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Training Effectiveness of Micro Small Medium Enterprises of Milk Processing in Indonesia

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***Abstract*— The purpose of this research is to analyze the effectiveness of micro small medium enterprise training development in Indonesia. This research was conducted on 3 June - 29 August 2017 in one of regency in Indonesia namely Boyolali Regency. The research design used pre-experimental design with one group pretest and posttest design. Determination of research location and respondent is done purposively with the respondent is business actors who follow training development of SMEs processing milk in Boyolali regency. The data used include primary data obtained from milk processing business practitioners through questionnaires and secondary data from the Central Bureau of Statistics Boyolali District and from the Department of Animal Husbandry and Fisheries Boyolali District. Data analysis used is descriptive analysis and paired t test. The results showed that there was an increase in knowledge of respondents who followed the training activities of SMEs development of milk processing in Boyolali District. The average post-test score is greater than the pre-test score, so it can be concluded that the provision of training on the development of SMEs in milk processing in Boyolali district was successful and effective by showing an increase in knowledge of respondents after the training.**

Key words: Effectiveness, training, milk processing business, knowledge.

I. INTRODUCTION

Boyolali District, Indonesia is one of the areas in Central Java Province with the largest population of dairy cattle and milk production, with population in 2013 amounting to 88,533 heads, with milk production of 48,075,220 liters (Central Bureau of Statistics, 2014). The predicate as "Milk City" is still maintained by the districts which are the main dairy producing areas in Central Java Province and belong to the Semarang-Boyolali-Klaten-Solo line of milk. The production of cow milk in Boyolali is still unable to meet the demand of the industry which currently reaches 250 tons per day, currently the new production reaches 120 tons. This means that demand for Boyolali cow's milk products is very high. Boyolali cow's milk production supplies raw materials for four big milk processing industry in Boyolali and Salatiga, including Indolakto and Frisian Flag Indonesia, co.ltd. The problems faced by the dairy cattle breeders include low national milk production, unprofitable breeder marketing chains, improper government policy of small farmers, and lack of knowledge of farmers in managing fresh milk. Lack of assistance from the government both in processing milk and marketing cause fresh dairy products from breeders are less able to compete with processed milk from the Dairy Processing Industry. Whereas people's interest in functional food, food or food that provides more physiological benefits than food in general is increasing. The role of government as a stakeholder is crucial in overcoming national dairy problems, while the role of universities, among others, undertakes various research that can be felt directly by farmers in the development of the national dairy industry. The behavior of the actors involved in dairy agribusiness needs to be studied more deeply which is expected to overcome the problems in inter-institutional cooperation in the upcoming implementation process. Efforts to develop SMEs Milk Processing can be through training activities organized by universities and related agencies. According Simamora (2006) one of the development of human resources by training to improve knowledge and skills. Training will be successful if the training is carried out effectively ie increasing knowledge, skill and ability to the training materials (Hasibuan, 2005). Based on the description of the background is needed research on the effectiveness of micro small medium enterprise development training (SMEs) milk processing in Boyolali District.

II. METHOD

This research was conducted in Boyolali District, Indonesia on June 3 - August 29, 2017. The research design uses Pre-Experimental Design with One Group Pretest and Posttest Design. The use of this design aims to test the effectiveness SMEs training development in Boyolali District. This design is done by comparing the pretest and posttest results of the respondents as trainees. Site selection and sample research using purposive sampling method, which is a way of determining the location of research based on several considerations in accordance with the purpose of research

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Sugiyono (2006). The location is selected in Boyolali district because it is an area that has the potential to develop SMEs milk processing. The determination of the sample is determined by purposive method which is business actor in Boyolali District who participated in training of SME development of milk processing. Researchers considered the selected sample to provide information in support of this research (Sunyoto, 2009). The type of data used is primary is data obtained from respondents and secondary data is supporting data obtained from books, as well as other sources published by relevant agencies. Data collection techniques include interview, observation, literature study, recording and pretest and post test. Data were analyzed using descriptive analysis and paired t test

III. RESULTS AND DISCUSSION

Characteristics of Respondents

Characteristics of respondents in this activity include age, education level, number of livestock ownership and farmer's work

1. Age

The age of respondents who participated in training on SME development of milk processing in Boyolali District can be seen in Table 1.

Age (year)	Total (people)	Percentage (%)
15-45	38	71,70
46-64	15	28,30
> 64	0	0
Total	53	100

Based on Table 1 shows that the highest number of respondents is in the age group of 15-45 years as many as 38 people with a percentage of 71.70%. The age of respondents is considered to be productive age for work. The result is supported by Labor Law Number 13 Year 2003, a person who is categorized as a workforce aged 15 to 64 years (Arsyad, 1999). According to Setiana (2000) at the productive age a person has a physical condition, action, and ability to think is still good. Earning age is easier to accept new innovations to improve and grow their business.

2. Level of education

The education level of respondents who participated in the training of SMEs milk processing in Boyolali District can be seen in Table 2.

Table 2. Educational level of respondents

Level of education	Total (people)	Percentage (%)
Elementary school	4	7,55
Yunior high school	14	26,41
Senior high school	26	49,06
D1/D2/D3	2	3,77
University	7	13,21
Total	53	100,00

Source: Primary data is processed, 2017

The level of education of farmers is quite high with high school graduates and equals as many as 26 people or by 49.06%. The majority of respondents are highly educated because respondents have realized that having high education is very helpful for their milk processing business. Formal education is one of the factors that support the competence of farmers, because the knowledge they have can influence to think more rationally, choose alternatives and quickly accept or implement an innovation (Soekartawi, 2005).

3. Respondent's work

The main job of the respondents who attended the training in Boyolali District can be seen in Table 3.

Table 3. Main occupation of respondents

Employment	Total (people)	Percentage (%)
Farmers	22	41,51
Entrepreneur	5	9,43
Government employees	2	3,77
Breeders	7	13,20
Milk processor	3	5,66
Private employee	3	5,66
Trader	1	1,89
Student	1	1,89
Housewife	9	16,98
Total	53	100

Source: Primary data is processed, 2017

Based on Table 4, the majority of respondents who participated in SME development training in milk processing have main job as farmer as many as 22 people with percentage of 41,51%. Most respondents make dairy processing business as a side business to earn additional income. Susanto (2003) states that to face business risks such as failure of production, farmers do side business as one source of income to meet basic family needs.

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4. Number of family members

The number of family members who are the responsibility of respondents can be seen in Table 4 below:

Table 4. Number of family members of respondents

Number of family members (people)	Total (people)	Percentage (%)
2-3	16	30,19
4-5	34	64,15
>5	3	5,66
Total	53	100

Source: Primary data is processed, 2017

Based on Table 4 it is known that the number of family members who are the highest respondent responsibility is in the group of 4-5 people with the number of respondents 34 people and 64.15% percentage. The highest percentage indicates that the number of family members of respondents is the number of family members who are considered ideal. This is in accordance with the BKKBN (1992) statement which states that the ideal number of family members is 4 persons consisting of 1 husband, 1 wife and 2 children.

5. Gender

The gender of respondents who participated in the training of milk processing business development can be seen in Table 5.

Table 5. Gender of respondent

Gender	Total (people)	Percentage (%)
Male	19	35,85
Female	34	64,15
Total	53	100

Source: Primary data is processed, 2017

Based on Table 5 it can be seen that the majority of respondents who participated in training were female with 34 respondents and 64.15%. Most of the female respondents were women cattle farmers. There is a difference of interest between men and women in training in dairy business development. According to Crant (1996) gender has an influence on the effort developed because of differences in views of work between men and women.

The effectiveness of the Training Program

Test paired t test

Increased knowledge of respondents who attended the training can be measured using paired t test. This test is used to measure whether there is a difference in the knowledge of the respondent before the training with after the training. The result of paired t test is shown in Table 6.

Table 6. The result of paired t test

	Mean	N	*Std deviation*	-count
Posttest	65,14	53	12,13	4,078 0,001
Pretest	56,23	53	14,61	

Source: Primary data is processed, 2017

Based on Table 7 there is a significant difference between the knowledge before and after the training ($p < 0.001$). Significant value is 0.001 and less than 0.05. The average result of the pretest and posttest values shows an increase from 56.23 to 65.14 or an increase of 8.91 so it can be concluded that the provision of training on dairy business development is successful and effective by showing an increase in knowledge of farmers after the training. Increased knowledge as a benchmark in determining the effectiveness of a training program. According to Hasibuan (2005) that the training will be said to be successful if the training is carried out effectively is the increase of knowledge, skills and skills to the training materials.

IV. CONCLUSION

The results showed that there was an increase in knowledge before and after the training of dairy business development. This means that training activities are successful and effective.

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