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Empowerment of Karang Taruna As An Effort to Sustainability of Rural Economic Growth In Madura Island

R M Moch Wispandono¹

1) Lecturer in Management, Faculty of Economics and Business
University of Trunojoyo Madura, Indonesia

E-mail: m_wispandono@yahoo.com

Abstract. Rural economic growth is a crucial matter to be concerned because most of the Indonesian population lives in rural areas. On the other hand, rural economic growth so far is still far behind with economic growth in urban areas. This lag needs to find a solution in order to provide a multiplier effect on the sustainability of development, such as reducing urbanization flows, equal distribution of urban and rural population income, etc. One solution that can be pursued is by empowering youth organizations (Karang Taruna) as an effort for economic sustainability in the countryside. However, the empowerment of these Karang Taruna is faced with a bitter reality, namely the problem of unemployment. Nationally, in 2016 according to BPS records the open unemployment rate reached 5.50 percent. However, there was a decline in 2017 to 5.33%. Madura Island, especially Bangkalan and Sampang Regencies have the same problem. This phenomenon of high unemployment in productive age is certainly a separate social problem in society. On the other hand today the existence of Karang Taruna as a youth organization that actually serves to help solve the problem of unemployment, especially among young people (productive) still tends to be barren. On this basis, this study aims to find a solution to overcome unemployment among young people through youth empowerment. This study uses a qualitative research design with depth interviews with selected respondents to obtain the required data. The results obtained from this study are the need for organizational management as a concrete step to address the challenges of the problem of youth organization in addition to the need to grow and develop professional cadets of youth organizations.

INTRODUCTION

According to the Ministry of Research, Technology and Higher Education, around 8.8% of the total 7 million unemployed in Indonesia are highly educated college graduates (21). This situation, of course, needs to be considered for work that will be increasingly tight in the Industrial Revolution 4.0 era. In addition to competing with technology-based machines, around 630,000 scholars also have to work with workers who can come to the free market.

Abundant unemployment shows a gap between education and the world of work / industry and the lack of skills possessed by graduates who are oriented to life skills. Life skills education, described by the Ministry of National Education's BBE team, includes five areas, namely self-awareness (self-ability), thinking skills, social skills (social skills), academic skills (academic skills), and vocational skills



(vocational skills). These five fields are very important for the success of education that has positive relevance to the world of work

Ironically, proficiency benchmarks in the education curriculum are more oriented to academic skills, while other skills are lacking. In fact, to equip the young generation to have a broad insight into the world of work or the world of society (reducing difficulties) skills that must be possessed by the younger generation, vocational skills. In addition, they also need to be equipped with personal education, leadership, effective work, skills, public speaking, mental endurance, and nationalism. Through this education they can get more self-identity and national identity.

Character development and life skills of young people cannot be achieved only by using formal education, but also through institutions that have a commitment to young development. The role and youth organization as a component of social participation that needs to be improved and developed by youth organizations as partners in an effort to reduce and solve social problems. In line with this, local organizations as the resources needed to optimize optimally to mobilize the community in various developments, including economic development. Local organizations in the village (as called: *kelurahan*) environment are a forum to meet the needs of the village community.

One of the local organizations in almost every *kelurahan* is Karang Taruna as a place or a place to foster young people. Karang Taruna is a place for young people (both students, and others) to organize early. Through Youth Organization various opinions, talents, interests, and creativity can be channeled. Youth organization is also important to equip its members with life skills. The main tasks and functions of Youth Organization are together with the government and other components of society to tackle various social welfare issues, especially those faced by the younger generation, both those that are preventive, rehabilitation, and the development of the potential of young people in their environment (21) ports, arts, to poverty alleviation and unemployment by making teenagers and young people become entrepreneurs. Based on this, the existence of Karang Taruna as a social organization for the development of young generation has a strategic position and is increasingly needed in answering socio- economic problems, one of which is unemployment (12). Through the empowerment of youth organizations, it is expected that in addition to being able to reduce unemployment in rural areas, it can also increase rural economic growth.

From a quantitative perspective, the number of youth organizations scattered throughout the country is a great potential and has a strategic position to empower young people. According to the Directorate General of Social Empowerment, the number of Youth Organizations has reached more than 65,000 organizations. (12). However, if viewed in terms of quality most (75.65%) still need guidance. This means that the utilization of potential and strategic position for the development of the potential of the young generation is relatively not optimal.

The above conditions are reflected in the number of Youth Organization and the new pilot only reaching 20.35%. This condition is also reflected in the results of an exploratory study on the Youth Organization condition conducted by (2) which revealed some problems of Youth Organization. First, Karang Taruna does not have systematic activities for youth development: a) the activities carried out are more sporadic, and incidental, b) the most common and prominent activities are sports that are used as a means of social development or seeking achievement, 3) business scale productive economy is still relatively small, so it has not been used to support the Youth Organization activities. Secondly, the management of the organization is not going well which is reflected in 1) the Karang Taruna does not have a completed management personnel, 2) others do have complete personnel but are not active in a relatively long period of time. (12).

The effort to empower the Youth Organization in the form of training has actually been carried out for more than three decades. But the form of training and activities is only temporary, in the form of training and not sustainable. Based on this, the empowerment is considered less than optimal and needs to be determined a fit empowerment model to be implemented in the Karang Taruna organization. In this study offered a model of Youth Youth Empowerment that is continuous (sustainable) by forming it into a young entrepreneur (entrepreneur) through an incubator business.

The problem of unemployment and poverty is also experienced by Madura Island. Compared to other regions, Madura Island has a low income level. Research conducted by Jabal Tarik et al (2009) mentions Sampang and Pamekasan districts on the island of Madura, including poor districts in East Java. More than 21.46% of the people live in poverty (BPS East Java, 2017). Referring to the data from BPS also mentioned in 2015 the poverty rate in Sampang reached 236,303 people, in 2016 there were 499,801 people (out of a total population of 916,577 people). This poverty rate appears to be directly proportional to the unemployment rate. The Central Statistics Agency (BPS) Sampang noted that for two years the unemployment rate was high. In 2015 there were 21,826 people. Then in 2016 the unemployment rate became 22,018 people.

Ironically, on the other hand the Madurese people have a high potential of local resources. In this type of food crop, Madura is known as a superior supplier of corn. Several types of palawija, such as soybeans, green beans, even red onions, are also suitable for the conditions of some areas in Madura. In most Madurese coasts, cashew, guava and zalacca are found. But so far these products have only been enjoyed as fresh food. There is no post-harvest handling effort that can make it a commodity that can be enjoyed not only during harvest but also after harvest so as to provide economic value in the future (economic value added)

One effort to overcome this contradiction can be done by optimizing the potential of Madura's local resources in the form of entrepreneurship in the younger generation (Karang Taruna). The existence of Youth Organization as a place to empower young people has a strategic position and is increasingly needed to address the problems of unemployment and poverty. In addition, the support of Madura's local resources is important in this study. The fact that many potential local resources have not been maximized and local Madura values eroded among the younger generation will later become the rationale for empowering young entrepreneurs in this study.

Based on the description above, the problem that can be formulated in this study is how to empower local youth-based youth organizations that can support the sustainability of rural economic growth on the island of Madura?

While the aim to be achieved from this research is to find solutions to the problem of unemployment and poverty in Madura that carries the entrepreneurial spirit based on local resources through empowerment that matches the potential, interests, talents, abilities, skills and skills of youth. In other words, this study aims to provide input in solving the problem of unemployment.

BASIC THEORY AND HYPOTHESES

Study of 'Labor Unemployment Analysis Determined by Theory of Search in the Labor Market in Central Java' (14). Setyadi found that education, age (group 24-39 years), the truth about the probability of finding work and length of time looking for work (14). The higher the education and the higher the probability of finding results and the higher and the longer in search of employment.

Subsequent research on the types of skin, place of residence, age and education (3). Know that the number of unemployed women is more than men. The proportion of unemployed women is more in rural than in urban areas. FAMILY GROUPS, MULTIPLE GROUPS, MORE THAN 35 YEARS GREATER. In terms of education, those with elementary / non-school education have a greater risk in education (3).

Study of factors that influence student interest in entrepreneurship (2). The analysis results obtained are a). the most dominant internal factors that can influence Unair entrepreneurial students are personality, motivation, and the most influential external factors for entrepreneurship are the family environment, b). Internal factors that influence non-exact students are personality and desire to improve, relationships with motivation and personal responsibility.

The occurrence of unemployment throughout is actually very unfortunate because they are in a very effective place, mind, and supported by education that can be used to produce brilliant work. Their talents, interests, and motivation need to be channeled to work that can foster economic growth in rural areas, for example by using an attractive economy from Youth Organization. Moreover, the natural resources and

potential of the creative economy in this region are very large.

Furthermore, Burlew (2005) examined the training model that uses the monitoring process framework. The results of this study found that training gave a strong influence on the affection to further develop creativity, produce organizational goals and develop work quality, as well as economic benefits, at the 0.05 level of significance. Training is something that fundamentally influences return on investment and influences business activities as a whole. Effective training includes knowledge, attitudes, skills and behaviors that direct work organizations to profit. Training priorities must be prioritized on human resources who really need change, growth, learning planning, time that must be provided by the employer. In this study also found that the use of systematic measurement and evaluation tools will be very important to bring the success of training (20).

Based on the research, it was found that the psychological aspects of entrepreneurial interest in small-scale, trade and service sectors hold the key as antecedent factors, namely personality and motivation factors (9). Three hundred samples were taken from entrepreneurship, trade and service and 200 samples from non-entrepreneurs (supervisors, workers) from India. Univariate and multivariate analysis is used to process data. The result is that there is a significant contribution between personality and entrepreneurial interest. The entrepreneurs turned out to show more psychological support, weak working conditions, and less competent than women working in the formal sector. Personality and motivation variables are found to indicate the existence of entrepreneurial interests in industry, trade and public services (20). In the same year, (20) conducted a study on mapping training models in the field of soft skills, hard skills, professional skills and humanistic skills. In the next study Bhattacharyya (1) found that in an effort to start entrepreneurship, developing networks in the beginning is an important starting point and must be done optimally. Formal and informal networks are very necessary to develop this entrepreneurial business (20).

Based on the results of research conducted by (11) regarding the study of unemployment reduction through increased culinary tourism (study on street vendors in Surabaya), the fact that success for street vendors is inseparable from internal factors of street vendors. Based on the results of this study, the PKL community has carried out various programs or activities, including coaching to improve skills / management in running a business. This shows the role of the association (as an organization, the container of PKL) has a strategic meaning for the development of their business. This of course will also apply to Karang Taruna organizations as a forum for young entrepreneurs to develop through various programs that can be offered for the development of young entrepreneur businesses. The results of M. Wispandono's research also conclude that this informal sector (PKL) can contribute to the city government in reducing unemployment and poverty from creative economic activities carried out because PKL still exists in the midst of the development of culinary tourism.

The results of the above studies illustrate the urgency of entrepreneurship and training that needs to be followed by prospective young entrepreneurs as an effort to eradicate poverty and unemployment among the young generation through the creation of a creative economy. As is known that poverty and unemployment in Madura are the largest in East Java. The four districts in this region are the ten largest poverty figures in East Java, with more than 21.46% of the population living in poverty. On the other hand, the potential for creative economy in this region has the potential to be developed, such as the development of the tourism, agriculture, crafts, culinary and performing arts sectors.

METHOD

This research raises the problem of the increasing number of open unemployment young people (Karang Taruna) in Madura which is exacerbated by the fact that the low competitiveness of human resources has resulted in low economic growth in rural Madura. From this phenomenon, this research area is divided

into 3, namely 1) interests, talents, abilities, expertise, personality and skills of youth in Madura. This is important as a basis for the study of HR analysis and the classification of youth specialization programs, 2) the potential, human resource opportunities in Madura. The reason for choosing Sampang and Bangkalan regencies is because they are the lowest income regions in East Java. 3) entrepreneurship that can maintain the sustainability of rural economic development.

Thus, the subjects in this study were three groups, namely Youth Organization, human resources (youth) and empowerment program models. In the subject of youth research, the population in this location is all youth groups in Sampang and Bangkalan regencies. The sampling technique was carried out in cluster random sampling (selected Sokobanah and Dalpenang sub-districts). Whereas in the subject of human resource research that will be studied include young people who are in the productive age group (20-40 years). In the subject of the empowerment program, what will be studied is entrepreneurship that matches the characteristics of youth in Sampang and Bangkalan districts in creating a creative economy.

By using qualitative research designs, in-depth interviews are conducted to build or formulate an empowerment model that must be done in addressing the problems of youth unemployment in Madura. This study uses primary data and secondary data. Primary data was obtained through the results of in-depth interviews aimed directly at research samples and government agencies related to the research topic, namely the Sampang District Dispora. Secondary data used is real time and valid data obtained through desk review of Sampang regency policy and references related to research topics.

In order to collect data and information effectively and efficiently, the implementation of data collection in the field is regulated through the following strategies. To obtain accurate data on the interests, talents, abilities, skills and skills of youth cadets, this research uses in-depth interviews with members of youth organizations. To obtain data about local resources researchers used a survey in the form of questionnaires, in addition to using documentation and literature. While to formulate an empowerment program conducted in Sampang and Bangkalan districts, researchers used in-depth interviews

Analysis of data in this research through an analytical work process consisting of three activities. The process occurs simultaneously as an interrelated one before, and after data collection. The three lines of activity are data reduction, data presentation, and conclusion drawing (7). This analysis process is carried out simultaneously with the data collection process.

After the rough data in the form of written notes from the field, interviews, photographs, library books, and other references were collected, the data reduction began. Then the data is processed and concluded according to the formulation of the problem, then a final report is written.

Conclusions need to be verified to be sufficiently robust and truly accountable. Therefore, repetition activities need to be done for the purpose of stabilization, searching data again quickly. Verification can also be in the form of activities carried out by developing more accuracy, for example by discussing. Verification can even be done by replicating in other data units. Basically the meaning of the data must be tested for validity so that the conclusions of the research become more robust and more reliable. (16).

In this study, data reduction was carried out when data on youth potential that included interests, talents and expertise of youth organizations; data on the potential of local resources and data on barriers to empowerment programs that have been carried out by the Sampang and Bangkalan regencies. In this case the process of selection, focusing, abstracting and transforming rough data that emerged from the process of distributing questionnaires and in-depth interviews was carried out. After the data reduction is complete, data is presented by compiling a youth empowerment model to solve the problems of high youth unemployment and the low competitiveness of local resources. The three components of the analysis above, the activity in the form of interaction with the data collection process so as to form a cycle that is carried out continuously. With this form the researcher keeps moving between the three components with the data collection component during the research process.

The level of truth or validity of information regarding the problems in this study is determined by the method of triangulation, namely the validity of data verification techniques that utilize something other than the data for checking purposes or as a comparison of the data. Four common types of triangulation are the use of sources, methods, researchers and theory (11; 14; 16).

In this study the validity or stabilization and correctness of information is achieved by using two triangulation techniques, namely:

1. Source Triangulation

This technique means comparing and checking the degree of information collected from different sources at the same time. This is done by:

- a. Compare what is called the same informant in a different scope.
- b. Share information about the same topic from information with different statuses.
- c. Compare the results of interviews with documents and results of recording.

2. Triangulation of researchers

Discussing the results of research that were almost completed carried out this triangulation. In this way other researchers were introduced which could not be used in this study to discuss interim reports. From this method the stability and validity of the research can be developed through various perspectives and the wisdom of the researchers, the mindset and interpretation become more tested.

RESULTS AND DISCUSSION

One of the organizations that has a commitment to the development of the younger generation and is assumed to have been owned by every village or kelurahan is the Karang Taruna organization. This organization has been initiated since 1960. The main tasks and tasks are as a vehicle for the development of young people (including the empowerment of youth). Functionally, since the enactment of Law No.22 of 1999 concerning Regional Autonomy, the formation of Youth Organization is under the authority of the Regional Government, while the Center (Sub Directorate of Karang Taruna, Directorate of Improving the Role of Community Social Institutions and Partnerships) is more facilitating.

Based on data in the field and interviews, find the main corals from both internal and external. Barriers to internal activities of Karang Taruna are revealed to be active members, incidental and non-routine activity programs, and classic problems, namely activities. (interview with Faurus, head of the youth organization Dalpenang Sampang, 1 August 2013). Internal barriers are done because of several things. At least members are active because of a number of problems, such as busyness because they are still in school, or busy with domestic matters. Carry out tasks from developing the potential of youth clubs. According to the admission of the cadets, the main problem is the problem. During this time youth cadets were not heard echoing their activities due to lack of funds. Still according to the youth board, the institute had submitted a proposal for youth activities to several parties and still continued to fail. The youth organization can submit a proposal to the Ministry of Youth and Sports, Ministry of Social Affairs.

In reality, there are still many obstacles and challenges faced by Karang Taruna which include:

1. Karang Taruna Activities that are still recreational and only fill free time;
2. The creative economy business scale is still relatively small, so it cannot be utilized to support economic growth.
3. The management of the organization is not going well which is reflected in a) some Karang Taruna do not have complete personnel / management, b) some others do have complete personnel but are not active in a relatively long period of time
4. Lack of professional cadres;
5. The lack of responsiveness of the community's attitude towards developing the quality of Youth

Organization;

6. Doubts about the parties or institutions related to the potential of Youth Organization so that they are given little opportunity for the role of development.

All of the constraints mentioned above are indeed a challenge for the existence of youth organizations. Therefore, the self-improvement of youth organization, especially for its members, is required to always improve the quality level in various fields in the face of social / developing conditions.

Efforts to improve the quality of coral cadets must be balanced by cadets in motivating to develop their roles and functions optimally in order to achieve the youth village. The steps that must be taken include:

1. Organizational Management Arrangement is a concrete step to answer the challenges of organizational problems. The details are as follows:
 - a. Organizational consolidation
 - b. Organizational structure or mechanism directed at the development of working groups (working groups)
 - c. Improved coordination and communication
 - d. A more orderly administration arrangement
2. Grow and develop cadets of professional cadets through trainings

The scope of managing the organizational process of the Karang Taruna organization should be in line with rural development, where each village will have different characters. Thus the color and pattern of management of youth cadets will be different from each other.

In the context of entrepreneurial interest, there will be some obstacles. However, to start being an entrepreneur there is many obstacles that will be faced by members of this youth organization. These constraints include psychological factors such as: avoiding risks, fear of failure, avoiding stress levels and high work intensity and other factors such as lack of social networks, tight competition, lack of access to their location and capital. Therefore, having a good understanding of factors that influence entrepreneurial tendencies and barriers to entrepreneurship is needed to formulate effective policies in order to reduce unemployed graduates. Understanding the barriers to entrepreneurship will help policy makers in formulating strategies to reduce or eliminate these obstacles in order to increase entrepreneurial activity.

HR analysis: the potential, interests, talents, abilities, skills and skills of the youth of Karang Taruna Sampang

Youth Organization is a vehicle for developing and developing young people who grow on the basis of awareness and sense of social responsibility from, by. and for the community, especially the younger generation in the village / kelurahan area that is engaged primarily in the field of social welfare. This description confirms, that the Youth Organization is an independent, independent and local organization based in the village or kelurahan.

Based on the results of surveys and interviews with the management and members of the Taruna group in Sampang, it can be described in general about the interests, talents, skills and skills they have as follows:

Most members of Karang Taruna have an interest in several fields of creative economy, including printing, photography, computer design, food processing (culinary). The fields that are of interest to the members of this youth group, actually for now it has become the latest "trend" in the business field.

Photography, printing, computer design has become a major area of interest because today is the era of information technology which demands that every business sector is inseparable from this field.

- The members of this youth group are very interested in the profession of entrepreneurship, meaning they have an interest in the field of entrepreneurship. If this is associated with their potential as a young generation, then it is very promising for the development of an entrepreneurial spirit in the region.

- In connection with their interest in the field of entrepreneurship, the members of this youth organization already know what they want in entrepreneurship. This shows that as prospective entrepreneurs they have high confidence and optimism in running their business later.
- As a young generation with an interest in entrepreneurship, the members of this youth organization have the spirit and confidence in running the entrepreneurial profession.
- However, they also realize the importance of the role of others in helping their businesses later. In their view, the help of others becomes very important both in the form of material and non-material assistance.
- The assistance they expect from their closest people, such as close friends, relatives or other parties.
- They are also fully aware that in pioneering any business later, peacock is required to never feel bored. This shows that they realize that one of the keys to business success is perseverance and not easily bored.

The findings above are relevant to the creation of a creative economy among the community, especially the younger generation. Pamekasan Regency for example, the community, especially the younger generation, began to work on this creative economy such as advertising, architecture, art, craft, design, production of fashion clothing, film, food and photography, publishing and printing, and television and radio. Then at least there are several tourist attractions in Madura that can be used to support the regional economy such as the Suramadu Bridge, Rongkang Beach, Abadi Fire, Jaddih Mountain, Karapan Sapi, Sumenep Palace Museum, Kalianget Old Town, and so on. Besides that, there are still crafts, Madura batik fashion, designs, and typical food / chips that cannot escape Madura identity (12).

Discussion

Based on the description above, this research is important and different from existing research. In this study a solution to the problem of unemployment and poverty will be sought which promotes the spirit of entrepreneurship through empowerment that matches the potential, interests, talents, abilities, skills and skills of youth youth in Madura for sustainable growth of the rural economy.

The entrepreneurial spirit that was carried out in this study was a model to overcome unemployment in the form of empowerment which was realized in the form of entrepreneurial training in the establishment of an incubator business unit in Karang Taruna. This model was chosen because in addition to the unemployment problem, the fact that Madura's local values began to erode among the younger generation and the lack of synergy between HR-making universities and stakeholder needs became complex problems found in this research area.

Empowerment which is translated from the word Empowerment (English) has 3 (three) important meanings, namely: to enable (make capable), to chance (give opportunity), and to permit (give permission). These three meanings can be described as follows:

To enable, it has the meaning of how all the efforts that need to be done by youth organizations to make the members of youth organizations can become more capable in overcoming the problem of unemployment. All of these efforts can be realized in the form of training, education, supervision, etc. Providing training as a form of effort to make the members of the organization of youth organizations must be able to answer the problem of unemployment and poverty. In this context, the results of research conducted(18;19).

Burlew examines the training model that uses a monitoring process framework to reduce disguise unemployment in organizations. The results of this study found that training gave a strong influence on the affection to further develop creativity, produce organizational goals and develop work quality, as well as economic benefits, at the 0.05 level of significance. Training is something that fundamentally influences return on investment and influences business activities as a whole. Effective training includes knowledge, attitudes, skills and behaviors that direct work organizations to profit. Training priorities must be prioritized on human resources who really need change, growth, learning planning, time that must be provided by the employer. In this study also found that the use of systematic measurement and evaluation tools will be very important to bring the success of training (20). Meanwhile, from the research results of M. Wispandono (2012), it was found that in order to create competitive entrepreneurs, there needs to be training in the use of right brain optimization, exemplified by Google's success in running a business by utilizing the right brain. Google, in running its business, utilizes the uniqueness of right-brain thinking (which thinks upside down - its opponents think the sequential, logical left brain) (18;19). Google's main service is search engines - search engines on the internet - which are free for anyone. Google has been thinking creatively using the right brain. Google thinks upside down from most people think. Good service prices must be expensive. But Google with the style of thinking the right brain instead thinks otherwise: providing high quality services at a price of 0 or free.

The second meaning of empowerment is to chance. This shows how the organization of youth organizations can provide the widest possible opportunity for members of youth organizations to improve their abilities and potential, such as the ability / skills in communicating. Capacity building and potential to be the basis for developing entrepreneurial talent. In this context Bhattacharyya (2010) found that in an effort to start entrepreneurship, developing networks in the first place is an important starting point and must be done optimally. Formal and informal networks are very necessary to develop this entrepreneurial business (20). Network development requires the requirements of effective communication skills.

The third meaning of empowerment is to permit. This illustrates how the hearts and minds of the leaders of youth organizations to allow their members to take actions or activities related to improving their education and skills as obtained in the findings of this study. Based on the findings of this study, most members of Karang Taruna in this region have a great interest in the field of entrepreneurship. Although they personally have a variety of hobbies such as sports, music, but they have a high interest as entrepreneurs. This shows that the young generation in this region's youth has a strong desire to gain knowledge about entrepreneurship to support their interests and desires.

This strong desire to acquire knowledge in the field of entrepreneurship must get a positive response from the elite management of youth organization, which is realized, in the form of granting permission to attend various education and training. Moreover, the organization's elites can work for various educational and training activities for free by cooperating with relevant agencies (government / service, BUMN / D and or private). This step needs to be realized by cooperating in the form of a memorandum of understanding (MoU) so that youth empowerment programs can be realized. This is not too difficult to run because BUMN / D and or the private sector have a corporate social responsibility program (CSR) which is directed to help empower the community and youth economy through providing hard and soft assistance.

The meaning and understanding of empowerment above becomes more meaningful when coupled with the right mindset regarding empowerment. The empowerment mindset must be reviewed from two different perspectives, from the point of view of the elite management of the youth organization and from the point of view of youth members. Based on the point of view of the youth cadets of the youth organization, empowerment is seen from the basic beliefs and basic values in understanding empowerment. The basic beliefs that need to be possessed by elite cadets are:

- (1) Karang Taruna members are human. The word "human" refers to the meaning that members of Karang Taruna as humans have advantages and disadvantages. Therefore, when they are going to run a business (being entrepreneurs), they need to investigate the advantages and disadvantages of what they have in the aspects of: cognitive, affective, and psychomotor. The cognitive aspect encompasses the ability to understand business, analyze consumers / markets and competitors, and evaluate business performance. The affective aspect encompasses the ability to accept, appreciate, and respond to business competition even on a micro scale. Psychomotor aspects cover the ability to use and assemble various methods or techniques in running a business appropriately.
- (2) Karang Taruna members are basically good. This shows that when they run a job or business, they do not want to make mistakes that can harm themselves. Therefore they will try to minimize error rates. Even if they have errors, it is beyond their ability, so it becomes the duty of the youth committee to conduct training.
- (3) Bureaucracy kills initiative. Therefore, in the organization, youth organizations do not need to have a lot of complicated rules and procedures that can kill the initiative and creativity of members of the youth organization. Give them the freedom to express their ability to run a business later.
- (4) The task of the organization of youth organizations is to provide training and support to members in conducting business.

In addition to the basic beliefs that need to be owned by elites who manage the organization of youth organizations are basic values, which include: honesty and humility. As an administrator of the organization, it must be trusted and liked by its members. Capital for that is honesty and humility to want to accept and help deal with the difficulties faced by members of the youth organization.

Based on the point of view of the members of the youth organization, empowerment must be seen from the beliefs and basic values they need to have. These basic beliefs include:

- (1) Empowerment is based on the trust of the organization's management to members of the youth organization. Therefore, it is an obligation for members to be able to demonstrate the achievements of the activities or work that have been carried out, such as achievements in education, sports, arts, etc. The existence of this achievement can be used as a basis for the management of the youth organization to conduct a selection if there are limited training activities and so on.
Trust is based on competence and character. Competence as described above and strong character as a formidable self-identity can be used as a guide for the organization of youth organizations to empower through various youth activities, such as the members of this youth organization already know what they want in entrepreneurship. This shows that as prospective entrepreneurs they have high confidence and optimism in running their business later.

CONCLUSION

Youth clubs as a forum for young people in channeling their talents, abilities and creativity have a strategic position and are increasingly needed to address the problems of unemployment and poverty. One role that can be played is through the development of entrepreneurship. In its effort to form a strong young entrepreneur, an empowerment model is needed that has a mindset on the basic beliefs and values that need to be possessed by elite organizers of youth organizations and their members.

Based on observations in the field, it turns out that the empowerment model formulated in this study can be used to create successful young entrepreneurs by starting to implement a comprehensive strategy, direct experience and community support. The development of effective ways to grow young entrepreneurs is to

involve the role of education, society, adults and the entrepreneur community in this engagement strategy.

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