The Effect of Training And Motivation On Human Resources Improvement Of Coastal CommunitiesTiwoho Village

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ABSTRACT: Coastal communities are a group of people who live in coastal areas, who live together and fulfill their needs from the resources available in the coastal areas, and utilize natural resources or environmental services in the coastal areas. In general, coastal communities are still at the poverty line because they do not have a choice of livelihood, their education level is low and they do not know and realize the sustainability of resources and the environment, therefore they need training and motivation to improve their quality of life.

The purpose of this research is to provide opportunities for the community to increase new skills and abilities in work through training and motivation. In other words, training and motivation are useful for helping community members understand how to work effectively to produce quality services and products. Training and motivation are learning activities and practices for a good purpose, carried out repeatedly and continuously to improve human abilities. This research is limited to only one village community in Wori District, namely Tiwoho Village. This study uses qualitative descriptive analytical methods where the research emphasis is not on the results but on the process, with the following stages: Identifying problems, determining research focus, determining research focus, collecting data and then processing and interpreting data, theory emergence and finally reporting research results. The output of this research is the International journal Of Arts and Humanities Social Science.

Keywords: Training, Motivation, Human Resources, Coastal Communities

I. INTRODUCTION

The four main problems faced by coastal communities are the level of poverty, damage to coastal resources, the low independence of village social organizations, and the lack of infrastructure and environmental health in village settlements. Poverty is closely related to unemployment. Based on BPS 2020 data, the open unemployment rate reached 7.7% of the 138.22 million workforce, meaning that there were 9.77 million people who were classified as open unemployment, and there was still a number of underemployed unemployment which was twice the percentage above. Based on the classification of residence, there are 4.71% of the unemployed population living in rural areas. Tiwoho village is located on the west coast of North Minahasa Regency, is one of the villages in the Bunaken National Park area based on the Decree of the Minister of Forestry No. 730/Kpts-II/1991). Geographically, Tiwoho Village is located at the position of 01˚ 35.29' 19" North Latitude and 124˚ 50.16' 22" East Longitude, with an altitude of 0 - 400 m above sea level. The area of this village covers an area of 557.3 hectares, mostly consisting of coconut plantations, fields, and mangroves. Topographically, Tiwoho Village is flat and hilly. With a soil slope of 0 – 200, with an air humidity of 70%, a minimum temperature of 290 C and a maximum of 350 C, the average temperature reaches 330 C, and an average rainfall of 400-600 mm. Most of the land is used by the community for agricultural land and plantations because most of the Tiwoho village people are farmers but also have fishing skills.

Like most coastal villages, the problem of limited education, lack of opportunity to access and master modern technology and lack of sufficient capital are internal factors that often complicate efforts to empower fishermen's lives. On the other hand, a number of external factors, such as the increasingly limited potential of marine resources that can be utilized by fishermen, increasingly intensive competition, market mechanisms, the bargaining position of fishermen in front of middlemen, the state of fishing port infrastructure, and the jurisdiction of autonomous regions are additional burdens that further exacerbate the poverty pressures that exist. faced by the people of this coastal village of Tiwoho. To solve these problems, efforts are needed to develop human resources through the provision of training and motivation so that the knowledge and skills of the community can be increased, which in turn can make creative efforts that are environmentally sound to meet their needs and achieve their welfare. Human resource development in a broad sense is the entire process of coaching to improve the quality and standard of human life of a country, while in a narrow sense human resource development is an increase in education and training or an effort to increase knowledge and skills as an endless process, especially self-development. As a tourist destination, various efforts have been made by the government to help the Tiwoho community in the field of education and training, one of which is the Start Your Green Business training or abbreviated as SYGB which aims to improve people's lives through training for business owners. small businesses or village youths who want to start their own eco-friendly business ventures.

The SYGB training was carried out in March 2021, but from the observations made, it turns out that there has not been an increase in business in Tiwoho village. Problem Formulation :Is there any effect of SYGB training on improving human resources in Tiwoho village? And How does the SYGB training affect the improvement of human resources in Tiwoho village? Troubleshooting : Given the many fields that can describe the increase in human resources, the effect of increasing human resources is limited to increasing environmentally friendly businesses (Green Business) carried out by the Tiwoho village community.

Training.

Training is an activity to improve one's work ability in relation to economic activity. The training assists participants in understanding practical knowledge and its application, in order to improve the skills, abilities and attitudes needed by the organization in achieving its goals. According to Elfrianto (2009) training is the process of teaching new or existing employees the basic skills they need to carry out their jobs. Training is one of the efforts to improve the quality of human resources in the world of work. Training (training) according to Andri S.Dkk (2016) is a process where people achieve certain abilities to help achieve organizational goals. Therefore, this process is tied to various organizational goals, training can be viewed narrowly or broadly. On a limited basis, training provides employees with specific and recognizable knowledge and skills used in their current job. Meanwhile, Payaman Simanjuntak (2005) defines training as part of human investment to improve work skills and abilities, and thereby improve employee performance. Training is usually carried out with a curriculum that is tailored to the needs of the position, given in a relatively short time, to equip a person with job skills. Development is more focused on increasing decision-making abilities and expanding human relations for upper and middle management levels, while training is intended for lower level employees (executors). According to Andrew E. Sikula, training is a short-term educational process that uses a systematic and organized procedure in which non-managerial employees learn technical knowledge and skills for limited purposes. Development is a long-term educational process that uses an organized systematic procedure in which managerial employees learn conceptual and theoretical knowledge in order to achieve common goals. Thus, the term training is intended for implementing employees in order to improve knowledge and technical skills, while development is intended for managerial level employees in order to improve conceptual abilities, decision-making abilities and expand human relations. Training And Development Components : a. Training and development goals and objectives must be clear and measurable, b. Trainers must have adequate qualifications,c. Training and development materials must be adapted to the objectives to be achieved,d. The method of training and development must be in accordance with the ability level of the participants, e. Training and development participants (trainees) must meet the specified requirements.

Training And Development Goals : a. Increase appreciation of the soul and ideology, b. Increase work productivity,c. Improve work quality,d. Improve the accuracy of HR planning,e. Improve morale and work spirit,f. Increase stimulation so that employees are able to perform optimally,g. Improve occupational health and safety,h. Improve employee development.

Factors To Consider In Training And Development : a. Employee Individual Difference,b. Relationship With Analysis Position,c. Motivation,d. Active Participation,e. Selection of Training Participants,f. Training And Development Method :

a. On The Job : The procedure of this method is informal, simple and easy observation and practical. Employees learn their jobs by observing the behavior of other workers at work. Where senior employees provide examples of how to do the job and new training pays attention to it. The function of the on the job training method, among others, is that the supervisor is able to attract the sympathy of the trainee employees, therefore supervisors must be adequately trained. The on the job training method is very appropriate, suitable for teaching knowledge, skills that can be learned in the on the job training method must be done at the same time and for the same job. On the job training is also very appropriate for semi-skilled training, such as clerical, sales or sales clerks. The benefit of the on the job training method is that participants learn with real equipment and in a clear working environment.

b. Demonstration methods and examples : A demonstration shows and plans how a job or how something is done. The demonstration method involves describing and demonstrating something through examples. This method is a very effective training method because it is easier to show participants how to do a task to be done. Can be used for mechanical operations and interpersonal relationships.

c.Simulation :Simulation is a situation or event that creates a form of reality or an imitation of reality. This simulation is complementary, as a duplicate technique that approximates the real conditions on the job. This simulation method is a very expensive training method, but it is very useful and necessary in training.

d.Apprenticeship: apprenticeship training method is a way of developing the skills of craftsmen or carpenters. This method is also based on on the job training by providing instructions on how to do it. The apprenticeship method does not have a standard format. Participant employees receive general guidance and they can immediately do their work.

e.Role play method : It is a form of expected behavior. Participants are informed of an impression and the role they must play. During role play, two or more participants are given parts to play before the group rests. The passages are characterized, but do not involve memory (memory). Role playing is primarily used to provide opportunities for participants to learn human relationship skills through practice, developing an understanding of the effect their behavior has on other participants. The benefits of the role playing method are first, learning through action. The second emphasizes the sensitivity of humans and their interactions. The three results of knowledge are immediately obtained and the fourth generates high interest and involvement.

f. Planning guidance : The planning guidance method consists of a series of steps that serve as guidelines in carrying out a job or group of work implementation. The planned guidance method includes steps that have been arranged in advance regarding procedures related to mastering specific skills or general knowledge. Guidance plans can use books, manuals (manuals), teaching instruction machines (teaching machines). The benefit of the planning guidance method is that the participants first learn in their own way. Second, the material being studied is divided into small units, so that it can be easily absorbed and remembered by the participants. Three differences between participants can be noted. The weaknesses of the planning guidance method are, first, the teaching position is impersonal. Both facts of learning progress do not occur until the preliminary information is learned. Third, only real subject matter can be programmed. The four philosophies and attitude concepts related to motor skills cannot be taught through the planning guidance method. The five costs involved are enormous.

Motivation.

Motivation is an impulse, desire or interest that is so great within, to achieve a certain desire, ideals and goals. The existence of motivation will make individuals try their best to achieve what they want. Someone who has high motivation will have a good impact on their lives. The high motivation will change their behavior, to reach their goals and live a better life. Therefore, everyone really needs motivation for themselves, so they don't give up easily and feel down, and can get up quickly when they fail.

Motivation Theory

1. Maslow's Theory

Maslow's theory assumes that individuals will have behavior to encourage their lives, in order to meet all the needs of life, individuals tend to try to fulfill their first needs, then they will fulfill their second, third and so on. This will continue to happen, to fulfill the priorities in his life.

2. Theory of Justice

This theory has been developed by: Adam Smith and suggests that in this theory there are 4 main components, namely outcome, input, equity in equity and comparison person.

Outcome means anything that produces, for example, wages, bonuses or promotions. Usually someone will be motivated to get that outcome.

Input is an award that is obtained to support its performance. Meanwhile, equity in equity is a comparison between employee input and outcome with one another.

Finally, the comparison person is the opportunity for an individual to become an employee in a particular company or organization.

3. Expectancy Theory

As the name suggests, this theory is developed based on the individual's expectations to achieve everything he wants. So, individuals who have hope will definitely work hard to make it happen.

4. Achievement Motivation Theory

This theory was discovered and developed by Hasibuan. He argued that within an employee must have potential energy. This potential energy can be released by each individual, based on the amount of encouragement that is within him. Thus, this energy can generate hope, achievement as well as success in carrying out work.

Types of Motivation: Motivation is divided into two types. The first is internal motivation, namely motivation that comes from within each individual. The motivation grows from within without any influence from others. The second is external motivation. In contrast to internal motivation, external motivation comes from outside the individual itself. This means that this motivation arises due to stimulation or influence from other people, as well as things that come from outside of him.

Factors Affecting Motivation : In addition to the types of motivation, there are also factors that influence the motivation that exists in each individual.

1. Satisfaction Factor.

Satisfactory factors or also called satisfiers are factors that come from within oneself. Therefore, the satisfying factor can also be referred to as intrinsic motivation. The existence of a satisfying factor will encourage each individual to always get an achievement. This achievement is certainly able to provide a sense of satisfaction. The things that affect the satisfaction factor are as follows:

(A). Achievement will be the main impetus for someone to be enthusiastic about work. He will provide good quality work, always innovate and provide satisfactory results, so that he is able to achieve achievements. (B). Responsibilities; In addition to achievement there is also responsibility or responsibility. Every individual must have a sense of responsibility in him. It is this sense of responsibility that can encourage individuals to do their best work. (C). Job satisfaction ; Job satisfaction is a theory developed and derived from the level of satisfaction equation. This theory suggests that a person's personality will determine his own job satisfaction.

2. Nurturing Factor

The nurturing factor comes from outside the individual, so it can be referred to as extrinsic motivation. Extrinsic motivation is influenced by other individuals or other things outside the individual.

How to Increase Work Motivation. Not all individuals have high motivation, so it is not surprising that the achievements or achievements of each individual are also different. Currently, there are many phenomena of life that make individuals lose motivation. As a result, he will despair and give up, and make himself not have the spirit to live his life and work. The following is given how to increase work motivation as follows: 1. Find a job according to your interests and talents; Getting a job that matches your interests and talents will increase your motivation to work. You will be happy and sincere to do the work. There will be many innovations and new ideas that you will release, so you will also spur yourself to always excel at work. Do the work with pleasure, so that you will be self-motivated. 2. Positive Thinking; Positive thinking will certainly greatly affect the high and low motivation that is inside. Therefore, think positively so that good energies are channeled in the body. This will provide a good stimulus as well, so that it will cause great motivation in oneself to do a job as well as possible.3. Keep Learning; You have to keep learning to discover new things that come from outside. The encouragement from the outside can increase your work motivation for the better. You will find many meaningful lessons out there.4. Rest Enough ; Adequate quality rest can also spur motivation within. Take a break when your brain and body refuse to work. Body health is also important, to maintain fitness. Good physical fitness can produce good motivation as well. So, love your body, don't be forced to keep working. 5. Get Appropriate Appreciation; Appreciation in a job will certainly be a goal in life. For that, make sure that you have received an award or salary that is in accordance with your work.

Functions and Purposes of Motivation : 1. Determine the Direction of the Step. Motivation will be able to guide you in determining the steps in life. Whether such as the goals to be achieved, the achievements to be obtained as well as everything you want. This motivation will move you to always do the best things in life. So, motivation can also determine your success in life, 2. Determining Action Decision.While living life, of course there will be many actions taken, both small and large risks. The purpose and motivation itself is to determine every action taken. Is a decision to take the right action? What are the future impacts and risks? It all depends on the motivation that is within you. So, develop your motivation well, so that all decisions have a good impact in life, 3. Selecting Actions Through motivation, you will be able to determine the various actions that are necessary and unnecessary. This means that you will be able to determine the actions that will give good results in the future. You will be able to do it with the least risk.

Human Resources

Human resources (HR) is a very important factor that cannot even be separated from an organization, both institutions and companies. HR is also the key that determines the development of the company. In essence, HR is in the form of humans who are employed in an organization as movers, thinkers and planners to achieve the goals of the organization. Hamid A (2020).

A. Definition of Human Resources. Muhammad Yusuf (2016) divides the notion of HR into two parts, namely: micro and macro understanding. The definition of human resources in micro is individuals who work and become members of a company or institution and are commonly referred to as employees, laborers, employees, workers, workers and so on. Meanwhile, the macro definition of HR is the population of a country who has entered the age of the workforce, both those who have not worked and those who have worked.

B. Human Resources Data Component : Syaiful Bahri Jamarah (2017) groups the components of HR data to improve and manage HR in developing a business, namely : 1). Quality of work and innovation: Quality of work is a result that can be measured by the effectiveness and efficiency of a job done by human resources or other resources in achieving the goals or objectives of the company properly and efficiently. Inovativeness is the ability of a person to utilize his abilities and expertise to produce new work, 2). Honesty at work: Honesty in addition to bringing many positive impacts also leads to a much better life. The importance of honesty in our

work must be applied from an early age so that we always be honest in various actions, 3). Attendance at work : The presence of an employee is an obligation that must be done unless there are other matters that are important and can be accounted for by the person concerned. The employee attendance system has been determined and regulated by the company and then implemented in each department., 4). Attitude at work : A positive attitude is needed especially if you find problems at work. Do not immediately give up but try to find various ways to find solutions to the problem. It could be a step to reach a higher position so finish it with a clear heart, 5). Initiative and creative : A person will be said to be creative if he is able to make or create something, whether it is the result of thoughts or assumptions from people who have never seen the things he has made, but a creative person is not necessarily an initiative, while someone will be said to have initiative if he is able to do something without realizing it. by other people around him, maybe he always relies on himself in doing anything, but people who have initiative are not necessarily creative. Cooperation with other parties. Cooperation with other parties is very necessary in work, because cooperation will help smooth the work and the running of a job, 6). Reliability at work: Reliability in maintaining work means being able to undergo compliance with moral principles and work ethics; able to develop self-character that obeys morals and ethics; able to maintain honesty and sincerity to contribute to the progress of the company, and able to free oneself from the control and negative influence of others, 7). Knowledge of work :   Knowledge that must be possessed by a worker in order to be able to do work properly, this work experience before being placed and must be obtained when he works in the job, 8). Responsibility for work: In being responsible means we are solving a problem. At work there are always mistakes that we make. And these mistakes must be accounted for, must be resolved. When we solve the problem we must be wise in choosing how to solve the problem. This is so that the sense of responsibility that we have done can be successful. So that we can solve the problem wisely, 9). Utilization of time at work: Time is not only equal to money, but more than that. Time is the most difficult intangible asset to control. That's why we have to use time more efficiently.

C. Human Resource Management Goals : The goal of HR management is to increase the productive contribution of people within the company in a number of ways that are strategically, ethically and socially responsible.

D. Benefits of Human Resource Management : a). Reduce and eliminate poor performance In this case, development activities will improve the performance of current employees, who are felt to be unable to work effectively and are aimed at achieving work effectiveness as expected by the organization. b). Increase productivity: By participating in development activities, employees also gain additional new skills and knowledge that are useful for the implementation of their work. In this way, it is also hoped that it will indirectly increase work productivity, c). Increase the flexibility of the workforce: With the increasing number of skills possessed by employees, it will be more flexible and easier to adapt to the possibility of changes that occur in the organizational environment. For example, if the organization requires employees with certain qualifications, the organization does not need to add new employees, because the employees already have sufficient qualifications for the job, d). Increase employee commitment. Through development activities, employees are expected to have a good perception of the organization which will indirectly increase employee work commitment and can motivate them to display good performance, e). Reduce turnover and absenteeism : That the greater the employee's commitment to the organization will have an impact on the reduction of the absentee turn over rate. Thus also means increasing organizational productivity.

E. Implementation of Human Resource Management. HR Management Through Motivation.   Motivation is a stimulus and encouragement for employees to work harder and more productively. Motivation can be in the form of inspiration, enthusiasm and encouragement to employees so that they can work well in accordance with the wishes of entrepreneurs. Motivation can be given in two ways: 1) Semi-material incentives: this motivation is not in the form of money, such as: placing employees in the right places, providing educational training/courses, providing work facilities, etc. 2) Material incentives: providing motivation by giving wages/salaries/bonuses are adequate and sufficient for their daily needs.

F. How to Motivate Human Resources

1). Take an emotional approach to employees.The emotional closeness between a leader and a proportional subordinate will make a subordinate feel more comfortable when interacting. Convenience will foster good relationships, and good relationships can foster a sense of love for the company. Love and a sense of belonging will make someone have a good work motivation towards your company.

2). Employee motivation is built based on role models. Exemplary includes exemplary attitudes, morals, performance, intelligence and so on. Motivation will be strong when a leader has things that are appropriate to be transmitted to employees or subordinates.

3). Involve employees or subordinates to provide suggestions, ideas and suggestions.Employee motivation will be awakened if he is given the opportunity to convey ideas, ideas or suggestions that are constructive for the development of the company. Providing the opportunity to convey these ideas, suggestions and ideas will also make the quality of the company's human resources grow. It could be that their proposal or idea is more brilliant and new than what you think.

4. Explaining the vision, mission, goals and noble mission of the company for the community. Doing business is not solely intended for the benefit of the company owner's personal profit, but also has a mission of benefiting the community.

Coastal Society.

The definition of coastal areas is carried out on three approaches, namely the ecological approach, the administrative approach, and the planning approach. Viewed from the ecological aspect, coastal areas are areas that are still influenced by marine processes, where towards the sea includes areas that are still influenced by land processes such as sedimentation. Viewed from the administrative aspect, a coastal area is an area that administratively has an upstream outermost boundary from a sub-district or district or city that has an upstream, and towards the sea as far as 12 miles from the coastline for a province or 1/3 of 12 miles for a district/city. . Meanwhile, viewed from the planning aspect, the coastal area is a management planning area and is focused on handling issues that will be handled responsibly (Academic Paper on Coastal Area Management, 2000). Dahuri et al. (2004) stated that, integrated management of coastal and marine areas is a coastal area management approach that involves two or more ecosystems, resources, and integrated use (development) activities in order to achieve sustainable coastal area development. In this context, integration contains three dimensions: sectoral, scientific field, and ecological linkage. Sectoral integration means that there needs to be coordination of tasks, authorities and responsibilities between sectors or government agencies at certain government levels (horizontal integration); and between levels of government from the village, sub-district, district, province, to the central level (vertical integration). The integration of scientific viewpoints requires that the management of coastal areas should be carried out on the basis of interdisciplinary approaches, involving the fields of economics, ecology, engineering, sociology, law and other relevant fields because coastal areas basically consist of social systems and systems. nature that is intertwined in a complex and dynamic manner. Clark (1996) states that integrated coastal area management is a planning activity to manage coastal resources through participation or involvement by economic sectors, government agencies, and non-governmental institutions that have links with coastal area management. The concept of empowerment in the discourse of community development is always associated with the concepts of independence, participation, networking and justice. Basically, empowerment is placed on the strength of the individual and social levels. Empowerment implies the existence of a tough and strong mental attitude (Hikmat, 2001). From the concept of empowerment, it can be said that the empowerment of coastal and marine communities is the empowerment of coastal communities to utilize and manage fishery and marine resources optimally and sustainably as an effort to improve their welfare. According to Soesilowati in Latif (1999), there are several strategies that can be done to empowering coastal communities, namely: 1. Facilitative strategy is a strategy that expects the target group of a program to be aware of the choices and resources they have. This strategy is known as a cooperative strategy, where agents of change together with the community seek a solution to a problem. 2. Educational Strategy, namely a strategy that provides knowledge and expertise to the community to be empowered. 3. Persuasive Strategy, which is a strategy that seeks to bring about change through habits in behavior. This strategy is more suitable when people are not aware of the need for change or have low commitment to change. 4. Power strategy, which is a strategy that requires change agents who have the resources to give bonuses or sanctions to targets and have access to monopolies. The essence of the four empowerment strategies above is to provide the best management method that must be done so that coastal communities are willing and able to manage the resources they have.

II. METHOD

The research method used in this study is a qualitative method, which aims to: (1) describe an activity process based on what is happening in the field, as a study material to find deficiencies and weaknesses so that efforts to improve them are determined; (2). Analyzing and interpreting facts, phenomena and events that occur in the field as they are in the context of space and time, as well as the natural environment of a field of study; (3). A study based on data - and information, which occurs in the field (inductive) for the purposes of further testing through a quantitative approach (Gunawan, 2015:105-106). The location of this research is in Tiwoho Village, Wori District, North Minahasa Regency. North Sulawesi Province. The population in this study were all the people of Tiwoho village, but the sample was people who had attended start your green business training. (SYGB). Nasution (2004) in A. Lumettu et al (2019: 7) argues that in qualitative research only sources that can provide information that can be sampled so that only participants who are ready to take part in this research series will be sampled. Lofland and Lofland in A. Lumettu et al (2019: 7) state that the main data sources of qualitative research are actions, words, documents and other sources. So that the source of this research data is all people who have attended the SYGB training. The instruments in this research are: 1. Interview using an interview guide.2. Observation. 3. Documentation.3. 6 Data Analysis. The data collected were analyzed using descriptive qualitative methods. This research will be carried out with the following stages: 1. The researcher visited the research location and discussed the purpose of conducting research in the village with the Tiwoho

village head, 2. Researchers met with SYGB trainees and conducted interviews about how they felt about the training they received, 3. Researchers compare the information obtained with the reality in the field, 4. The researcher collects and completes the required data with various information related to the SYGB training that has been carried out, 5. Data analysis is done by drawing deductive to inductive conclusions, 6.Reporting the results of the research is carried out after conclusions are obtained about the effect of training on improving human resources in Tiwoho village. Research purposes : To find out whether the SYGB training that has been carried out can improve the skills of the Tiwoho village community and To find out whether the SYGB training that has been carried out can increase the knowledge of the Tiwoho village community

This research is expected to provide: Theoretical Benefits , Become a study material in the economic field, especially to see the development of the welfare of the coastal villages which have been classified as low-income villages and Practical Benefits, The results of this study are expected to be input for Polytechnic Institutions in the future to be able to increase the number of assisted villages on the coast, so that the increase in human resources can be enjoyed by all villages on the coast of North Minahasa.

III.   RESULTS

Tiwoho Village is located on the coast of the west end of North Minahasa Regency, is one of the villages in the Bunaken National Park Area.

Figure 1. View of Tiwoho Village.

Geographically, Tiwoho Village is located at the position of 01˚ 35.29' 19" North Latitude and 124˚ 50.16' 22" East Longitude, with an altitude of 0 - 400 m above sea level. Topographically, Tiwoho Village is flat and hilly. With a soil slope of 0 – 200, with an air humidity of 70%, a minimum temperature of 290 C and a maximum of 350 C, the average temperature reaches 330 C, and an average rainfall of 400-600 mm. Most of the land is used by the community for agricultural land and plantations because most of the Tiwoho village people are farmers but also have fishing skills.

Figure 2. Tiwoho Village Pier.

The area of this village covers an area of 557.3 hectares, mostly consisting of coconut plantations, fields, and mangroves (mangroves).

Figure 3. Tourist Locations, Mangrove Trail in Tiwoho Village.

The concept of empowerment in the discourse of community development is always associated with the concepts of independence, participation, networking and justice. Basically, empowerment is placed on the strength of the individual and social levels. Empowerment implies the existence of a tough and strong mental attitude (Hikmat, 2001). From the concept of empowerment, it can be said that the empowerment of coastal and marine communities is the empowerment of coastal communities to utilize and manage fishery and marine resources optimally and sustainably as an effort to improve their welfare.

Currently, Tiwoho village has begun to develop with the assistance of the ILO, which supports the development of this village to become an independent tourist village. For this reason, various community empowerment programs have been carried out, one of which is the SYGB Training, with the main target being youth / youth organizations who want to have their own business, as a solution for reducing unemployment in the village.The results showed that the SYGB training in Tiwoho village was not attended by youth or youth groups in Tiwoho village who were actually the targets of the SYGB training, but were attended by small business owners who were dominated by women. In this case, development activities will improve the performance of current employees, who are felt to be unable to work effectively and are aimed at achieving work effectiveness as expected by the organization. b). Increase productivity: By participating in development activities, employees also gain additional new skills and knowledge that are useful for the implementation of their work. In this way, it is also hoped that it will indirectly increase work productivity, c). Increase the flexibility of the workforce: With the increasing number of skills possessed by employees, it will be more flexible and easier to adapt to the possibility of changes that occur in the organizational environment. For example, if the organization requires employees with certain qualifications, the organization does not need to add new employees, because the employees already have sufficient qualifications for the job, d). Increase employee commitment. Through development activities, employees are expected to have a good perception of the organization which will indirectly increase employee work commitment and can motivate them to display good performance, e). Reduce turnover and absenteeism : That the greater the employee's commitment to the organization will have an impact on the reduction of the absentee turn over rate. Thus also means increasing organizational productivity.

Figure 4. Youth / Youth of Tiwoho village in FKA event

This happens because the youth or youth organizations do not have business capital and prefer to have a permanent job elsewhere as TM said "I prefer to look for work in the company, because I feel obliged to help my parents for life. daily. The same thing was conveyed by JS who said "My parents have paid enough for my school and my daily life, so now it's my job to help them. Another thing that YES said, "I still have to prepare myself for college, so there is no opportunity to do business such as selling goods or making things that can be

marketed. From some of the opinions above, it can be concluded that the youth and youth of Tiwoho village are not yet interested in taking on the role of entrepreneurs as the goal of the SYGB training. Actually they needs some motivation because motivation is an impulse, desire or interest that is so great within, to achieve a certain desire, ideals and goals. The existence of motivation will make individuals try their best to achieve what they want. Someone who has high motivation will have a good impact on their lives. The high motivation will change their behavior, to reach their goals and live a better life. Therefore, everyone really needs motivation for themselves, so they don't give up easily and feel down, and can get up quickly when they fail.

Figure 5. SYGB training for business owners in Tiwoho village.

Training is an activity to improve one's work ability in relation to economic activity. The training assists participants in understanding practical knowledge and its application, in order to improve the skills, abilities and attitudes needed by the organization in achieving its goals. According to Elfrianto (2009) training is the process of teaching new or existing employees the basic skills they need to carry out their jobs. Training is one of the efforts to improve the quality of human resources in the world of work.

The SYGB training in Tiwoho village was held in March 2021, attended by 20 participants who already have businesses in their homes, namely pulse kiosk businesses, food stalls, grocery stalls, flower pot making businesses and workshops. The majority of business owners are women in Tiwoho village. The SYGB training for business owners in Tiwoho has also not shown maximum results because they actually need additional capital for their businesses, as stated by Mrs. PK, a credit kiosk owner; "I need additional capital for my business, because the profit from selling credit is not much, while at this time my husband has not got a job, (a construction worker) so for daily needs we take it from the credit kiosk, so finally like now, the stock of credit is very low . This is the same as what Mrs. AM said as a food stall business owner who said: "The prices of onions, rica, tomatoes and all cooking spices are rising again, so the expenses for cooking will increase, while if the spices used are reduced, the taste will be better. unsatisfactory which causes buyers to look for other food stalls. RK's mother, who has a flower pot making business, said almost the same thing who said "actually many people like to buy flower pots, but they want to buy on credit, this cannot be done because the materials used must be purchased in cash from building materials store and I don't have enough money. The same thing was said by Mrs. JS, the owner of a simple shop, "I bought the items needed by the shop in cash at the market, while here my neighbors and relatives asked for a receipt, because they didn't have money, even though the items on the bill were really needed, such as rice or coconut oil. , sugar, laundry soap and others, as a result my stall is not progressing, I really hope that there will be help for my business.
From the results of these interviews it can be concluded that; business owners in Tiwoho village need funds to increase their capital so that their business can increase.

IV.   CONCLUSIONS AND SUGGESTIONS

Conclusion :
1. The youth and youth organizations of Tiwoho village are not yet interested in taking on the role of entrepreneurs as the goal of the SYGB training.
2. The community of business owners in Tiwoho village need funds to increase their capital so that their business can increase.
Suggestion :
1. Socialization of the SYGB Training should be further expanded, not only to the community of business owners, but especially to youth and youth organizations and even to all communities to get people who are willing to do business and are willing to help build Tiwoho village into an independent sustainable tourism destination village.
2.If you look closely, most of the SYGB training materials are for financial recording and reporting which are very much needed as the basis for providing loans from banks or other financial institutions, therefore this training should be re-implemented to clarify the material that has been provided, so that business owners can obtain additional capital. from loans provided by banks and other financial institutions

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