The Impact of Training on the Implementation of Milk Collection Point Mobile (MCPM) in South Bandung Livestock Cooperative Bandung, West Java, Indonesia

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Abstract:
Bakground: Era 4.0 shows all web-based activities, making it more efficient and effective at work. South Bandung Livestock Cooperative (so called KPBS) Pangalengan, Bandung, West Jawa, Indonesia, which is engaged in milk processing, is trying to implement Milk Collection Point Mobile (MCPM), a system that makes it easier for employees to calculate milk deposits from breeders. To implement this MCPM, employees need to be given training first.
Materials and Methods: This research uses a case study approach in KPBS Pangalengan, as the data source is the employees of the MCP unit as many as 53 employees who are given training on how to operate the MCPM. Data analysis uses Rank Spearman analysis to determine the significance of training on employee competence
The training results showed 96.22% of participants graduated from high school with employee ages between 30-39 years are 45,28 %, the level of participation during the training was 73,58% good, with good motivation of 73,58 %, which affected the level of understanding of training materials as well as 64,15%. The understanding of operating the MCPM well is 75,47 %, which is shown by the good operational skills of the MCPM by 73,58% and the experience of operating the MCPM well by 69,81%.The result of the Spearman Rank test on competency development yields a value of 0.670 ** which according to Guillord the meaning of the correlation is moderate, which means that there is a moderate / strong correlation between training variables and employee competence in operating the MCPM.
Conclusion: MCPM operational training has a significant effect on employee competency in operationalizing MCPM in their duties.

I.   INTRODUCTION

The era of digitalization has been implemented in all fields, which currently is digitization 4.0 or Wide Area Network (WAN), all internet-based in carrying out, operationalizing activities whose goals are to be more efficient and effective. Everyone involved must be able to adapt to this technology.

Currently in the era of digitalization, cooperative employees need digital training to be done. In a certain description, the potential of cooperative workers may already meet administrative requirements at work, but actually the cooperative workers must follow or keep pace with the development of the cooperative world and the development of information technology in accordance with the duties they are assigned or will hold. This is what encourages cooperative agencies to facilitate training and career development in order to get good, effective and efficient performance results. We often hear training and development in the world of work in companies, organizations, institutions, or even in cooperative agencies. Training is an organized way in which organizations develop and improve the quality of new employees and old employees. Training is seen as a systematic approach to learning and development that increase individual, group and organization (Goldstein& Ford, 2002) in [1]. While development refers to activities that lead to the acquisition of new knowledge or skills for growth purposes. Organizations provide employees with development programs to enhance their skills. Employee development is becoming increasingly critical and strategic in your organization in today's business environment (Sheri-lynne 2007) in [2]. According to Neelam Tahir et. al (2014) in [3], in contributing to the overall goals of the organization, training and development process implemented for the benefit not only for organizations but also individuals who make up the organization. For the organization, training and development leads to increased profits while foster a more positive attitude towards profit orientation. For individuals, training and development enhances job knowledge while also helping in identifying organizational goals It can be assumed that training and development are very important for the workforce to work more

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masterfully and better at the job that is currently held or will be held in the future. Therefore training is important to overcome scarce resources and the increasing degradation of the development of digitalization [4].

Not too far away in cooperative agencies, training and development are often carried out as an effort to improve the performance of employees who are deemed incapable of carrying out their jobs due to the development of community needs. In certain descriptions, potential employees may already meet administrative requirements at work, but actually employees must keep up with or keep pace with world developments in accordance with the 3 tasks they have held or will be holding. This encourages the company to facilitate training and career development for employees in order to get good, effective and efficient performance results. Development is one way to improve the abilities and expertise of cooperative employees so that they can adapt and understand technology that is constantly evolving from time to time. With the development of employees, it is hoped that the ability of the cooperative employees concerned will be honed and increased so that they can be used for the progress and development of the company [5].

One of the cooperatives that continuously conducts training and development activities for its employees is the Bandung Selatan Pangalengan Breeders Cooperative (or commonly known as KPBS Pangalengan). This cooperative is located in Pangalengan District, which is one of the districts in Bandung Regency, West Java Province, Indonesia.

Continuous training related to information technology is expected that every resource involved can follow this information technology system, including the implementation of Milk Collection Point Mobile (MCPM) which is implemented at the South Bandung Livestock Cooperative (so called KPBS) Pangalengan, Bandung, West Jawa, Indonesia. The MCPM application is a system that registers the data for farmers and their milk. The way the MCPM works starts from when the farmer comes to deposit the fresh milk squeezed by his cows, it will begin with a Barcode Scan for the ID of the member connected to the server at the KPBS Pangalengan office. After the name of the member appears, which means it is a member of the cooperative, the milk is moved to a measuring cans with a capacity of 20 liters to be weighed. The printed out scale is submitted to the farmer who deposits it as proof of deposit along with the quantity, while the farmer data is printed out to be attached to the milk bottle. Then the analysis of milk quality is related to a good pH of milk, namely pH 6.5. The results of barcode scans, the quality and quantity of milk are automatically recorded in the KPBS server. The purpose of using MCPM is to make services to members who deliver milk more accurate, faster information, minimize errors in quality and quantity, increase member and customer trust, and improve coordination. well, accessible to anyone.

The implementation of MCPM raises pros and cons, for human resources who are young, fast in adopting technology, it does not cause difficulties in its implementation, but for resources that are old, the implementation of MCPM creates difficulties in adaptation, therefore it is necessary to examine the extent of employee development. what has been done in operating the MCPM, as well as the extent to which there has been an increase in employee competence as a result of MCPM operational training. We often hear training and development in the world of work in companies, organizations, institutions, or even in cooperative agencies, so that employees are able to operate the MCPM, training is necessary. It can be assumed that training and development are very important for the workforce to work more masterfully and better at the job that is currently held or will be held in the future. Training and development are often carried out as an effort to improve the performance of cooperative workers who are deemed incapable of carrying out their jobs due to the development of community needs in the cooperative.

Apart from being beneficial for the progress and development of cooperatives, development can also be used as a way to gain competence in certain areas of expertise. By having the competence of employees in a company, it also increases indirectly so that they have more selling power in the eyes of consumers. Development is carried out aimed at increasing the expertise of employees of a company. Improved employee skills can certainly make a good contribution to the company and can provide the level of efficiency in doing a job. The level of employee knowledge gained after making the development work is done more efficiently, quickly, and timely.

II. MATERIAL AND METHODS

This research uses a case study approach in KPBS Pangalengan, as the data source is the employees of the MCP unit as many as 53 employees who are given training on how to operate the MCPM. Data analysis uses Rank Spearman analysis to determine the significance of training on employee competence. If the value of the analysis results = 0, it means that there is no correlation / relationship, if the value = $\geq$ -1 means there is a negative relationship, whereas if the value = $\leq$1 means that there is a positive relationship between training and employee competence.

III. RESULTS AND DISCUSSION

1. Respondent identity based on education

The following is a figure of the respondent's identity graph based on education
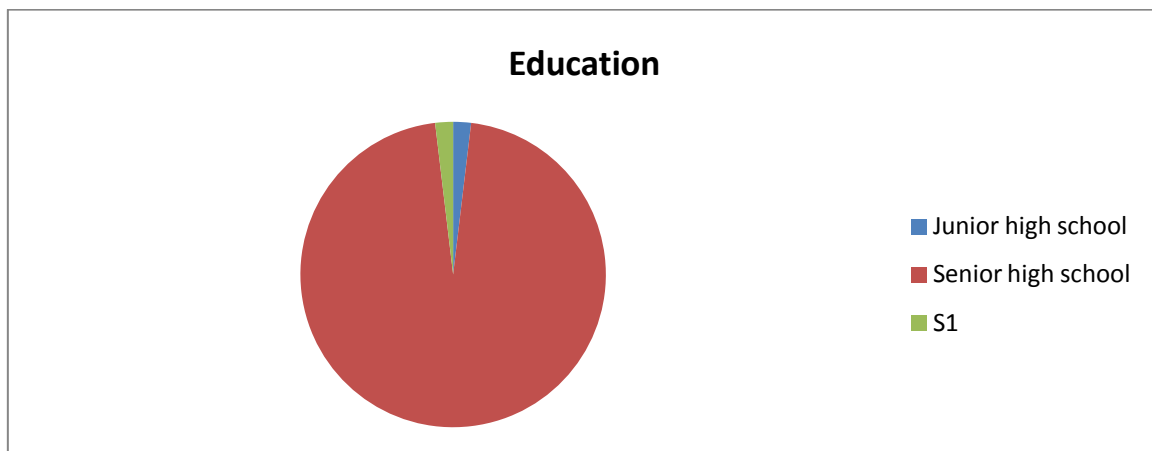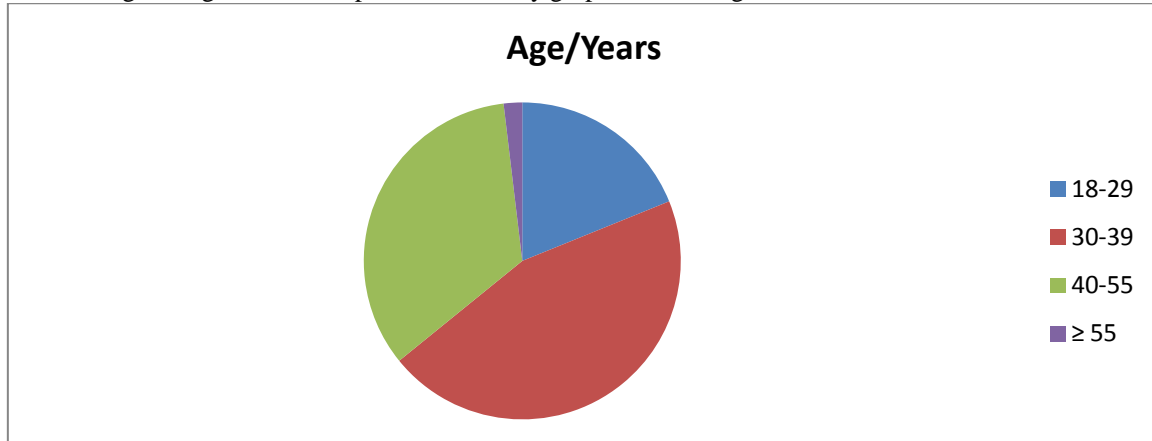

Figure 1 :The respondent's identity graph based on education

Description: Junior high school 1,88 % or 1 employees, Senior high school 96,22% or 51 employees and S1 1,88% or 1 employees

The majority of employees' education at KPBS Pangalengan are high school graduates are 96,22 %, these graduates are able to adopt information technology, are able to operate an application or computerized system, so it is hoped that the MCPM operational training process that is carried out can be followed properly and can implement it in their daily work.

b. Respondent identity based on age

The following is a figure of the respondent's identity graph based on age
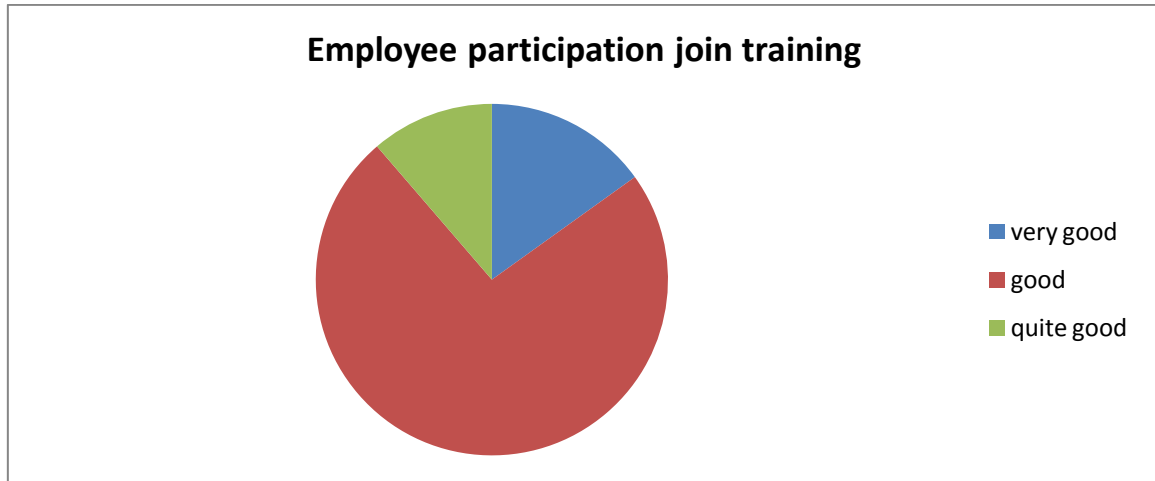

Figure 2 :The respondent's identity graph based on age

Description: Age 18-29 years are 18,86 % or 10 employees, 30-39 years are 45,28% or 24 employees, 40-55 years are 33,96 % or 18 employees and more than 55 are 1,88 % or 1 employees.

Based on the age of the employees, the majority of the training participants are 30-39 years old or 45,28 %. It is hoped that at that age they will still be able to receive the materials and practices received during the MCPM operational training activities. The results of the training are the skills to operationalize MCPM that can be implemented in their daily work. According to [6], who said that human resources are assets that must be continuously developed so that operational activities can run efficiently and effectively.

c. Participant participation rate

The following is a figure of the respondent's identity graph based on participant participation rate.

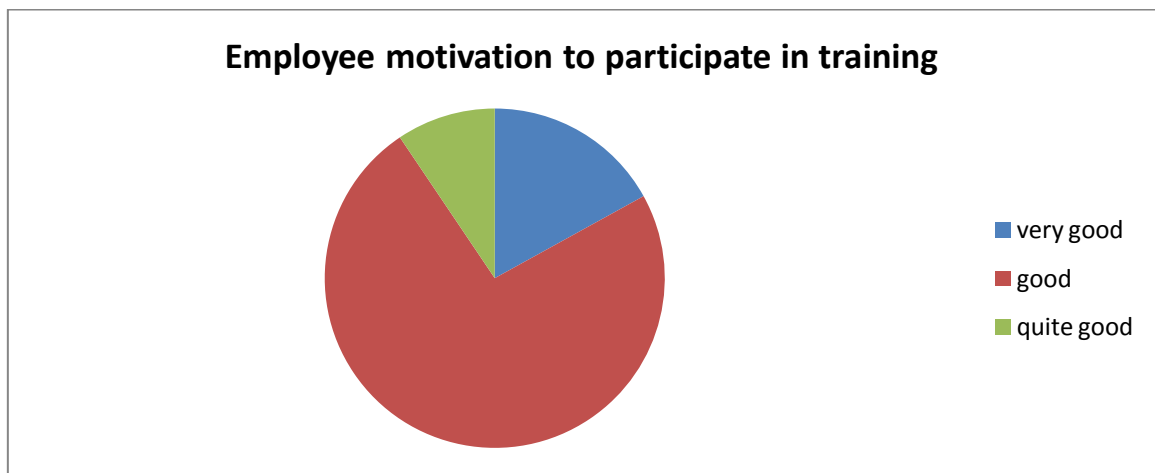## Employee participation join training

Figure 3 : The respondent's identity graph based on participant participation rate

Information: Very good 15,09 % or 8 employees, good 73,58 % or 39 employees and quite good 11,32 % or 6 employees

The results of the evaluation during the training activities showed that the participation of KPBS Bandung Selatan employees during the MCPM operationalization training showed 73,58 % good criteria. Which means that during the training there were many discussions, all participants participated in the discussion to find out more about how to operate the MCPM application, so that it is hoped that after the training they can implement MCPM operations in their work.

d. The level of motivation of employees in participating in training
The following is a figure of the respondent's identity graph based on the level of motivation of employees in participating in training.

Employee motivation to participate in training

Figure 4 : The respondent's identity graph based on the level of motivation of employees in participating in training.
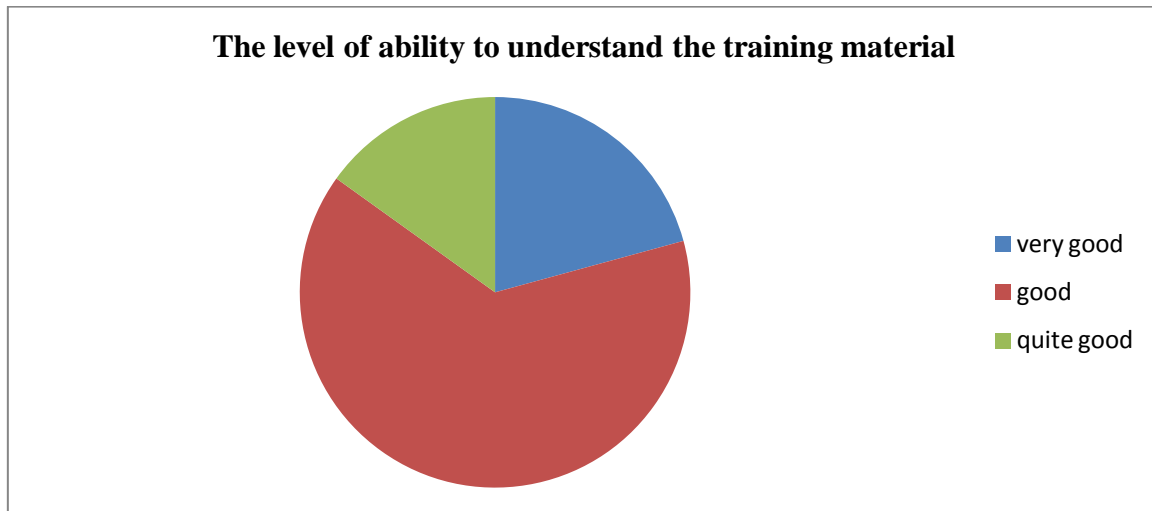
Description: very good 16,98 % or 9 employees, good 73,58 % or 39 employees and good enough 9,43 % or 5 employees

Based on the results of the analysis, it shows that employee motivation to participate in training activities for the operationalization of the MCPM application is good as much as 73,58 %, basically there are 2 motivations, namely internal motivation comes from oneself and internal motivation comes from outside oneself. Internal motivation occurs because employees' curiosity regarding new applications, which are more interesting, more sophisticated, which can make their work easier. Meanwhile, internal motivation that comes from outside oneself is the demands of the job, which must be mastered in order to do the job. If they are not able to operationalize then the action is moved to another part which does not need MCPM application. The results of the needs analysis for the era of digitalization is an increase in skills in the IT field. According to Konrad (2013) in [7], need assessment is important in developing a cooperative to fit the needs of the

cooperative itself. According to the opinion, namely the need for a need assessment so that performance can run effectively and efficiently [8].

e. The level of ability of employees to understand training materials
The following is a figure of the respondent's identity graph based on the level of motivation of ability of employees to understand training materials
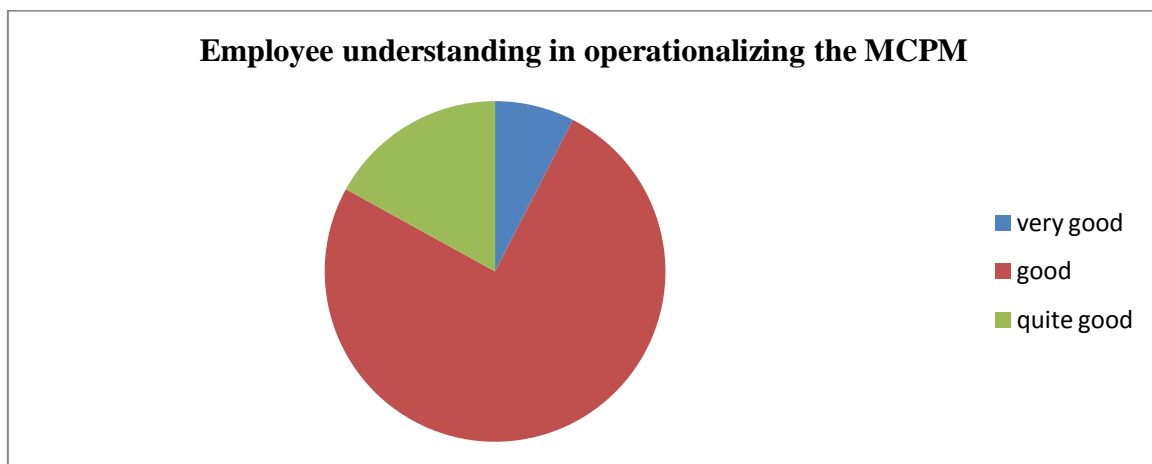

Figure 5: The respondent's identity graph based on the level of motivation of ability of employees to understand training materials

Description: very good 20,75 % or 11 employees, good 64,15 % or 34 employees, and quite as much as 15,09 % or 8 eploees

The results of the analysis show that the level of ability to understand the training material delivered is good as much as 64,15 %, meaning that the material presented by the instructor can be absorbed properly, which is expected to change the knowledge of the training participants on how to operate the MCPM application.

f. Results of employee understanding in operationalizing the MCPM
The following is a figure of the respondent's identity graph based on results of employee understanding in operationalizing the MCPM.
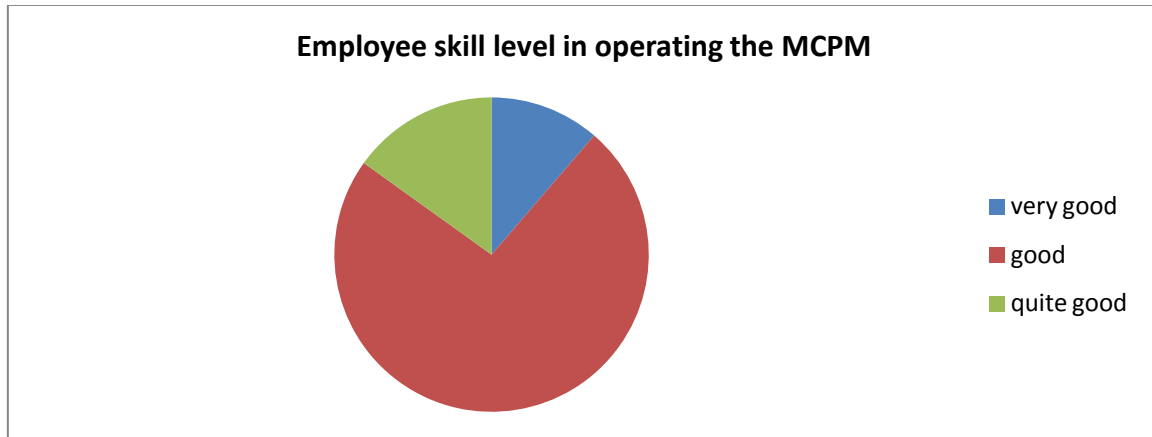

Figure 6: The respondent's identity graph based on results of employee understanding in operationalizing the MCPM.

Description: Very good 7,54 % or 4 employees, Good 75,47 % or 40 employees, Quite good 16,98 % or 9 employees

Based on the diagram, it shows that the level of understanding of employees in operating MCPM is good as much as 75,47 %, which means that practical activities on how to operate MCPM can be followed and controlled by the participants of this training. It is expected that the impact of MCPM operational skills is that employees can implement it in real work so that work is more efficient.

g. Implementation of the results of MCPM training at work
The following is a figure of the respondent's identity graph based on implementation of the results of MCPM training work.
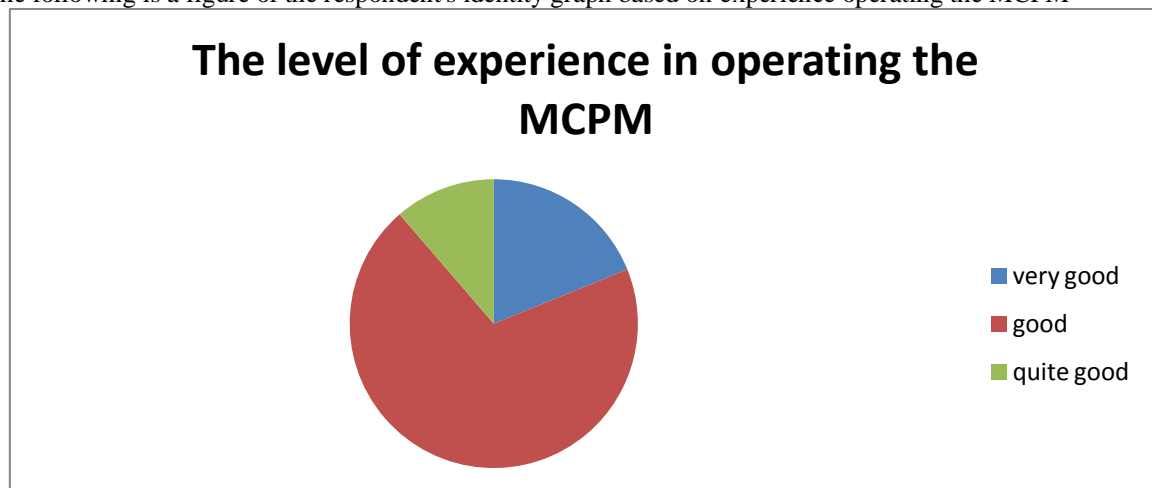

Figure 7: The respondent's identity graph based on implementation of the results of MCPM training work.

Information: very good 11,32 % or 6 employees, good 73,58 % or 39 employees and quitegood 15,09 % or 8 employees.

Based on the Venn diagram, it shows that the employee skill level in operating the MCPM application is good at 73,58 %, meaning that after training the employees are able to operate the MCPM application. This is the goal of employee development, because in the future this application can be used in breeder homes, KPS employees bring the MCPM application, to identify fresh milk produced by farmers accurately, effectively and efficiently.

h. Experience operating the MCPM
The following is a figure of the respondent's identity graph based on experience operating the MCPM

Figure 8: The respondent's identity graph based on experience operating the MCPM

Description: very good 18,86 % or 10 employees, good 69,81 % or 37 employees, quite good 11% or 6 employees

Based on the analysis, it shows that the level of experience in operating the MCPM is good as much as 69,81 %. This means that employees have been able to operationalize this application. Digitalization 4.0, which is implemented in the form of the MCPM application, is very helpful in electronic administration because it can

record quickly and valid the data required so that it is easy to trace, effective and efficient. Employee competency development through MCPM operationalization training is important in supporting the implementation of daily work. This is in accordance with the opinion of [9], that competency development is needed if someone is going to face a new job, new tools or a new system.

i.   Statistical Test Results

The result of the Spearman Rank test on competency development yields a value of 0.670 ** which according to Guillord the meaning of the correlation is moderate, which means that there is a moderate / strong correlation between training variables and employee competence in operating the MCPM. This occurs because some of the respondents' employees have high school education and their ages range from 40 to 55 years, which affects their absorption during the training process. MCPM technology requires its own skills, so it is not certain that all participants can quickly adopt the technology. High motivation both internal and external motivates to really learn during the training process, so that knowledge and skills increase as indicated by the ability to operationalize the application of MCPM in daily work.

The magnitude of the development influence is 45%, meaning that training affects the competence of employees in operating the MCPM by 45%, while other factors that affect the performance competency of operating the MCPM are 55%, which come from discipline, work environment, organizational culture, and personality characteristics of the employees themselves. . There is a warning that if it is not able to operate, it will be transferred to other fields is another factor that affects the increase in employee competence in operating the MCPM application. A training activity needs to be evaluated to determine a post-training follow-up plan, so that employee development goals can be achieved according to goals [10].

IV. CONCLUSION

MCPM operational training has a significant effect on employee competency in operationalizing MCPM in their duties. The implementation of the MCPM application can be followed up at the farmer level to obtain accurate data effectively and efficiently

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