universitas Muhammadiyah Sumatera Barat (UM Sumbar).

We are pleased to announce that your paper "Evaluation Of The Effectiveness Of Training On Cooperatives In Yogyakarta City" is **ACCEPTED** for the oral presentation in our International Conference as scheduled on 2nd August 2023. You are required to submit your revision paper no later than 30th June 2023 along with your registration fee.

Please transfer your payment to account number **2010473464 (Bank Mega Syariah)** under the name ICEB UM SUMBAR. Kindly confirm your payment and your attendance (personal or team) by sending your payment receipt to Ms.Fitri Kurnia whatsapp number +62 831-8222-8808. For further details, kindly visit https://afebptma-conference.umsb.ac.id/ or directly contact through our email   at iceb@umsb.ac.id. Thank you.

Best regard,

Dr. Tri Irfa Indrayani,M.Pd.

Chairman or ICEB

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EVALUATION OF THE EFFECTIVENESS OF TRAINING ON COOPERATIVES IN YOGYAKARTA CITY

Bagus Gumelar[1], Ahmad Rizal Solihudin[2]

Ahmad Dahlan University, Yogyakarta[1,2,3]

Abstract

This study examines the evaluation of the effectiveness of training in cooperatives in the city of Yogyakarta. According to Law number 25 of 1992, cooperatives are business entities consisting of individuals or cooperative legal entities based on their activities based on cooperative principles as well as a people's economic movement based on the principle of kinship. There are 1918 cooperatives in DI Yogyakarta, consisting of 1722 active cooperatives and 196 passive cooperatives. Active cooperatives are cooperatives that run business and institutionally and report their business activities to the government, while passive cooperatives are cooperatives that do not report their business activities to the government with business and institutional conditions running or not. There is a decrease in the number of active cooperatives in DI Yogyakarta from 2016 to 2019 showing a fairly large decrease, namely 29% and cooperatives holding the Annual Member Meeting (RAT) showing a decrease of 10.67%. Cooperative RAT is a measure of cooperative performance in the institutional aspect. The decline in the number of cooperatives implementing the RAT which is quite large has an effect on the sustainability of the business being carried out. The criterion for a good cooperative is a growing business volume.

The purpose of this study is to explain the concept of training and its benefits to organizations, provide important ways to implement practices that lead to increased training effectiveness, examine the relationship between training practices and effectiveness, suggest which human resource management practices can result in increased training. organizational training effectiveness. In this study, researchers used the entire population because the population was low and gave results with higher accuracy. Data analysis using multiple linear regression analysis was used to determine the relationship between the independent variable and the dependent variable from the SPSS statistical software package used in model development and hypothesis testing.

The results of the F test show a significance value = 0.000 <0.05, where the probability is much smaller than 0.05, so the hypothesis is accepted. Partial test results (t test) of the training content . variable obtained a significance value of 0.001 < 0.05, and from the training method variable obtained a significance value between 0.0 04 < 0.05, where the probability is much smaller than 0.05 then the hypothesis is accepted. The coefficient of determination is 0.391 , this means that the training content variable is simultaneously and training methods on training effectiveness of 32.1 %, while the remaining 67.9 % is influenced by other variables that are outside the variables studied in this study.

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

Introduction

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

Any organization that wants to be successful, and continues to succeed, must maintain a workforce of people who are willing to learn and develop continuously. Human resource training and development is essential in the effective management and maintenance of a skilled workforce. Training is one way to increase organizational effectiveness. To implement proper training methods, organizations must know the training methods and their effectiveness. Training is broadly understood as communication directed at a specific population for the purpose of developing skills, modifying behavior, and enhancing competence. In general, training focuses exclusively on what is necessary to know. Education is a long-term process that combines the objectives of the training and explains why certain information should be known. Education emphasizes the scientific basis of the material presented. Training and education is a process that combines knowledge and behavior through teaching and experience. The research model described here relates to training and education. Therefore, in this study, "training" refers to the process.

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[1]E-mail: bagus.gumelar@mgm.uad.ac.id

Training is part of human resource development, along with other human resource activities, such as recruitment, selection and compensation. The role of the human resources department is to increase organizational effectiveness by providing employees with the knowledge, skills, and attitudes that will improve their current job or future performance. In order to apply the right training methods, the training specialist must know the pros and cons and effectiveness of each training method. In addition, to evaluate the effectiveness of training, measurements must be made carried out in accordance with applicable standards.

According to Mathis (2008), training is a process by which people acquire the ability to do work. Training provides employees with specific and identified knowledge and skills for use in their current job. Training provides employees with specific and recognizable knowledge and skills used in their current job while broad-based development to achieve new abilities that are useful both for their current and future jobs. Training can be described as providing conditions in which employees can learn effectively in order to acquire knowledge, skills, and abilities at work (King, 1968: 125).

To understand the function of training in a company, it is necessary to formulate a question about what training is meant for the company. Training is an "opportunity" to learn and it is achieved by giving employees the opportunity to learn how to perform more effectively and by preparing them for any changes in their jobs. Training focuses on the knowledge, skills, and attitudes needed to perform more effectively in today's jobs. The role of training is to provide appropriate learning opportunities and motivate people to learn, and thereby enable them to excel at the highest levels of quality and service (Bentley, 1990: 25). Training should therefore be managed as an investment in people, both in developing and retaining the appropriate skills, being an important part of the organization's strategy for future business continuity. As with any investment, investment in training must yield and return measurable. Effective training improves people's knowledge, skills, attitudes and behavior and hence their performance.

Training is a significant HR expense for most business firms. But it is often seen as tactical rather than strategic, meaning that training is seen as a short-term activity rather than an activity that has a long-term effect on the success of the organization. Fortunately, more and more business companies are recognizing that training must be improved. Cooperative is a business entity consisting of individuals or cooperative legal entities based on their activities based on the cooperative principle as well as a people's economic movement based on the principle of kinship. (Law of the Republic of Indonesia concerning Cooperatives Number 25 of 1992: Article 1 paragraph 1). Cooperatives aim to promote the welfare of members in particular and society in general and to participate in building the national economic order in order to create an advanced, just and prosperous society based on Pancasila and the 1945 Constitution. (Law of the Republic of Indonesia concerning Cooperatives Number 25 of 1992: Article 3).

Cooperatives that excel in the long term are cooperatives that emphasize cost leadership . This means that the service is cheap, and fast. Cooperatives with cheap services turned out to be far superior to cooperatives that used a mixed strategy or the term stuck -in - the - middle . However, the stuck -in - the - middle cooperative (a strategy of just following the strategies of its competitors) is still superior to cooperatives that choose one strategy, whether differentiation or focus. In terms of providing information, it is very difficult for cooperatives to get members to pay more in order to get more varied and higher services.

But the cooperative itself is now experiencing many obstacles that make cooperatives slow to develop. cooperatives are still not fully capable of developing activities in various sectors of the economy because they do not yet have the ability to take advantage of all the potential that exists. The problems faced by cooperatives in general are inadequate human resources, lack of knowledge of cooperative members, supervisors to administrators, the ability and management of cooperatives and the capacity to run a business. One of the determinants of organizational success or failure is the Human Resources (HR) factor. The exponential advantage of a company is generally determined by the competitive advantage of its human resources. HR must be fully implemented within the framework of a strategic, integrated, interrelated, and aligned HR management system. Organizations sincerely need capable, competent human resources who definitely want to help carry out profitable work.

There are 1918 cooperatives in DI Yogyakarta, consisting of 1722 active cooperatives and 196 passive cooperatives. Active cooperatives are cooperatives that run business and institutionally and report their business activities to the government, while passive cooperatives are cooperatives that do not report their business activities to the government with business and institutional conditions running or not.
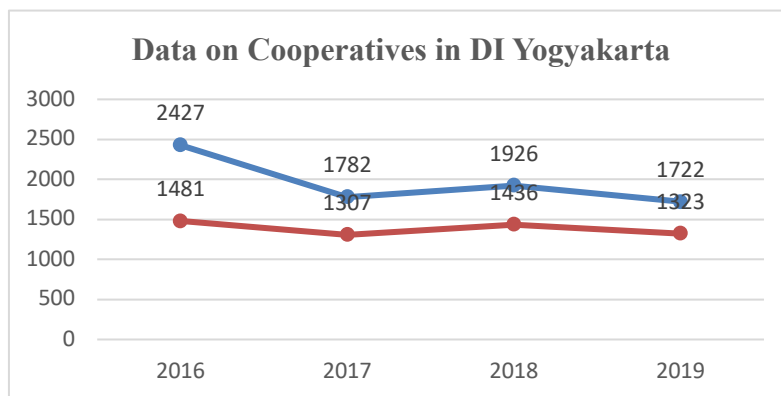
Source: Cooperative Performance Data , Bappeda DI Yogyakarta

From the data above show that there is drop amount active cooperative cooperatives in DI Yogyakarta along year 2016 6 until to year 2019 9 shows enough drop _ big that is 29 % and cooperatives that held the Annual Member Meeting (RAT) showed a decrease of 10.67%. Cooperative RAT is a measure of cooperative performance in the institutional aspect. Decrease amount cooperative carry out sufficient RAT big this take effect to business continuity. Criteria good cooperative is growing business volume.

Research Method
Operational Definitions of Variables and Indicators
This chapter will explain the research method that will be used as a basis for conducting training Content and Training Method in improving training Effectiveness of Savings and Loan Cooperatives in Yogyakarta City. The operational definition is used to measure a variable used to answer research problems. The operational definition in this study is translated into empirical indicators, namely:
Independent Variable
The independent variable is a variable that can affect the dependent variable, both positive and negative influences. The independent variable in this research is Training Content and Training Method
Dependent Variable
is a variable whose existence is influenced by the circumstances that influence it. The dependent variable is also the center of a problem using a model. The dependent variable in this study is Training Effectiveness .

This research is based on causality research. Causality assessment is research that is based on a cause-effect relationship between several variables or several strategies developed in management which are directed to describe a cause-and-effect relationship between several situations and draw general conclusions (Ferdinand, 2013: 7).

Data Types and Sources
Data Type
To analyze the data, the researcher must know the type of data and its analysis. Types of data can be grouped into 2 types, namely qualitative and quantitative data. Qualitative data is data in the form of words, sentences, schemes, and pictures. While quantitative data is data in the form of numbers or qualitative data that is numbered. (Sugiono, 2007:13).
Data Source
There are two types of data used in this study, namely primary data and secondary data. Primary data is data obtained directly by data collectors from the research object, while secondary data is all data obtained indirectly from the object under study (Sumarsono, 2004: 69). The primary data in this study came from the results of questionnaires filled out by cooperative managers in the city of Yogyakarta , while the secondary data came from physical data. a cooperative legal entity, the Yogyakarta City Cooperatives and SMEs Service and the Yogyakarta City BPS.
Population and Research Sample
Population is a collection of all elements or individuals who are sources of information in a research (Sumarsono, 2004: 49). The population used in this study were savings and loan cooperatives in the city of Yogyakarta in 2019 as many as 42 cooperatives. The sampling technique in this study used a

saturated sample, the researcher used the entire population because the population was low and gave results with higher accuracy.

Method of Collecting Data

The data collection method used in the study must be precise and have a reasonable basis, meaning that it can collect data in accordance with the research objectives. Data obtained directly from respondents with the help of a set of questionnaires. Data were collected by providing a list of questions or questionnaires to cooperative managers. Data collection was carried out using one type of questionnaire, namely a closed questionnaire. Closed questionnaires were used to obtain data about the dimensions of the constructs being developed in this study. The questions in the closed questionnaire were made using a scale of 1 – 5 to obtain interval data and were given a score or score of strongly disagree/strongly agree.

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

Reliability and Validity Test Analysis

Reliability test is a reliability test that aims to find out how far a measuring instrument is reliable or trustworthy. If a measuring instrument is used repeatedly, relatively consistent measurement results are obtained, then the measuring instrument is considered reliable and reliable . Reliability testing of all question items used in this study will use the Cronbach formula alpha (Cronbach 's alpha coefficient), which is generally considered reliable if the Cronbach 's alpha value is > 0.6.

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

Result $r > r\_table$ (0.361) = valid
Result $r < r\_table$ (0.361) = invalid

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

Training Content

Trial Results of Training Variable Instruments Content

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

Source: 2022 trial data, processed

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

Training Variables Method

Test Results of Training Instruments Method

No item	r-count	r-table	Information
5	0.83	0.361	Valid
6	0.84	0.361	Valid
7	0.83	0.361	Valid
8	0.90	0.361	Valid

	9	0.83	0.361	Valid
	10	0.67	0.361	Valid
	11	0.84	0.361	Valid

Source: 2022 trial data, processed

Training Variables Effectiveness

Test Results of Training Variable Instruments Effectiveness

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

Source: 2022 trial data, processed

Reliability

Reliability shows that an instrument is reliable enough to be used as a data collection tool because the instrument is already good (Arikunto, 2006:178).

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

Source: 2022 trial data, processed

Analysis Techniques

Research can be defined as an effort to collect and process/analyze data that is carried out systematically, thoroughly, and in depth to seek answers to a research problem. (Sumarsono, 2004:95). At the analysis stage, the data is processed so that it can be concluded the truths that can be used to answer the questions posed in the research.

Multiple Linear Regression Analysis Method

Multiple linear regression analysis is used to determine the relationship between the independent variable and the dependent variable, namely between the variables Training Content (X_1) and Training Method (X_2) to the variable Training Effectiveness (Y). By using the following formula:

$$Y = a + b_1X_1 + b_2X_2$$

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

Hypothesis Testing
Simultaneous Test (F Test)

This simultaneous test (F test) is used to test the effect of the dependent variable (Training Effectiveness) on the independent variable (Training Content and Training Effectiveness) together (simultaneously) with a significant level used of = 5% and df (k:nk-1). The decision -making rules in the F test using SPSS are:
If the probability > 0.05, then Ho is accepted.

If probability < 0.05, then Ho is rejected.

Partial Test (t Test)

Partial test (t test) is used to determine the effect of each independent variable (Training Content and Training Effectiveness) on the dependent variable (Training effectiveness). The decision-making rules in the t-test using SPSS are:

If probability > 0.05, then Ho is accepted (same variance)

If probability < 0.05, then Ho is rejected. (different variance)

Coefficient of Determination Test (R^2)

Testing the coefficient of determination is intended to determine the magnitude of the relationship or influence of the independent variable (Training Content and Training Effectiveness) on the dependent variable (Training effectiveness).

The greater the value of determination, the greater the variance of the contribution to the dependent variable. The coefficient of determination used is the value of R^2 . The formula is:

$n = r^2$

Information :

r^2 = Coefficient of determination

n = Total population

Result and Discussion

Simultaneous Test (F Test)

Simultaneous test is used to determine the effect of the independent variables on the dependent variable together. The ANOVA test or F test was obtained from the calculated F value of 10.675 with a significance level of 0.000. because the significant probability is much less than 0.05 then Ho is rejected and Ha is accepted. This shows that there is a simultaneous influence between Training Content and Training Method together on Training Effectiveness.

Partial Test (T Test)

To determine the effect of the independent variable Training Content , Training Method on the dependent variable, namely Training Effectiveness , it is necessary to do a t-test. Partial test results can be seen in the following table:

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

Source: data processed, 2020

Based on the results of the partial test (t test) for Training Content , the t count is 3.497 with a significance value of 0.001. Because the significance value is much smaller than 0.05, Ho is rejected, this shows that Ha 1 states "there is a significant effect between Training Content on Training Effectiveness ".

Based on the results of the partial test (t test) for the Training Method variable, the t count is 3.085 with a significance value of 0.004. Because the significance value is much smaller than 0.05, Ho is rejected, this shows that Ha 2 states "there is a significant effect between Training Method on Training Effectiveness ".

Conclusions

Based on the results of the partial test (t test) for Training Content , the t count is 3.497 with a significance value of 0.001. Because the significance value is much smaller than 0.05, Ho is rejected, this shows that Ha 1 states "there is a significant effect between Training Content on Training Effectiveness ".

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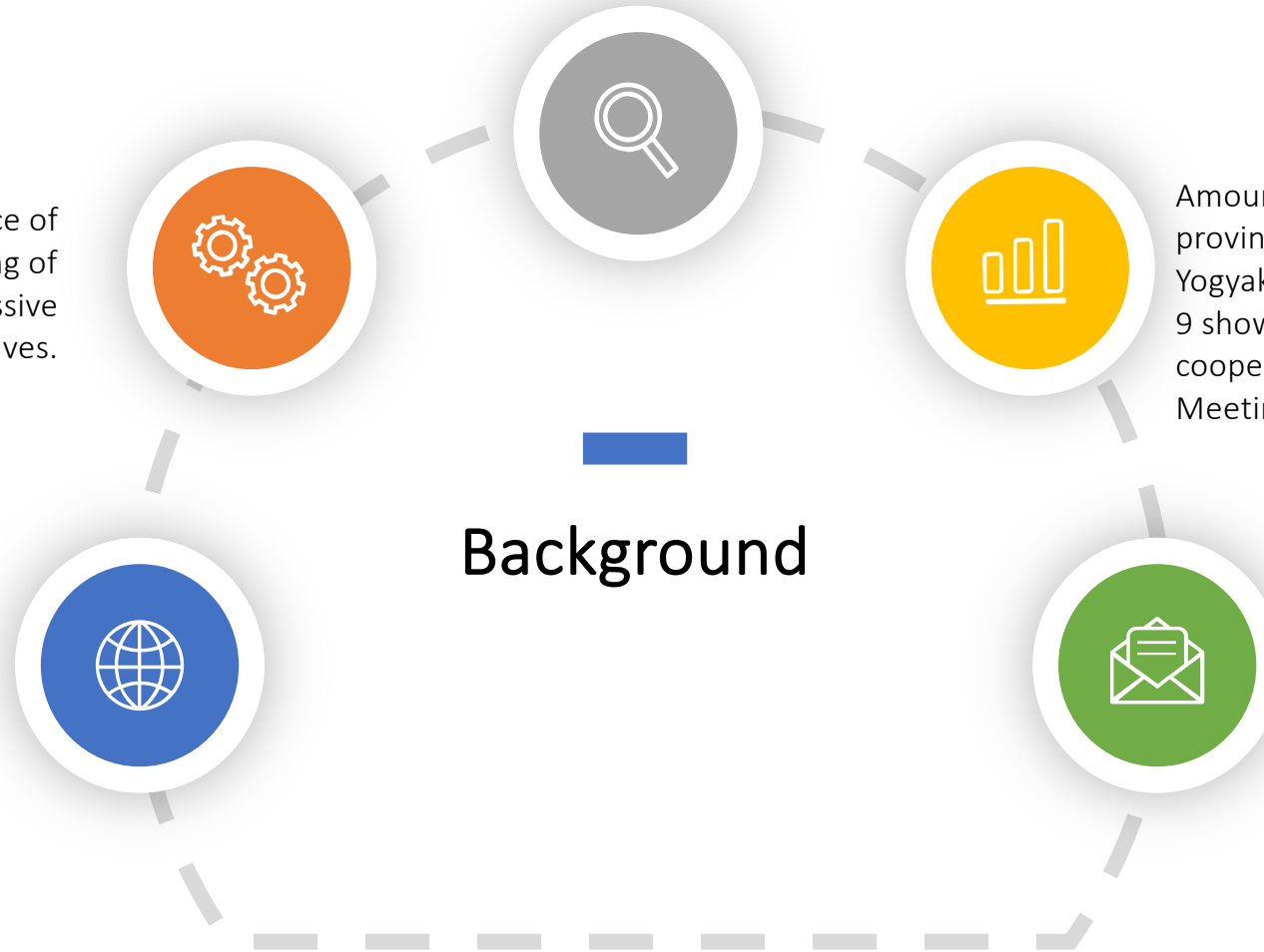# EVALUATION OF THE EFFECTIVENESS OF TRAINING ON COOPERATIVES IN YOGYAKARTA CITY

Bagus Gumelar,S.E.M.M.

Hypothesis

01 H1: Training content has a significant effect on training effectiveness.

02 H2: The training method has a significant effect on the effectiveness of the training.

03 H3: Training Methods and Training Content together have a significant effect on training effectiveness.

Reliability and Validity Test Analysis

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Based on the results of the partial test (t test) for the Training Method variable, the t count is 3.085 with a significance value of 0.004. Because the significance value is much smaller than 0.05, Ho is rejected, this shows that Ha 2 states "there is a significant effect between Training Method on Training Effectiveness

Conclusions

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