


# The Effectiveness of the Zahra Computer Entrepreneurship Skills Education Training Program for Course and Training Institutions on Improving and Developing the Quality of Human Resources for Training Participants in West Lombok Regency in 2024

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Article Info	ABSTRACT
<p><i>Article history:</i></p> <p>Received February, 2025 Revised February, 2025 Accepted February, 2025</p> <hr/> <p><i>Keywords:</i></p> <p>Entrepreneurial Skills Education, Effectiveness, Human Resources</p>	<p>This study aims to determine the effectiveness of the Zahra Computer Course and Training Institute's Entrepreneurial Skills Education training program on improving and developing the quality of human resources of trainees in West Lombok Regency in 2024. The type of research used is descriptive quantitative. The population in this study were Entrepreneurial Skills Education (PKW) trainees in 2021-2024 and a sample of 20 entrepreneurial skills education (PKW) trainees in 2024 was taken. The research instrument used a questionnaire which was then analyzed using the chi-square test. The results of this study indicate that the significance value (<math>0.000 &lt; 0,50</math>) so that the hypothesis is accepted. So the entrepreneurial skills education training program is very effective and influential in improving and developing the quality of human resources of trainees in West Lombok district in 2024.</p> <p><i>This is an open access article under the <a href="#">CC BY-SA</a> license.</i></p> 

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## 1. INTRODUCTION

Unemployment is still the main challenge in regional economic development, including in West Lombok Regency. According to the Central Statistics Agency (BPS) of West Nusa Tenggara Province (NTB) in 2024, the open unemployment rate (TPT) in West Lombok Regency will reach 3.12%, making it one of the regions with the highest unemployment rate in NTB after Mataram City, Sumbawa Regency, and Bima Regency. One of the causes of the high unemployment rate is the low level of education and labor skills, which has an impact on the low quality of Human Resources (HR) and the lack of

competitiveness of local workers in the job market.

The low quality of human resources can be overcome by improving the skills and competencies of the workforce through training programs that are relevant to the needs of the industry and the business world. One of the training programs organized by the government is the Entrepreneurial Skills Education Program (PKW), which is under the auspices of the Directorate of Courses and Training, Directorate General of Vocational Education, Ministry of Education, Culture, Research, and Technology (Kemendikbudristek). This program aims to provide entrepreneurship-based skills to the

community, especially for school dropouts, the unemployed, and school-age children who do not attend school, so that they can be entrepreneurial independently or increase their opportunities in the world of work.

One of the institutions that organizes this program is the Zahra Computer Course and Training Institute (LKP), which is located in West Lombok Regency. This institution has experience in organizing training in the field of Information and Communication Technology (ICT) and has been accredited by the Accreditation Institute for Job Training Institutions (LA-LPK) and the National Accreditation Board (BAN) for Early Childhood Education (PAUD) and Non-Formal Education (PNF). The PKW program held at LKP Zahra Computer not only provides technical training in the field of graphic and computer design, but also equips participants with business management, digital marketing, and financial literacy skills to support the sustainability of their businesses.

In this study, the effectiveness of the PKW Program at LKP Zahra Computer will be analyzed using a descriptive quantitative approach with the Chi-Square test to see the influence of the program on the improvement and development of the quality of human resources of trainees. The effectiveness of the program will be measured based on the Kirkpatrick evaluation model, which includes four main indicators: participants' reactions to the program, learning gained, behavioral changes after training, and tangible results achieved by participants in the world of work or entrepreneurship.

The results of this study are expected to provide an overview of the extent to which the PKW Program at LKP Zahra Computer is able to improve the quality of human resources and contribute to reducing unemployment in West Lombok Regency. In addition, this research can also be a reference for the government, training institutions, and other stakeholders in designing and developing more effective and sustainable skills-based training policies in the future. So the researcher took the title "The Effectiveness

of the Entrepreneurship Skills Education Training Program of the Zahra Computer Course and Training Institution on Improving and Developing the Quality of Human Resources for Training Participants in West Lombok Regency in 2024".

## 2. LITERATURE REVIEW

### 2.1 Effectiveness

Effectiveness is the use of resources and existing facilities and infrastructure in a certain amount that has been planned in advance to produce a number of goods for the services of the activities it runs. Effectiveness refers to the suitability of the objectives with the plan that has been set, the more in line with the objectives with the plan, the higher the effectiveness (Siagian in [1]).

One of the methods used to see the effectiveness of training is the kirkpatrick method. This method was developed by Donald J. Kirkpatrick in 1954. This method consists of 4 levels or levels of evaluation that are used to measure the effectiveness of training, including reaction, learning, behavior and result.

### 2.2 Entrepreneurial Skills Education (PKW)

The Entrepreneurial Skills Education Program (PKW) is an educational service through courses and training to provide knowledge, skills, and foster mental attitudes, creative abilities, and innovative in developing self-potential and environmental abilities as a provision for entrepreneurship by being guided by partners. In its implementation, this program prioritizes children aged 15 to 25 years who are not in school, children who drop out of school and are unemployed.

One of the objectives of the Entrepreneurial Skills Education (PKW) program is to provide knowledge, skills, and entrepreneurial attitudes for school-age children who are not in school through courses and training. In addition, the second goal is to foster an entrepreneurial mentality in developing self-potential abilities and an environment that can be used as a provision for entrepreneurship. The last goal is to

facilitate school-age children who are not in school in starting independent businesses guided by business partners.

### **2.3 Training**

Training is a series of activities designed to improve experience, skills, expertise, increase knowledge, and change the attitude of an individual trainee [2].

There are several objectives of the training, namely: a) Adding new knowledge or information; b) Honing the abilities of employees; c) Improving skills; d) Increase accountability or sense of responsibility; e) Increased obedience; f) Increase self-confidence; g) Deepening the desire to have a business; h) Providing work motivation; i) Fostering loyalty, j) Understanding the work environment; k) Understand the Company's culture; l) Create a working group [3]

### **2.4 Improvement and Development of Human Resource Quality**

Improvement is a step taken to get better skills or abilities. In general, improvement is a form of change from lower results to better results (Moeliono in Lestari, 2023). Meanwhile, the development of Human Resources (HR) is a process of improving the quality of employees to master knowledge, skills, expertise and insights in accordance with the development of science and technology [5].

Human resources are individuals who work as the driving force of an organization, both institutions and companies and function as assets that must be trained and developed [6].

The purpose of Human Resources (HR) development is to increase work productivity, efficiency, minimize damage or accidents, improve service, morale, career path and foster thinking skills and attitudes that have increased from before. In improving and developing Human Resources (HR), it will systematically result in improving the quality of Human Resources (HR).

[7] indicators of human resource quality development (HR) consist of motivation, personality and skills. Motivation is the drive or interest of a person to do something to achieve a goal. Personality is the

attitude or traits and behaviors possessed by a person. Skills are the ability to know, the expertise possessed by a person to carry out tasks or activities. This indicator is in line with the training effectiveness indicator called Donald Kirkpatrick, namely reactions, learning, behaviors and results that have the final result, namely measuring individual productivity.

### **2.5 Hypothesis**

Hypothesis is inferred as a temporary answer to the problem raised [8]. Judging from the effectiveness indicators, namely instructors, materials or curriculum, learning methods, goals and objectives of the training program so that in this study the hypothesis proposed is "It is suspected that the Entrepreneurial Skills Education Training Program (PKW) of the Zahra Computer Course and Training Institute (LKP) is effective in improving and developing the quality of Human Resources (HR) for Training Participants in West Lombok Regency in 2024".

## **3. METHODS**

### **3.1 Type of Research**

This research is a descriptive research that uses a quantitative approach. Quantitative research methods are research methods based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, quantitative or statistical data analysis, which aims to test hypotheses that have been determined [8].

### **3.2 Population and Sample**

A population is an entire group, company, person or thing that the researcher wants to research. In this case, course participants in the Entrepreneurial Skills Education Program (PKW) in 2021 – 2024 at the Zahra Computer Course and Training Institute (LKP) are the population that will be researched by researchers.

The sample is a part of the population, which will be used by the researcher in conducting the research. In this case, the researcher took a sample using the

purposive sampling technique, where the sample in this study was participants in the Entrepreneurial Skills Education Program (PKW) at the Zahra Computer Course and Training Institute (LKP) in 2024 which took place in May – June 2024 as many as 20 training participants. This selection is based on sample criteria that focus on trainees of the Entrepreneurial Skills Education Program (PKW) at the Zahra Computer Course and Training Institute (LKP) in 2024.

### 3.3 Data Analysis Procedure

This study uses a chi-square test processed using SPSS. The criteria used to find out an instrument a statement is valid if R is calculated greater than R in the table, and if it is the other way around, it is declared invalid.

$$\text{Rumus: } r = \frac{n(\sum XY) - (\sum X \sum Y)}{\sqrt{[n \sum X^2 - (\sum X)^2][n \sum Y^2 - (\sum Y)^2]}}$$

Information:

r = Correlation coefficient

X = Variable score of each question

Y = Number of grades or total score of all questions

n = Number of respondents

The consistency of the research instrument was carried out by comparing the value of Cronbach's alpha and the level of confidence (coefficients of confidence = CC) with the provision that if the coefficients of confidence (CC) (0.60) is smaller than Cronbach's Alpha, then the statement item is said to be consistent or reliable.

$$r_{11} = \left[ \frac{K}{K-1} \right] \left[ \frac{s_x^2 s_1^2}{s_x^2} \right]$$

Information:

r<sub>11</sub> = Reliability coefficient

K = Number of questionnaire items

S<sub>1</sub><sup>2</sup> = Number of variants of grain sectors

= Variant of the questionnaire sector S<sub>x</sub><sup>2</sup>

### 3.4 Chi-Square

This study uses the analysis of the Chi-Square test which can be interpreted as data analysis which functions to see the relationship between the variables in the study and test the sociological hypothesis (testing the relationship) of the average k

independent sample with each sample having several classes or categories.

The criteria for making the Chi-Square test decision are: H<sub>0</sub> is rejected if the chi-square significance value < 0.05 or the chi-square value is calculated > from the chi-square value of the table.

In this case, the test uses the Chi-square test, which is to see how the relationship between the measure of effectiveness of the Entrepreneurial Skills Education (PKW) program of the Zahra Computer Course and Training Institute (LKP) (independent variable) and the improvement and development of the quality of Human Resources (HR) of Training Participants (dependent variable) in West Lombok Regency in 2024. The model of the equation is:

$$\chi^2 = \sum \frac{(f^0 - f^e)^2}{f^e}$$

Information:

χ<sup>2</sup> = Chi-Square

f<sup>0</sup> = Frequency of data obtained or observed

f<sup>e</sup> = expected data frequency

## 4. RESULTS AND DISCUSSION

### 4.1 Characteristics Responden

The training participants who are the sample in this study are as many as 20 people selected through the purposive sampling technique. The training participants consisted of 16 men and 4 women who took part in the training which was held for 34 days for 200 hours with a duration of 6 hours of learning every day. This training is intended for the unemployed, school-age children who are not in school and school dropouts who are expected to provide knowledge so that they can improve and develop their abilities as a provision to enter the world of work or entrepreneurship After the training, the trainees experience improvement and development of different self-qualities according to the participants' ability to apply the knowledge they have learned

#### a. Gender

Based on the results of interviews with the trainees, the gender data of the

trainees who took part in the Wiraushaa Proficiency Education (PKW) training at the

Zahra Computer Course Training Institute in 2024 as follows:

Table 1. Respondent Characteristics by Gender

Gender	Number of Participants	
	Frequency	Percentage (%)
Man	16	80%
Woman	4	20%
<b>Total</b>	<b>20</b>	<b>100%</b>

Source : Primary data processed

Based on the table above, it can be seen that the number of participants who took part in the Entrepreneurial Skills Education (PKW) training program at the Zahra Computer Course and Training Institute (LKP) in 2024 was 16 people with a percentage of 80%, while the number of female trainees amounted to 4 people with a percentage of 20%. Based on the results of the interviews, this significant difference occurs because men have a greater desire to get a job than women, in addition, this training, especially graphic

design, is more in demand by men than women, so that at the Zahra Computer Course and Training Institute (LKP) in the 2024 Wiraushaa Skills Education Program is more attended by men.

#### b. Age

Based on the results of interviews with trainees, the age of trainees in the 2024 Entrepreneurial Skills Education Training Program (PKW) at the Zahra Computer Course and Training Institute (LKP) is as follows:

Table 2. Respondent Characteristics by Age

Age	Number of Participants	
	Frequency	Percentage (%)
17 – 19	7	35%
20 – 22	8	40%
23 – 25	5	25%
<b>Total</b>	<b>20</b>	<b>100%</b>

Source : Primary data processed

Based on the above, it can be seen that the average age of the respondents in this study is 20-22 years old, which is evidenced by the age of the respondents who participated in the most training, namely at the age of 20-22 years with a percentage of 40% or as many as 8 respondents. Meanwhile, respondents aged 23 - 25 years are the least number of training participants with a

percentage of 25% or as many as 5 respondents.

#### c. Origin of Trainees

Based on the results of interviews with the trainees, the origin of the trainees in the 2024 Entrepreneurial Skills Education Training Program (PKW) at the Zahra Computer Course and Training Institute (LKP) is as follows:

Table 3. Respondent Characteristics by Origin

Village/Village	Number of Participants	
	Number of Participants	Percentage (%)
Babussalam	3	15%
South Gerung	7	35%
Suspension Bridge	1	5%
Kuripan	4	20%
Sheet	5	25%
<b>Total</b>	<b>20</b>	<b>100%</b>

Source : Primary data processed

Based on the data in table 4.4, it can be seen that the most trainees who participated in this training came from the North Gerung sub-district with a total of 7 participants with a percentage of 35%. Meanwhile, participants from Jembatan Gantung Village were the training participants with the lowest number of participants, namely 1 participant with a percentage of 5%. The difference in the number of participants based on the region of origin is due to the location of the course institution that provides the training, namely the Zahra Computer Course and Training

Institute (LKP) in North Gerung Village, making it easier to disseminate information in the area.

#### 4.2 Chi-Square Test Results

The data from the previous research in the form of a likert scale needs to be transformed into a nominal scale before the chi-square test is carried out. This is done by summing the respondents' answers on each variable and then continuing with data categorization. Data categorization is carried out to facilitate the preparation of contingency tables.

Table 4. Chi-Square Contingency Table

Effectiveness	Improvement and Development of Human Resource Quality				Total
	Very Low	Low	Tall	Very High	
Highly Ineffective	1	0	0	0	1
Effective	0	1	4	2	7
Highly Effective	0	0	0	12	12
<b>Total</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>14</b>	<b>20</b>

Source: Primary Data Processed

The table above is the result of the merger of categorization data, the effectiveness of the entrepreneurship skills education training program, and the improvement and development of the quality of human resources of the trainees. Then

based on this contingency table, it will be continued to the calculation stage, where in this section will also be presented a table containing the results of the chi square calculation, The table is:

Table 5. Chi- Square Count

Cell	F0	Fe	F0-Fe	(F0-Fe) <sup>2</sup>	(F0-Fe) <sup>2</sup> /Fe
A	1	0.05	0.95	0.9025	18.05
B	0	0.05	-0.05	0.0025	0.05
C	0	0.2	-0.2	0.04	0.2
D	0	0.7	-0.7	0.49	0.7
I	0	0.35	-0.35	0.1225	0.35
J	1	0.35	0.65	0.4225	1.207142857
K	4	1.4	2.6	6.76	4.828571429
L	2	4.9	-2.9	8.41	1.716326531
M	0	0.6	-0.6	0.36	0.6
N	0	0.6	-0.6	0.36	0.6
Or	0	2.4	-2.4	5.76	2.4
P	12	8.4	3.6	12.96	1.542857143
Only Square Count					<b>32.24489796</b>

Source: Primary Data Processed

The degree of freedom in the chi square can be determined using the formula  $df = (r-1)(c-1)$ . Where r is a row and c is a column, in this case the number of rows in a contingency table is 3 rows and 4 columns. So

that 3 minus 1 produces 2 and 4 minus 1 produces 3, so the result is 2 times 3 produces a free degree, which is 6.

With a calculated Chi-Square value of 32.245 and a free degree of 6 with a significant

level of 5%, the Chi Square table was found to be 12.592. Where to make a chi square decision with the hypothesis of the effectiveness of the entrepreneurial skills education training program on the improvement and development of the quality of Human Resources (HR) Trainees is accepted if the Chi square calculation is greater than the chi square table, if it is the other way around, then the hypothesis of this

research is rejected. In this case, the chi square of the count (32.245) is greater than the chi square of the table (12.592) then the hypothesis or  $H_a$  is accepted.

The results of the manual calculation from Chi Square have been found, so to make the results of this calculation more certain, calculations are also carried out using SPSS, which the results of this SPSS can be seen in the following table.

Table 6. SPSS Chi Square Test Results

Criterion	Value
Chi-Square	32.245
Free Degree	6
Signification	0.00

Source: Primary Data Processed

Based on table 4.33 which is the result of the Chi Square test using SPSS, it shows that the significance value obtained from the relationship between the effectiveness of the entrepreneurial skills education program (PKW) and the improvement and development of the quality of human resources (HR) of trainees is 0.00, the significance value is less than 0.050 which

means that the hypothesis proposed in this study is accepted. This means that the effectiveness of the entrepreneurial skills education (PKW) training program has an effect on improving and developing the quality of Human Resources (HR) of the trainees. The relationship will be further described in the following cross-tabulation 4.34:

Table 7. Cross-tabulation of the Effectiveness of the Entrepreneurial Skills Education Training Program (PKW) with the Improvement and Development of the Quality of Human Resources (HR) of Training Participants.

Effectiveness	Improvement and Development of Human Resource Quality				Total
	Very Low	Low	Tall	Very High	
Highly Ineffective	1	0	0	0	1
	5%	0%	0%	0%	5%
Effective	0	1	4	2	7
	0%	5%	20%	10%	35%
Highly Effective	0	0	0	12	12
	0%	0%	0%	60%	60%
Total	1	1	4	14	20
	5%	5%	20%	70%	100%

Source: Primary Data Processed

Table 4.34 shows that 1 person stated that the Entrepreneurial Skills Education (PKW) training program was very ineffective and 1 person stated that the improvement and development of the quality of human resources was still very low. Meanwhile, none of the respondents said that this training program was ineffective. However, of the 7

people who said this program was effective, 1 person experienced an improvement and development of low human resource quality, 4 people experienced an improvement and development of high human resource quality and 2 other people experienced an improvement and development of very high human resource quality, and 12 of them said

that this program was very effective stated that they experienced a very high improvement and development of human resource quality. Of the 20 respondents, 19 people stated that this program was effective and effective, and 1 person stated that this program was very ineffective. This proves

#### 4.3 Activities After Training

Table 8. Participant Activities After Participating in the Training

Participant Activities After Training	Frequency	Percentage (%)
Work	10	50%
Continuing School	6	30%
Not Working	4	20%
<b>Total</b>	<b>20</b>	<b>100%</b>

Source : Primary Data Processed

Based on the table above, the participants who have got a job are as many as 10 people, those who continue their education are as many as 6 people and those who have not got a job are 4 people. From the results of this study, as many as 10 people or

that there is a directly proportional relationship, where most of the trainees who assessed that this program was effective also felt that they experienced a high improvement and development of the quality of Human Resources (HR).

50% have worked and 30% continue their work, which means that 80% of this program has succeeded in its purpose of providing knowledge and work to trainees or it can be said to be very effective.

Table 9. Scale and classification of effectiveness measurement

Effectiveness Ratio	Achievement Level
Below 40%	Highly Ineffective
40% - 59,99%	Ineffective
60% - 79,99%	Quite Effective
Above 80%	Highly Effective

Source: Research and Development (R&D) of the Ministry of Home Affairs (DEPDAGRI) in [9].

## DISCUSSION

Based on the presentation of the results of the research on the effectiveness of the Entrepreneurial Skills Education (PKW) training program of the Zahra Computer Course and Training Institute on improving and developing the quality of Human Resources (HR), this training program can be said to be very effective. This is evidenced by 12 questionnaire statements that represent effectiveness, including 3 statements for reactions, 3 statements for learning, 3 statements for behavior and 3 statements for results. In the 12 items of the statement, the average response was very agreeable, namely as many as 60% or 12 people stated that this program was very effective. In addition, 35% or 7 people stated that this program was effective and only 1 person stated that this program was very ineffective. After

conducting an in-depth search, the reason why one of the respondents stated that this program was very ineffective was due to personal reasons and not because of this program. So it can be concluded that this program is very effective.

In addition, if you look at the output produced by this program is to provide knowledge and prepare graduates to enter the world of work, it can be said that this program is very effective. This can be seen from the activities of the trainees after participating in the training, namely as many as 6 people or 30% continue their education, which means they get knowledge and as many as 10 people or 50% get jobs. However, after an in-depth search, these 6 students used the tools and materials provided after the training as business capital so that they went to school while opening a group business. In addition,



4 people or 20% of them have not gotten a job, after an in-depth investigation of the reasons why they have not gotten a job even though they have been equipped with the tools and materials to start group entrepreneurship, including the existence of internal conflicts in groups.

Regarding the improvement and development of the quality of human resources produced by this program, the researcher submitted 9 items of statements and received an average response of very agreeing, namely 14 respondents or 70% stated that they experienced a very high improvement and development of the quality of Human Resources (HR). In addition, 4 people or 20% of them stated that they experienced a high improvement and development of the quality of human resources, 1 person or 5% of them stated that they experienced an improvement and development of the quality of human resources that were still low and 1 person or 5% stated that they experienced an improvement and development of a very low quality of Human Resources (HR). After conducting an in-depth search of these 2 respondents, the cause of improving and developing the quality of their human resources is still very low due to personal reasons and group conflicts not based on the program. In addition, the cause of improving and developing the quality of their human resources is still low, namely because they miss practice sessions or are not present during learning so that they are not optimal in operating practice machines.

As for the contingency table, it was stated that 12 people or 60% stated that this program was very effective and they experienced a very high improvement and development of the quality of human resources, 7 of them said that this program was effective with 4 people experiencing a high improvement and development of the quality of human resources and 2 of them were very high. Only 1 person or 5% stated that this program was very ineffective and experienced a very low improvement and development of the quality of human

resources and after in-depth investigation, these respondents stated that this was a personal reason and not related to the training program. This program is concluded to be very effective and very high in improving and developing the quality of human resources of trainees, this is evidenced by the provision of knowledge, mental formation and skills that they get so that they are able to compete in the world of work and education. In addition, the provision of capital such as tools and materials including printers, laminating, computers, and materials such as paper, ink and so on makes this program very useful and helps trainees in developing their abilities and making a living.

The data above also refers to the status of participants before participating in the training, namely unemployment and school dropouts so that they can reach this program in addition to improving and developing the quality of human resources, it also gives them the opportunity to learn new skills and opens up new opportunities for them to get a job. Therefore, it can be said that this Entrepreneurial Skills Education (PKW) training program is very effective in improving and developing the quality of human resources as seen from the calculated chi square value of 32,245 which is greater than the table chi square value of 12,592.

## 5. CONCLUSION

- 1) Based on the results of research and discussion, the Zahra Computer Entrepreneurship Education (PKW) Training Program (PKW) Course and Training Institute (LKP) is effective in improving and developing the quality of human resources for trainees in West Lombok Regency in 2024 with the results of the Chi Square test, namely Chi Square calculated 32,245 larger than the Chi Square table of 12,592.
- 2) The Zahra Computer Entrepreneurship Skills Education Training Program (PKW) is very effective and the trainees have experienced a very high improvement

and development of the quality of human resources by 60%.

### SUGGESTION

The government can continue to improve coordination with training institutions so that the course of this program is in accordance with the plan. In addition, private training institutions are expected to

continue to improve the effectiveness of the PKW program through innovation and periodic evaluation, while trainees are expected to be able to take advantage of the quality improvements obtained to be entrepreneurial or increase competitiveness in the world of work.

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