

The Effectiveness of K3LH Social Mobilization Training Against the Understanding of HR Management Karang Taruna Pakalongan Village After the Earthquake Disaster

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ABSTRACT

The K3LH Social Mobilization Training is a short-term educational activity to provide basic and technical insight regarding the application of K3LH in evacuating and removing debris from buildings damaged and destroyed by earthquakes. The training was conducted in Pakalongan Village, Padaluyu Village, Cianjur Regency. This area is one of the areas affected by the Cianjur earthquake on November 21, 2022. This research was conducted to find out the level of effectiveness of the training for training objects. The approach used in this study was the quantitative method, in which the researcher distributed questionnaires in the form of questionnaires to youth groups in Paduluyu Village who were respondents to the study. The results of this study indicate that K3LH mobilization training has a positive and significant influence on the understanding of Karang Taruna HR management in the work process. In addition, this research also shows that with an understanding of K3LH Mobilization, Youth Organizations in Paduluyu Village also know how to do public speaking as a means of the mobilization process. The recommendation for further research is to examine how the effectiveness of mobilization training in public communication with the people in Paduluyu Village, besides that the researcher also recommends that further research expand the number of respondents in their research.

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INTRODUCTION

On November 21, 2021, the Indonesian nation was hit by an earthquake. The disaster occurred in the Cianjur area, West Java with a scale of 5.6 Mw due to the movement of the Rajamandala segment of the Cimandiri Fault which created a new fault; Cugenang Fault (Supendi et al., 2022). Based on the data, there were 53,408 damaged housing units and 329 fatalities. The Cianjur Regency Government has determined that the status of Cianjur is currently in Emergency Response. This decision spawned various actions from all villages in Cianjur Regency.

Determining the status of an area affected by a disaster is measured based on the number of victims, loss of property, damage to facilities and infrastructure, to the socioeconomic impact that was born as a result of the disaster (Rifaldi, 2020). In a disaster with the status of Emergency Response, intensive response activities

are carried out, including evacuating disaster victims, meeting basic needs, and lifting debris from buildings destroyed by the disaster. By increasing the process of evacuation and removal of debris, the impact of the disaster will soon be resolved and the status of the disaster will improve.

In carrying out the evacuation process and lifting the debris of damaged and destroyed buildings there is the potential for work errors and accidents. This will certainly slow down the process of evacuation and disaster recovery, for this reason, it is necessary to apply K3LH principles to speed up work and optimize objectives (Darminatun & Tasrial, 2015). With the existence of K3LH, the potential for errors and accidents in the process of evacuating and removing debris will be minimized. However, insights related to K3LH are considered to be little owned and applied in society. The areas affected by the disaster also have not prioritized K3LH education and implementation because this has not yet become urgent. Several factors have caused K3LH education and implementation not to be carried out, namely; there is no basic knowledge about K3LH, there is little or no safety equipment at all, and prioritizing the evacuation of victims and the search for missing victims as soon as possible.

K3LH that has not been implemented can also be caused by the lack of awareness in the community regarding the importance of health, maintaining workplace safety, and understanding the environment in carrying out the process of evacuating disaster victims and removing debris. So it is necessary to hold activities that can raise awareness such as; outreach, education, and mobilization. In the condition of a disaster area with an Emergency Response status, mobilization activities are very appropriate to do because the insights will be immediately digested when the community gets mobilization and immediately follows it properly to raise awareness (Efendy et al., 2022). In mobilization activities, the community will indirectly be mobilized to implement K3LH.

Community mobilization in implementing K3LH must be part of the priority activities carried out in disaster areas with Emergency Response status. Conducting related training, able to trigger maximize the implementation of community mobilization. Training is an educational activity in the short term to gain technical insight into doing something whose impact can be felt in the short to long term (Wicaksono, 2016). Providing training, equipment and their use properly and correctly will be the last obstacle to implementing K3LH at the Cianjur earthquake disaster site.

Padaluyu Village is part of the Cianjur Regency. Based on data obtained in Padaluyu Village, out of 2717 households, 834 houses were heavily damaged, and 9624 people were displaced from their homes. Pakalongan Village, one of the 11 villages in Padaluyu Village was included as an area that suffered heavy damage. However, this village is also considered to have high initiative in tackling post-earthquake disasters in the area. At present, the village already has 7 disaster center points that can help disaster victims in their area. This initiative was driven by Karang Taruna Pakalongan Village which consisted of 30 active members. Pakalongan village has 606 people from a total of 185 families. During an emergency response, Karang Taruna Pakalongan Village often directs residents to distribute necessities, and help lift and clear debris from damaged and destroyed buildings. They carried out these activities before the existence of special assistance from the central and district governments. With this initiative, the procurement of goods needed in the evacuation process, procurement of K3LH equipment, and holding of K3LH mobilization training were carried out to assist post-earthquake relief in the area.

METHOD

In this case, 2 methods will be applied to this research and service. As a supporting instrument for the implementation of the training, the method used is an active lecture containing social mobilization and K3LH material. At the end of the lecture session, participants were allowed to ask questions so that there was a discussion process in the training. Audio-visual content regarding K3LH is also made which can be accessed on Youtube by residents when they want to repeat material that has been delivered at the training. The quantitative method was used in this study by distributing questionnaires at the end of the training session. The distribution of this questionnaire was carried out to obtain data that would be processed into material for discussion and research results.

RESULTS**Normality test**

**Table 3. Normality Test
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		28
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.58360352
Most Extreme Differences	Absolute	.122
	Positive	.122
	Negative	-.094
Test Statistic		.122
Asymp. Sig. (2-tailed)		.200^{c,d}

- a. Test distribution is Normal.
 b. Calculated from data.
 c. Lilliefors Significance Correction.
 d. This is a lower bound of the true significance.

Based on the normality test results above, it is known that the Asymptotic significance value is 0.200. The basis for deciding on the Kolmogorov-Smirnov normality test is:
 If the sig.> 0.05 then the data is normally distributed
 If the sig.<0.05 then the data is not normally distributed
 The data above shows 0.200> 0.05 so it can be concluded that the data is normally distributed.

Homogeneity Test

**Table 4. Homogeneity Test
Test of Homogeneity of Variances**

		in Levene			
		Statistic	df1	df2	Sig.
K3LH Mobilization	Based on Mean	.962	6	18	.477
Training	Based on Median	.304	6	18	.927
	Based on the Median and with adjusted df	.304	6	7.614	.917
	Based on trimmed mean	.924	6	18	.501

Based on the results of the homogeneity test above, it is known that the significance value is 0.477. The basis for deciding on the Kolmogorov-Smirnov normality test is:
 If the sig.> 0.05 then the data is homogeneous
 If the sig.<0.05 then the data is not homogeneous
 The data above shows 0.477> 0.05 so it can be concluded that the data is homogeneous.

Linearity Test

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Understanding * K3LH Mobilization Training	Between Groups	(Combined)	93.940	11	8.540	1.052	.451
		Linearity	43.632	1	43.632	5.374	.034
		Deviation from Linearity	50.309	10	5.031	.620	.777
		Within Groups	129.917	16	8.120		
		Total	223.857	27			

The linearity test was conducted to find out whether the K3LH mobilization training variable (X) has a linear relationship with the understanding of the HR management variable (Y) or not. Based on the output results above, it can be seen that the sig. deviation from linearity is 0.777. The basis for decision-making is:
 If the sig. deviation from linearity > 0.05 there is a linear relationship between variable X and variable Y
 If sig. deviation from linearity > 0.05 there is no linear relationship between variable X and variable Y
 So it can be concluded that 0.777 > 0.05 there is a linear relationship between the K3LH mobilization training variable (X) and the understanding of HR management variable (Y).

Correlation-Pearson Analysis

Correlations

		Pelatihan Mobilisasi K3LH	Pemahaman
K3LH Mobilization Training	Pearson Correlation	1	.441*
	Sig. (2-tailed)		.019
	N	28	28
understanding	Pearson Correlation	.441*	1
	Sig. (2-tailed)	.019	
	N	28	28

*. Correlation is significant at the 0.05 level (2-tailed).

Pearson correlation analysis was used to determine the close relationship between the K3LH mobilization training variable (X) and the understanding of the HR management variable (Y). The basis for decision-making is:

If the sig.2 value talled > 0.05 there is a correlation
 If the value of sig.2 talled < 0.05 there is no correlation

Based on the output above, the talled sig.2 value is 0.441, so it can be concluded that 0.441 > 0.05 means that there is a correlation between the K3LH mobilization training variable (X) and the HR management understanding variable (Y). As for the closeness of the relationship between the two variables, it can be seen based on the guidelines for the closeness of the relationship, namely as follows:

- Pearson correlation value 0.00 – 0.20 = no correlation
- Pearson correlation value 0.21 – 0.40 = weak correlation
- Pearson correlation value 0.41 – 0.60 = moderate correlation
- Pearson correlation value 0.61 – 0.80 = strong correlation
- Pearson correlation value 0.80 – 1.00 = very strong correlation

Based on the above guidelines, it can be concluded that the Pearson correlation value of 0.441 is in the range of 0.41-0.60, which means that the strength of the relationship is moderate. Besides that, to see the direction of the relationship between the two variables, it can be seen in the sig.2 talled section of the two variables, where all are positive, it can be concluded that the direction of the relationship between the two variables is positive.

Hypothesis testing

The hypothesis proposed in the study is:

Ha : There is a significant influence between the K3LH mobilization training variable on the understanding of HR management

Ho: There is no significant effect between the K3LH mobilization training variable on the understanding of HR management

Simple Linear Regression Analysis

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	43.632	1	43.632	6.295	.019 ^b
	Residual	180.225	26	6.932		
	Total	223.857	27			

a. Dependent Variable: Pemahaman

b. Predictors: (Constant), Pelatihan Mobilisasi K3LH

Based on the output above, it can be concluded that the calculated F value is 6,295 with a significance of 0,019. As for the basis for taking the linear regression test, namely:

If the sig. < 0.05, the X variable has a significant influence on the Y variable

If the sig. > 0.05, the X variable has no significant effect on the Y variable

So it can be seen that the value of 0.019 < 0.05 means that variable X has a significant influence on variable Y.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.441 ^a	.195	.164	2.63282

a. Predictors: (Constant), Pelatihan Mobilisasi K3LH

As for the output above, it can be concluded that the magnitude of the correlation value (R) is 0.441. In addition, it is also known that the coefficient of determination (R Square) is 0.195, so it can be seen that the magnitude of the correlation between the K3LH mobilization training variable and the understanding variable in HR management is 19.5%.

The results of this study indicate that K3LH mobilization training has a positive and significant influence on the understanding of Karang Taruna HR management in the work process. The more often K3LH mobilization training is carried out, the higher the level of understanding regarding HR management for Karang Taruna. In addition, this research also shows that with an understanding of K3LH Mobilization, Youth Organizations in Paduluyu Village also know about public speaking as a tool in the mobilization process. Not only that but research also shows that there is an understanding of Karang Taruna regarding proper work procedures that are based on occupational health and safety and the environment.

CONCLUSION

Based on the results of the research analysis above, it can be concluded that the K3LH mobilization training conducted for youth groups in Padaluyu Village, Cianjur Regency influenced the understanding of managing human resources in the work process, especially in the process of collecting debris after the earthquake disaster. These results also show that there is significance and positivism from mobilization training on the understanding of youth organizations in managing human resources, which means that if this training is carried out on an ongoing basis it will affect the level of understanding of youth organizations in mobilizing the community. In addition, based on the results of the research that has been submitted, the researcher submits recommendations for further research, namely to examine how the effectiveness of mobilization training in public communication is towards the community in Padaluyu Village because this research only focuses on K3LH mobilization and the targeted respondents are only the Padaluyu Village cadets, then the researcher recommends for further research to expand the number of respondents in his research.

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