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## DESCRIPTIVE OF QUANTITATIVE DATA | RESEARCH ARTICLE

## Analysis of Strengthening Youth Organizations in Lolowua Village, Hiliserangkai District Nias Regency, Indonesia

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**Abstract:** The purpose of this study is to analyze the strengthening of youth organization activities in Lolowua Village, Hiliserangkai District, Nias Regency, to analyze how obstacles to strengthening youth organizations in lolowua village and to analyze how efforts are made in strengthening youth organizations in lolowua village. This type of research is qualitative. Data analysis techniques use data reduction, data presentation and conclusion drawn. The result of this study is that the Capacity Strengthening of the Youth Organization in Lolowua village has not run optimally, this is because there are still several obstacles to indicators that are not yet effective, The main factors that become obstacles are lack of budget that limits the implementation of programs and activities, lack of adequate human resources, ineffective communication, and limited facilities, Lack of training and mentoring for member capacity, low participation from members and the community. The efforts made in strengthening the Youth Organization in Lolowua Village pay special attention to the youth organization, monitoring, evaluation of management and programs, involving the youth organization in the planning to strengthen human resources, improve communication, provide better facilities, and increase participation and training for all members of the Youth Organization.

**Keywords:** Youth Organization, Capacity Strengthening, Training and Mentoring, Program Implementation.

### 1. INTRODUCTION

Facing the challenges of human resources, environmental changes and extraordinary technological developments, have made enormous changes and affected various aspects of people's lives around the world. These changes will also affect an organization's ability to compete and maintain its existence. The basis of development is the advancement of written human resources for the workforce both as a goal and as an actor, thus workforce development is one of the most important aspects in national development. Thus, job development is part of efforts to develop Human Resources (HR) and self-confidence. Strengthening the capacity of the Karang Taruna organization is very important to implement because young people as members of Karang Taruna are the most potential human resources to ensure village progress. However, young people do not yet have sufficient experience and must always get guidance from people who are more experienced. In this case, it is the village government. Based on the results of observations and observations, researchers have found symptoms in the last few years, where the role of Karang Taruna in Lolowua Village has not been optimal. Due to the lack of strengthening from the village government such as budget costs, facilities and lack of communication from the village head, so that the implementation of programs that have been designed by Karang Taruna has not been running until now. This is

evidenced by the role of youth in carrying out mutual cooperation activities, social activities, and participating in inter-village competitions not going well.

The focus of this research is the Strengthening of Youth Organization in Lolowua Village, Hiliserangkai District, Nias Regency. The formulation of the problem is the core of the topic of the event that must be thought about properly based on mature and detailed guidelines. Based on the description above, the researcher formulates the following problems: (1) How is the Strengthening of Youth Organization in Lolowua Village, Hiliserangkai District, Nias Regency? (2) What are the obstacles to strengthening Youth Organization in Lolowua Village, Hiliserangkai District, Nias Regency? (3) What are the efforts to strengthen Youth Organization in Lolowua Village, Hiliserangkai District, Nias Regency?

## 2. RESEARCH METHODS

The type of research used in this study is a descriptive approach, namely qualitative research. According to (Sugiyono 2014) descriptive research is research conducted to determine the value of independent variables, either one or more variables (independent) without making comparisons, or connecting one variable with another. According to Strauss and Corbin in (V. Wiratna Sujarweni 2014) qualitative research is a type of research that produces findings that cannot be achieved (obtained) using statistical procedures or other means of quantification (measurement). Informants in research have a very important role in collecting data and information. According to (Afrizal 2016) Research informants are people who provide information either about themselves or other people or an event or something to researchers through in-depth interviews. In qualitative research, informants are divided into three, namely:

1. Key Informant

According to (Afrizal 2016) Key informants are informants who have comprehensive information about the problems raised by researchers. The key informant in this study is the head of Lolowua Village.

2. Main Informant

According to (Afrizal 2016) The main informant is a person who knows technically and in detail about the research problem to be studied. The additional informant in the study is the administrator of the Lolowua Village Youth Organization.

3. Additional Informant

According to (Afrizal 2016) Additional informants are people who can provide additional information as a complement to the analysis and discussion in qualitative research. My additional informant in this study is the Lolowua Village community

According to Sugiyono (2015) data collection techniques are the most important step in research, because the main purpose of research is to obtain data. Data collection techniques can be done by observation, interview, and documentation.

1. Observation

According to Sutrisno Hadi in Sugiyono (2015) observation is a complex process, a process that consists of various biological and psychological processes.

2. Interview

According to Esterberg in (Sugiyono 2015) interviews are defined as follows. "a meeting of two persons to exchange information and ideas through questions and responses, resulting in

communication and joint construction of meaning about a particular topic". This means that an interview is a meeting of two people to exchange information and ideas through questions and answers, so that meaning can be constructed in a particular topic.

Meanwhile, according to Susan Stainback in (Sugiyono 2015) stated that through interviews, researchers will find out more in-depth things about participants in interpreting situations and phenomena that occur, where this cannot be found through observation.

### 3. Documentation

According to (Sugiyono 2015) documents are records of past events. Documents can be in the form of writing, pictures, or monumental works from someone. Documents in the form of writing, for example, diaries, life histories, stories, biographies, regulations, policies. Documents in the form of images, for example, photos, live pictures, sketches and others.

### 4. Data Triangulation

Data triangulation is used as a process of establishing the degree of trust (credibility/validity) and consistency (reliability) of data, and is also useful as a data analysis tool. According to (Sugiyono 2014) data triangulation is a data collection technique and existing data sources. If researchers collect data using triangulation, then researchers actually collect data while simultaneously testing the credibility of the data, namely checking the credibility of the data using various data collection techniques and various sources.

According to (Sugiyono 2015) stated that data analysis in qualitative research is carried out since before entering the field, during the field, and after finishing in the field. According to (Sugiyono 2015) stated that analysis has started since formulating and explaining the problem, before going into the field, and continues until the writing of the research results. In qualitative research, data analysis is more focused during the process in the field together with data collection. In this study, the data analysis method used is the Miles and Huberman model.

1. Data Collection is a stage for receiving data and information. Data collection is done by means of observation, interviews, documentation and triangulation.
2. Data Reduction is a stage for summarizing, choosing the main things, focusing on important things, looking for themes and patterns and discarding unnecessary ones. This data reduction stage will provide a clearer picture, and make it easier for researchers to collect further data.
3. Data Display In qualitative research, data presentation can be done in the form of brief descriptions, charts, relationships between categories, flowcharts and the like. Miles and Huberman (1984) stated that "the most frequent form of display data for qualitative research data in the past has been narrative text". This means that the most frequently used to present data in qualitative research is with narrative text.
4. Conclusion Drawing and Verification (Conclusion Drawing/Verification) The next stage in qualitative data analysis according to Miles and Huberman is drawing conclusions and verification. The initial conclusions put forward are still temporary, and will change if no strong evidence is found to support the next stage of data collection.

## 3. RESULTS AND DISCUSSION

### 4.1. Capacity Strengthening

Haryono et al (2017) explains: Capacity building is generally understood as an effort to help governments, communities, or individuals develop the expertise and skills needed to achieve their goals. Capacity building includes education and training, regulatory and institutional reforms, as

well as financial, technological, and scientific assistance. Capacity building is that capacity building is a comprehensive effort to help individuals, communities, and institutions develop the expertise, skills, and potential needed to achieve their goals. This strengthening includes various aspects, including education, training, institutional reform, and financial and technological support. This process not only aims to increase the efficiency of the use of existing potential, but also to generate and develop new potential, and ensure that the results have a significant positive impact. The following is an approach to Capacity Building:

*a. Human resource development*

HR is human resources which are one of the elements in an organization that plays an important role in ensuring the sustainability and activities of an organization. In another discourse, human resources can be interpreted as a source of organizational strength that comes from humans that can be utilized by the organization. Human resource development focuses on improving individual abilities through education, training, and skills development. The goal is to improve individual competence and productivity so that they can contribute more effectively to the organization or community. This includes various aspects such as increasing knowledge, technical skills, and developing supportive attitudes and behaviors. Based on the results of research in the field related to the development of human resources for Karang Taruna, Lolowua Village, so far it has not been running as a whole, it is still less than optimal due to lack of mentoring, lack of participation, lack of regular coaching and training for Karang Taruna, the development carried out focuses on providing several sports facilities, so that Karang Taruna is hampered in carrying out the planned program. This is in accordance with what was stated by Haryono et al (2017:40) explaining: Capacity building is generally understood as an effort to help the government, community, or individuals in developing the expertise and skills needed to achieve their goals. Capacity building includes education and training, regulatory and institutional reform as well as financial, technological and scientific assistance. Thus, it can be concluded that the development of human resources in the organization of the Lolowua Village Youth Organization has not been optimal. This is evidenced by the lack of strengthening of human resources, of course, to be able to develop an organization or the quality of human resources itself, special coaching or training must be carried out, by the Lolowua Village government or other institutions.

*b. Organizational Strengthening*

Capacity building aims to conduct learning that begins with the flow of the need to experience something, reduce ignorance in life, and develop the ability to adapt to changes that occur every time. From these objectives, the capacity building strategy provides an overview of developing the potential of employee human resources, so that it can contribute to the development of collective organizational capabilities that expect better performance. Based on the results of field research related to the Strengthening of the Karang Taruna organization in Lolowua Village, Hiliserangkai District, based on indicators, it was revealed that the Strengthening of the Karang Taruna organization was less than optimal, as evidenced by the absence of special funds allocated for Karang Taruna, but the strengthening of the organization carried out by the village government prepared sports equipment. This is not in accordance with what was stated by the World Bank (Haryono, et al. 2017) which emphasized the attention of capacity building on

1. Human resource development; training, recruitment, and termination of professional, managerial and technical employees.
2. Organizational, namely the arrangement of structures, processes, resources and management styles.

3. Networks, in the form of coordination of organizational activities, network functions, and formal and informal interactions.
4. Organizational environment, namely rules and legislation that regulate public services, responsibilities and powers between institutions, policies that become obstacles to development tasks, and financial and budget support.
5. and Other broader activity environments, including political, economic and situational factors that affect performance.

Thus, it can be concluded that organizational strengthening in the Karang Taruna organization in Lolowua Village has not yet reached an optimal level. Although organizational strengthening efforts have been implemented, there are several obstacles that hinder its effectiveness, such as inadequate facilities. This limitation affects the smooth operation and development of planned programs, so that more attention is needed in providing supporting facilities and infrastructure so that organizational goals can be achieved optimally."

*c. Institutional reform*

Law Number 23 of 2014 concerning Regional Government regulates the implementation of regional government in Indonesia. This law replaces Law No. 32 of 2004 and aims to strengthen regional autonomy and clarify the division of authority between the central government and regional governments. However, before the law was enacted, it was known that regional governments were unable to develop their regional potential due to the dominance of the central government which tended to be centralistic. Institutional reform includes changes and adjustments in the broader institutional framework, including regulations, policies, and systems that affect the operations of organizations and individuals. This reform aims to create a supportive environment for capacity development at both the individual and organizational levels. This can include changes in regulations, increased transparency, and improved relationships and coordination between institutions. Based on the results of field research related to the institutional reform of Karang Taruna in Lolowua Village, Hiliserangkai District, based on indicators, it was revealed that regarding the institutional reform of Karang Taruna, so far according to the interview results, it has not been carried out comprehensively. This is proven by the absence of special regulations governing the sustainability of the Karang Taruna organization, the vision and mission made by the Karang Taruna organization to strengthen the capacity of Karang Taruna is not optimal and has not been implemented. This is not in accordance with what Rintjap (Fahrudin, 2019:3) stated that: Strengthening institutional capacity is therefore related to individual capability development, organizational capacity building, and institutional capacity building" The definition of capacity strengthening provides an illustration that there are many things that must be considered and observed so that capacity strengthening can produce real results, be beneficial and have a positive impact. Thus, the results of the study show that the special regulations governing the sustainability of the Karang Taruna organization are still not optimal. This has an impact on the implementation of the vision and mission aimed at Strengthening the Capacity of Karang Taruna, which is still far from optimal and has not been fully implemented. The lack of strong regulations and consistent implementation causes organizations to have difficulty in achieving their targets and goals. Therefore, revisions and adjustments to existing regulations are needed, as well as the implementation of more effective strategies to ensure that organizational capacity strengthening can run well and sustainably.

*d. Obstacles in Strengthening the Youth Organization of Lolowua Village*

Obstacles are anything that hinders or hinders in achieving a Strengthening of the Capacity of Karang Taruna Lolowua Village. which is the obstacle. Based on the results of interviews in the field

related to obstacles in strengthening the Karang Taruna organization of Lolowua Village, Hiliserangkai District, revealed several factors that are the main obstacles. From the interview, it was found that the obstacles faced by Karang Taruna Lolowua Village include lack of budget, inadequate human resources (HR), ineffective communication problems, limited facilities, lack of training and mentoring, and low participation of members and the community. Lack of budget is the biggest obstacle that hinders the implementation of various programs and activities. In addition, poorly trained HR and limited access to training and mentoring also contribute to the low quality of organizational performance. Lack of adequate facilities also hinders operational effectiveness, while communication problems that are not yet optimal cause coordination between members and administrators to be less smooth. All of these factors, coupled with the low level of participation from members and the community, make efforts to strengthen the Karang Taruna organization difficult to achieve optimally.

e. *Efforts to Strengthen Youth Organizations in Lolowua Village, Hiliserangkai District*

Efforts are actions, efforts, or a series of steps taken to achieve a particular goal. In the context of strengthening youth organizations in Lolowua Village, Hiliserangkai District, Nias Regency, efforts can include various activities or programs designed to increase the capacity, skills, organization, and participation of youth in youth organizations. The ultimate goal is to strengthen the role of youth organizations as agents of change in the village, both in social, economic, and cultural aspects. Based on the results of interviews in the field related to efforts to strengthen the organization of Youth Organization of Lolowua Village, Hiliserangkai District, it was revealed that from the results of the interview related to the efforts of Youth Organization of Lolowua Village, Hiliserangkai District, the efforts made in strengthening Youth Organization of Lolowua Village, Hiliserangkai District were carried out: providing special attention to youth organizations, monitoring, evaluating management and programs, establishing good communication, involving youth organizations in planning, conducting partnerships with community leaders, the private sector and the government, then there is a need for strengthening the management system, and also changes to the system or institutional reform.

## 5. CONCLUSION

Based on the results of the study that have been described in the previous chapter, it can be concluded that the Analysis of Strengthening Karang Taruna in Lolowua Village, Hiliserangkai District, Nias Regency can be seen based on the following indicators: Strengthening the Capacity of Karang Taruna Organizations in Lolowua Village, Hiliserangkai District, Nias Regency has not run optimally. This is because there are still several obstacles in indicators that are not yet effective, such as the lack of special Karang Taruna coaching, in addition there is no special allocation of funds and lack of supervision from the Village Government. The main factor that is an obstacle to Strengthening the Karang Taruna organization in Lolowua Village, Hiliserangkai District is the lack of budget that limits the implementation of programs and activities. In addition, the lack of adequate human resources (HR), ineffective communication, and limited facilities also hamper the effectiveness of the organization. Lack of training and mentoring to improve member capacity, as well as low participation from members and the community, Efforts made in strengthening Karang Taruna Lolowua Village, Hiliserangkai District, which are carried out by giving special attention to Karang Taruna, monitoring, evaluating management and programs, involving Karang Taruna in Planning, Then there needs to be a strengthening of the management system, and also changes to the system or institutional reform. strengthening human resources, improving communication, partnering with community leaders, the private sector and the government, providing better

facilities, and increasing participation and training for all Karang Taruna members. Based on the conclusions above, the author provides suggestions to the Karang Taruna Organization of Lolowua Village, Hiliserangkai District, Nias Regency which may be useful in overcoming problems in strengthening the capacity of the Karang Taruna organization of Lolowua Village and to students who want to do further research. The suggestions given by the author are as follows: To improve the Strengthening of the Capacity of the Karang Taruna organization in Lolowua Village, it can be carried out by improving Human Resource Development, Organizational Strengthening, and Institutional Reform. Improving internal and external communication systems in the organization and increasing member participation. In addition, it is important to conduct a management evaluation by selecting administrators who have adequate and competent human resources (HR), so that they can manage the organization more effectively and efficiently.

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