

Capacity Building Empowerment of Weaver Groups Through Weaving Business Innovation at the Ikat Jata Kapa Weaving Center in Sikka Regency, East Nusa Tenggara Province, Indonesia, Indonesia

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ABSTRACT

This study aims to identify and explain the potential of the Weaver Group's human resources, capacity building efforts to empower Weaver Groups, the changes that have occurred as well as the supporting and inhibiting factors. This study used a qualitative descriptive method with data collection techniques through observation and in-depth interviews and documentation with Sikka Regency Cooperative and UKM Trade Office officials who were administrators and field assistants of the Jata Kapa Ikat Weaving Center and Groups of Weavers in the small, medium and large categories. The findings show that capacity building efforts to empower Weaver Groups are carried out by the Sikka Regency Cooperative and UKM Trade Service through the Jata Kapa Ikat Weaving Center by carrying out several programs, namely human development, business development, environmental development and institutional development. The program's efforts have been carried out well facilitated by supporting factors in it, but there are still several dimensions that have not worked properly due to several inhibiting factors in the capacity building process of empowering the Weaver Group.

Keywords: Capacity Building, Innovation, Human Resource Development, Empowerment.

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I. INTRODUCTION

The results of the poverty index calculation put East Nusa Tenggara Province in the third rank of the poorest in Indonesia with a percentage of 20.44% after Papua Province 27.38% and West Papua Province 21.82% (BPS, 2021). This imbalance in development has resulted in the quality of Human Resources (HR) in the East Nusa Tenggara (NTT) region which is still lagging behind compared to other regions.

The quality of human resources is indicated by the Human Development Index (IPM) in the NTT region in 2021 of 65.28% and this value is still below the national average (72.29%) which places NTT in 32nd place nationally (BPS, 2021). The Gender Development Index (IPG) of 92.63% is still above the national average (91.27%), but the Gender Empowerment Index of 74.53% is still below the national average (76.26%) (BPS, 2021). This fact shows that human development in general and based on gender is still very low nationally and expresses the relatively high poverty in general and based on gender in this region.

One of the districts in NTT Province that is included in the poor category is Sikka Regency. Looking at data from the Central Bureau of Statistics for Sikka Regency, NTT Province (Sura, 2022), which displays data on poor people, in 2021 it was recorded that the number of poor people in Sikka Regency reached 43,090 (13.35) during 2021. This figure has increased by 910 people from 2020 with a total of 42,180 people (13.12). BPS released the poverty depth index in Sikka Regency in 2021 which reached 1.26 (BPS, 2021) and the poverty severity index was 0.21 (BPS, 2021).

In general, Sikka Regency, East Nusa Tenggara Province, relies on the agricultural, livestock and fisheries sectors as a source of livelihood for most of the people in the region. However, the contribution of this sector shows a declining trend. Sectors that showed a significant increase were tourism supporting services, trade and household-based processing industries. If this sector is accumulated it can reach 46% and this value exceeds the agriculture & fisheries sector by 34% and the construction, mining, electricity, transportation and communication sectors which reach 20%. The contribution of the tourism sector is strategic considering the relatively large, varied and relatively original potential of culture, arts and

handicraft products based on local wisdom. One of the local wisdom products that is superior in this sector is sikka ikat (Hunga, 2016).

This Ikat Sikka woven fabric is a product of local wisdom and has become one of Indonesia's global cultural identities. This cloth is woven from the hands of native local weavers in Sikka Regency, which has been passed down from generation to generation and has the potential to become a regional priority in reducing poverty. According to data from Sina and Tefa (2019), the number of women of reproductive age in Sikka Regency totaled 133,003 people. Based on these data, only around 1.6% were found to be active weavers, indicating that the number of weavers is very small compared to the female population in Sikka District. Looking at the sector that should be the leading sector in this district so that it can reduce poverty in the area, in observation the researchers found several problems encountered, namely: (1) The mindset of the human resources of the weavers group that considers weaving work is just a side job, or fills spare time just; (2) Lack of innovation due to low level of education and inability of weaving groups to create new innovations in terms of products, production processes, marketing and the use of more modern technologies; (3) it is difficult for weavers to accept new things outside of the traditional habits that have been embedded for a long time; and (4) The problem of the quantity and quality of the products produced.

So based on these problems, this research was conducted aiming to find out the efforts of the local government in this case the Sikka Regency Cooperative and UKM Trade Service through the Jata Kapa Ikat Weaving Center in capacity building efforts to empower weaving groups through innovations in the typical regional Ikat weaving business, the changes that occur and the factors supporters and obstacles.

II. LITERATURE REVIEW

A. Development of Human Resources

The definition of human resource development covers broad matters in the process of increasing the potential of both knowledge, skills and capacities possessed by each individual or group contained therein. Kaswan (2015) explains that human resource development includes activities that can have an impact on individual, group and organizational learning. Development of human resources through the form of training is a driving force or as input that can improve quality. According to Mina (2017) the notion of human resource development is a process of development in honing human expertise through training and development that is held on the basis of improving organizational performance. Planned and directed development of human resources balanced with good management can produce quality individuals who can produce quality, innovative things and can solve problems according to the times (Lobala, 2019). Human resource development programs are designed to produce human resources who have the ability and skills to involve them in the process of solving problems according to the needs of the group.

B. Capacity Building

In general, the concept of capacity building can be interpreted as a process of increasing the capacity of individuals, groups or organizations (Ratnasari *et al.*, 2013). Capacity building can also be interpreted as an effort to strengthen the capacity of individuals, groups or organizations which is reflected through the development of abilities, skills, potential and talents as well as mastery of competencies so that individuals, groups or organizations can survive and be able to overcome the challenges of change that occur quickly and unexpectedly.

Capacity building can also be interpreted as a creative process in building capacities that have not yet been seen. The understanding of the characteristics of capacity development according to (Milen & Anelli, 2004) that capacity building is certainly a process of continuous (sustainable) improvement of individuals, organizations or institutions, not just happening once. This is an internal process that can only be enabled and accelerated with outside assistance, for example donors.

Rohdewohld and Poppe (2005) defines capacity building is a process that increases the abilities of persons, organizations or systems to meet their stated purposes and objectives. From this understanding it can be interpreted that capacity building is a process that can increase the ability of a person, organization or system to achieve the goals to be achieved.

C. Community Empowerment

Community empowerment is a concept of economic development that encapsulates social values. In another part, Mardikanto and Soebiato (2015) explain that: community empowerment has a close relationship with sustainable development where community empowerment is a major prerequisite and can be likened to a carriage that will bring society towards an economically, socially and ecologically sustainable dynamic.

According to Mardikanto and Soebiato (2015) community empowerment is an effort to make the community self-sufficient through the realization of their potential capabilities. As for community empowerment, it always involves two interrelated groups, namely the community as the empowered party

and those who care as the empowered party. In line with that, empowerment efforts are aimed at increasing the community's ability to organize themselves, in the sense of being able to organize, manage existing problems and potentials to adapt to the changes that occur (Saleh, 2017).

Saleh (2023) formulates a human resource development model in increasing local capacity to encourage production so that it can improve people's welfare, namely by (1) re-identifying local business potential and opportunities by paying attention to natural and human resources and business opportunities that will be developed in the long term, (2) institutional system strengthening training, (3) institutional principles application training, (4) capital assistance, (5) production management up to the marketing process

In this study, researchers took the main efforts of each community empowerment according to Mardikanto and Soebiato (2015) with the focus aspects of the study as follows:

1) *Human development*

Human development is the main effort in improving which focuses on human resources, in this case the Sikka Regency weaving group in terms of product innovation, process innovation, marketing innovation and technological innovation and information sources.

2) *Business development*

Business development is an effort made by the Government including the active participation of the community to support infrastructure/facilities and other facilities that support the improvement of community businesses in an environment that has been fostered.

3) *Community development*

Community development is an effort made by the government to empower groups to be able to use the environment to create raw materials more independently or with assistance from the government as well as awareness of the importance of the role of the social environment for the advancement of people's lives in the area of its business operations. According to Saleh (2018) the government's efforts to encourage every empowerment program that involves the community, in this case groups, are a long-term opportunity to improve the economic conditions of the community, for example, assistance with plant seeds that support raw materials and instill their awareness to try to cultivate the plants themselves.

4) *Institutional development*

Institutional development is a social institution or social organization that is available and can run effectively so that it can support the implementation of human, business and environmental development.

D. *Innovation*

According to Rofaida *et al.* (2019), in general innovation is a process and/or the result of developing the use of a product/resource that already existed, so that it has a more significant value. Innovation is defined as a process starting from the discovery of ideas and ideas, the production process to the marketing process. There are also those who say the meaning of innovation is a renewal of various resources so as to provide more value-added benefits for humans.

A very important factor in determining the innovation process is the advancement of technology and science (science and technology). Science and technology progress is an important factor in determining the quality, positioning, performance of a creative industry, and profits as well as winning the competition in the industrial revolution 4.0. Initially the concept of innovation was used in a macro context where innovation is a critical driving force in economic growth. However, currently, the concept of innovation has shifted into a micro context, which is related to the innovation process that occurs within the creative industry itself (Rofaida *et al.*, 2019).

Innovation according to Rofaida *et al.* (2019) is defined as the transformation or implementation of ideas or ideas based on creativity to produce processes and products that have higher added value/value added. Industrial enterprises that have succeeded in creating competitive advantage are those that are capable of creating innovation and creativity through an effective and planned innovation process. To support these changes, effective strategies are needed to create new products and product development by increasing the creative abilities of members within that scope. According to research conducted by Abdillah *et al.* (2022) synergies and partnerships between communities/groups, government, and academics are key innovations that have an impact on the exchange of innovative knowledge and can support the implementation of sustainable innovations.

Innovation strategy refers to theories about innovation developed by experts (Rofaida *et al.*, 2019). The theory of innovation develops in line with the needs of the industrial world and technological developments. In the basic theory of innovation, innovation is divided into four types, namely product innovation, process innovation and marketing innovation.

1) *Product innovation*

Product innovation is the introduction of goods or services that are completely new or significantly improved from existing ones with regard to their functional characteristics or use, improvements in terms of technical specifications, components and materials, friendliness in use or other functional characteristics

(OECD, 2005). Product innovation is one of the key factors for organizational success and is an important strategy for increasing market share and business performance (Hassan *et al.*, 2013)

2) *Process innovation*

Process innovation is the implementation of a production or delivery method that is completely new or significantly improved. Significant changes in terms of technique, equipment and/or software. Delivery Methods in terms of company logistics and includes equipment, software and techniques for sourcing inputs, allocating supplies within the company, or delivering the final product (OECD, 2005). Process innovation is useful for reducing production costs and also for satisfying its customers (Hassan *et al.*, 2013).

3) *Marketing innovation*

Marketing innovation is the implementation of a new marketing method in terms of packaging, design, product placement and promotion and pricing. In terms of product design, changes in form and appearance are not changes in function and characteristics. The goal of this innovation is to increase sales, market share and open new markets (OECD, 2005).

III. METHODS

This research was conducted in Sikka Regency, East Nusa Tenggara Province, at the Weaver Group Empowerment Center, namely the Jata Kapa Ikat Weaving Center. This center is located on Jln. R&D of the Village of Uneng City, Maumere City, Sikka Regency, East Nusa Tenggara Province, Indonesia and is well managed by the Sikka Regency Cooperative and UKM Trade Service Apparatus. The research subjects consisted of the Head of the Jata Kapa Ikat Weaving Center and served as Apparatus in the Head of the Industrial Development and Development Section, Head of the Production Section of the Jata Kapa Ikat Weaving Center and served as Apparatus in the Head of the Processing and Production Section, Head of the Marketing Section of the Jata Kapa Ikat Weaving Center and served as Apparatus Section Head of Industrial Business Partnership Section, SIE Motif Design, Large Category Weaver Group, Medium Category Weaver Group, Small Category Weaver Group and Consumers of sikka woven fabric products produced by the Weaver Group which is being assisted by the Sentra. Data collection techniques carried out by researchers are observation, in-depth interviews, documentation, and literature study.

Data collection techniques carried out by researchers are observation, in-depth interviews with key respondents. Data is then collected using the concepts given by Creswell (2013), namely: (1) processing and preparing data for analysis; (2) Read all data; (3) Analyze in more detail by coding the data; (4) Applying the coding process to describe the settings, people, categories, and themes to be analyzed; (5) restatements in qualitative narratives/reports; 6) Interpret or make sense of the data.

IV. RESULT AND DISCUSSION

A. *Potential Human Resources of the Sikka Regency Weaver Group*

1) *Number of groups and their categories*

The results of monitoring carried out by the Sikka Regency Cooperative and UKM Trade Service, the number of Sikka Regency Weaver Groups totaled 353 groups, this number was spread over 19 Districts, namely Nita District with 49 groups, Lela District with 48 groups, Mego District with 5 groups, Koting District with 20 groups, 17 groups in Nelle District, 28 groups in Alok District, 12 groups in East Alok District, 18 groups in Alok Barat District, 5 groups in Magepanda District, 17 groups in Palue District, 28 groups in Kangae District, 28 groups in Kewapante District. 28 groups, 6 groups in Hewokloang District, 24 groups in Bola District, 4 groups in Doreng District, 7 groups in Mapitara District, 14 groups in Waigete District, 11 groups in Talibura District, and finally, 13 groups in Waiblama District. The total number of weaver members according to the monitoring results is 5,475 people. Out of a total of 21 sub-districts in Sikka Regency, 2 other sub-districts do not have Weaver Groups, namely Paga District and Tanawawo District.

The Weavers Group of Sikka Regency is divided into 3 categories of groups, namely small, medium and large categories. This categorization is carried out by the Service through the Jata Kapa Ikat Weaving Center which is intended to facilitate it in the process of providing assistance and assistance and training based on the needs of each of these groups. The number of Weaver Groups is based on the division of the three categories, namely the small category of 256 groups, the medium category of 91 groups and the large category of 6 groups in the form of studios. Based on the description of the data on the number of Weaver Groups above, it shows that the number of Weaver Groups in Sikka Regency is quite large and sufficient, but not yet fully comprehensive to all regions. This is because the other 2 (two) sub-districts, namely Paga and Tanawawo sub-districts, do not have any Weaver Groups.

2) Education level

Based on research data, it shows that the education level of the members of the Sikka Regency Weaver Group is on average in the low-educated category, where on average 70% of the Weaver Group members are only able to complete their education up to Elementary School (SD), 20% Junior High School, 8% SMA, and the remaining 1% S1. If viewed from the categorization of Weaver Groups in Sikka Regency, the small category of 256 groups has members who can only finish their education up to elementary and junior high, 91 Weaver Groups in the middle category finish their education up to high school, and 6 Weaver Groups in the category finish up to S1 level.

3) Ability to innovate weaving groups in the weaving process

Judging from the ability of the Weaver Group in the weaving process, on average the Weaver Group of Sikka Regency already has basic skills in weaving. The long process that goes through in weaving starts from washing the yarn, wolot kapa, goang, petai perun, dyeing, the first starch process, roting, wiha wekang, liwar, the second starch process, goan huran, loru to the last process, namely hoak (removing the weave from looms) have been able to be run properly by each member of each group of weavers.

Furthermore, for the ability to innovate themselves, because the average member of the Weaver Group has low education, the will to develop is rather difficult, and still think traditionally, so it becomes a challenge for the Jata Kapa Ikat Weaving Center which is managed by the Regency Cooperative and UKM Trade Office. Sikka in training and mentoring, which no longer teaches the basics of the weaving process, but the ability of weavers to innovate starting from the development of the motifs that are made, work processes that are more effective and efficient using more modern weaving equipment, the products can better follow market trends, the colors produced are not only monotonous in dark colors, but can innovate to create new colors that are in great demand by the public, can create quality derivative products, up to the marketing process itself.

B. Capacity Building Efforts to Empower Weaver Groups in Sikka Regency

Capacity building efforts to empower Weaver Groups through innovations in the typical regional tie-weaving business in Sikka Regency use the theoretical concept of Mardikanto (2013). Mardikanto divides into 4 (four) main efforts which include the dimensions of human development, business development, environmental development, and institutional development.

1) Human development

In the aspect of Human Development carried out by the Sikka Regency Cooperative and UKM Trade Office through the Jata Kapa Ikat Weaving Center for Weaver Groups of Sikka Regency, namely a direct mentoring and training program regarding improving the human resources of Weaver Groups through:

a) Product innovation and motives

The mentoring program and direct training regarding product innovation conducted for the Sikka Regency Weaver Group are intended to increase the knowledge and skills of the Weaver Group in making more varied derivative products from fabrics that have been woven previously. These innovations are adapted to market trends and demands without eliminating the elements of cultural beauty in them.

Furthermore, in motif innovation, the Weaver Group is given training related to the ability to be creative from 52 patented motifs which are then developed into new motifs that are more in demand by the market. Assistance for hundreds of designs of new motifs in book form was also made by the Ikat Jata Kapa Weaving Center which was then bound to make it easier for weavers to make motifs, there have been 7 (seven) volumes up to know that have been made, as a reference for developing motif innovations according to individual abilities. each group of weavers. Interesting, creative, and trend-following color combinations, as well as neater color combinations are also taught to improve product quality. Ikat sikka weaving is synonymous with dark colors, so the efforts made by the Jata Kapa Ikat Weaving Center provide training in creating new, brighter colors according to market trends.

b) Production process innovation

The next program is direct assistance and training related to the weaving process. Each group of course coaching is also different. Especially in the small category of Weaver Groups. Of the many stages of weaving, one of the stages that determines the quality of the woven product is the thread dyeing process. The dyeing process itself is a very complicated process. Guidance is needed from the Sikka Regency Cooperative and UKM Trade Service through assistant staff from the Jata Kapa Ikat Weaving Center, as shown in Fig. 1. The mixing of dyeing materials and the processing should not be mixed, let alone just guessed. Incorrect process, inappropriate mixing, the resulting color will also not match. The color combination and the desired color match must go through the calculation of the right measure. That is why in this process the service is trying to maintain the quality of the weaving produced by the weavers.



Fig. 1. The mentoring process for the Sikka Regency Weaver Group: a) Process of dyeing yarn b) the process of making the sheath.

c) Marketing innovation

Assistance and training programs related to marketing innovation are carried out by holding online marketing training. This activity aims to make people more knowledgeable about technology and able to compete, especially in marketing Ikat products online. Apart from that, marketing facilities are also provided, namely at the Nian Sikka Creative Industry Gallery and places to sell souvenirs, in studios, as well as in government-owned markets.

d) Technology innovation and information sources

Mentoring and training programs related to technological innovations attempted by the Sikka Regency Cooperative and UKM Trade Service through Assistant Staff of the Sikka Regency Jata Kapa Ikat Weaving Center for Weaver Groups in the weaving process which previously used traditional looms which were difficult to move and took a long time in the process, switching to non-machine looms that have been modified according to the needs of weavers or what is called ATBM. The initiative from the Department in the future is to be able to work on ATM machines or machine looms, but the weavers themselves need to adapt. Furthermore, to make woven derivative products, modern sewing machines and additional equipment are also prepared at the Jata Kapa Center to be used according to the needs of weavers.

2) Business development

This business development is basically oriented towards improving (economic) welfare, so that business development is an important part of supporting human processes. The business development carried out includes:

a) Provision of business capital assistance

The first effort in developing the business is providing venture capital assistance to the Weavers Group. This assistance is provided according to the needs of the group and is not in the form of cash for business capital, but in the form of providing raw materials to produce woven fabrics. The raw materials can be threads, dyes, looms or other equipment needed by weavers.

b) Marketing improvement and product information

Efforts to increase marketing are carried out through sales and marketing assistance through the creative industry gallery, Nian Sikka. The process for the improvement itself is carried out by paying attention to the product packaging aspect and the quality is maintained, as seen in Figure 2. Supported by the strategic location of the Sikka creative industry gallery itself to be accessible to the public and massive government-run promotions will greatly help increase sales.

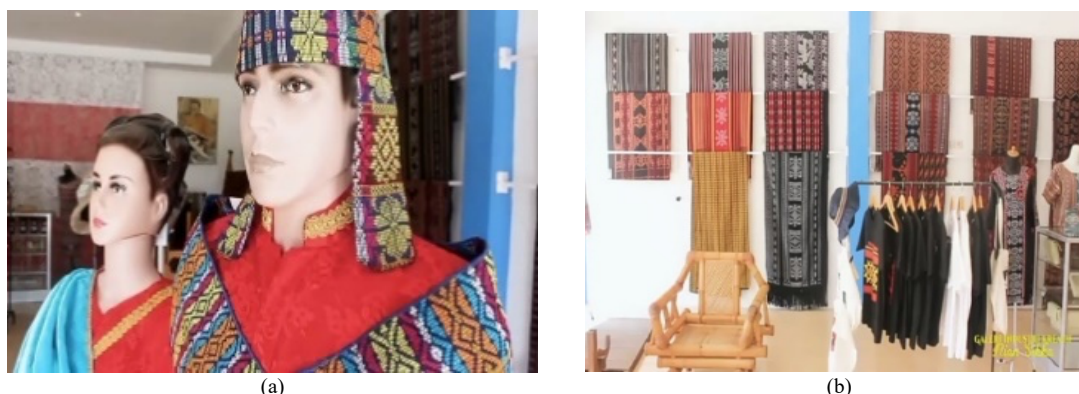


Fig. 2. Derivative Products of the Weaver Group at the Jata Kapa Ikat Weaving Center: a) Traditional clothes made of sikka woven cloth b) Sikka tie woven products on display at the cooperative.

3) *Community development*

Community Development in this case does not only talk about the physical environment, but in practice it is necessary to realize that the social environment is also very influential.

a) *Utilization of the environment in obtaining raw materials*

The first utilization effort from an environmental development perspective is to provide assistance and training in terms of cultivating natural dyed plants, especially for Weaver Groups that use natural dyes. The majority of the Weaver Group have arable gardens which can be utilized by planting natural dyes or can also be planted in the yard of the house. In addition, to obtain raw materials for natural colors, assistance is provided in the form of seeds of natural dye plants to be planted. During the training process, it was also emphasized to the weavers to be able to multiply the seeds of these plants and share them with other groups of weavers who also needed them. *So that the coloring materials are not used up once.*

b) *Responsibility for industrial waste*

The next environmental development effort is to be responsible for industrial waste. In order to protect the surrounding environment from natural and chemical dyeing waste, groups of weavers in training are given the awareness to be able to reprocess it and make special waste disposal that does not interfere with household sewers or the surrounding environment. For natural coloring itself, it is somewhat easier because it can be recycled into compost and can be decomposed back into nature.

c) *Relations with the social environment*

The last environmental development effort is to improve relations with the social environment. In this regard, the accompanying party provides assistance in the form of awareness to help each other between one group and another Weaver Group, both in terms of knowledge, information related to product development, production processes, to marketing. Things that support this become easier, because of the relationships of brotherhood, kinship, and friendship that are established so that each group of weavers can carry out their activities as weavers together.

4) *Institutional development*

Social institutions or social organizations that are available and can run effectively so that they can support the implementation of human development, business development and environmental development.

a) *Development of cooperation with related parties*

The first institutional development effort is the development of cooperation with related parties. In this regard, the Sikka Regency Cooperative and UKM Trade Service through the Jata Kapa Ikat Weaving Center has developed cooperation with related parties such as;

- PT. ASKRINDO Jakarta through CSR funds, in the form of natural coloring training
- Bank NTT, providing assistance in terms of product marketing,
- Warlami Indonesia, to help fund training for the group of natural color woven fabrics
- Office of Manpower, providing assistance and training in chemical coloring and natural colors
- Tourism Office, provide assistance in terms of group management and marketing
- Village government, providing assistance with raw materials, equipment and training
- NGOs or foreign NGOs
- Ministry of Tourism
- The Ministry of Industry in the form of building a center for woven textiles
- Ministry of Education, in the form of Entrepreneurial Skills Education (PKW) training for children aged 15 to 25 years who have dropped out of school who work as weavers on a daily basis.

The development of this cooperation will continue and accept all forms of cooperation that builds and benefits the Weavers' groups of Sikka Regency.

b) *Provide protection*

The next institutional development effort is to provide protection. From the Sikka Regency Cooperative and UKM Trade Office through the Jata Kapa Ikat Weaving Center itself, it provides protection for both the weavers and the weaving motifs. All Weaver Groups are protected through an association or organization, namely the Geographical Indication Protection Society (MPIG) which has a legal umbrella. Through this institution the process of submitting Geographical Indications (GI) is also facilitated and advocated by the Regional Government of Sikka Regency. There are already 52 Ikat motifs that have been protected, and in the future efforts will continue to be made on new motifs created by weavers to be able to protect the right to work that has been carried out by these weavers.

C. *Changes in Capacity Building to Empower Weaver Groups in Sikka Regency*

The monitoring process by the Service to groups records related to the changes that occurred after the existence of capacity building for the empowerment of Weaver Groups through innovations in the typical regional tie-weaving business, namely that there were quite good changes, as shown in Table I.

TABLE I: CHANGES THAT OCCURRED AFTER CAPACITY BUILDING

No	Activities	Before	After
1	Production time	The time required is 3 (three) months	The time needed is 1 to 2 months
2	Weaving Equipment	Traditional equipment that cannot be moved (settled in one place)	Weaving equipment is not a modified machine, it can be placed anywhere either inside or outside the house (ATBM)
3	Work process	Long and draining	Fast and not draining
4	Setting of Motives	Lots and not neatly arranged	Small and neat
5	Color Quality	Fades and fades when washed	Bright and does not fade when washed
6	The size of the woven sheath	Length 2.8 meters, width 80 cm	3 meters long, 85-90 cm wide
7	The Weaver Mindset	Weaving is a part-time job (to fill spare time)	Weaving work is a staple/routine job that can help a weaver's household economy
8	Marketing	There is no place to market the product	There is a place for product marketing, namely at the Nian Sikka Creative Industry Gallery
9	Product Price	Rp. 500,000 to Rp. 750,000 for one sheet of woven sarong	Rp. 750,000 to Rp. 1,500,000 for one sheet of woven sarong
10	Souvenir	There is no processing of souvenirs from woven ikat	There is processing of souvenirs from woven ikat
11	product	There are no derivative products	Derivative products are varied and of high quality

In addition to the changes that have occurred above, the changes that have occurred include the utilization of the environment in obtaining raw materials that has been going well and as it should. Apart from that, the weavers also have awareness in providing some raw materials by planting themselves several types of plants that can be used as dyes for woven fabrics. In addition, the Weaver Group for the large category, in this case, the Studio, helped in terms of natural dyeing raw materials for small and medium-sized Weaver Groups in natural dyeing training. This also makes the relationship between Weaver Groups closer and helps each other. Then the Weavers Group also has a high awareness of protecting the surrounding environment. On the other hand, the waste generated from the manufacture of woven woven fabrics is also a renewable waste where the waste comes from nature, namely the raw material for woven woven dyes, so that it is easily decomposed in nature. So that the responsibility for industrial waste has been carried out properly and optimally by the Sikka Regency Weavers Group.

Lastly, the institutional development has been going well where the weavers are very compact and help each other in the production and marketing of woven ikat. Social environmental conditions like this are also very helpful in the development of the weaving industry. Among the many Weaver Groups in Sikka Regency, there is one group that can be said to be advanced, namely the Sinar Watu Bo weaving studio. This studio often provides support to other groups by teaching coloring or dyeing techniques using quality natural dyes. This way also makes the weavers more compact and not divided.

D. Supporting and Inhibiting Factors

1) Supporting factors

These supporting factors are the existence of a policy of the Sikka Regency Regional Government which supports through the Sikka Regency Trade, Cooperative and UKM Office with a commitment to implement the 2021 Performance Agreement (PK) and the existence of Sikka Regent Regulation Number 5 of 2022 which has the potential to upload the potential of woven cloth, in means promoting and popularizing woven products, supporting exhibitions and fashion shows and incorporating woven woven content into technology-based information and marketing systems. In addition, the role of assistants in facilitating group activities is very supportive for the Capacity Building Efforts to empower Weaver Groups in Sikka Regency.

2) Inhibiting factors

The inhibiting factors for capacity building to empower Weaver Groups are as follows:

- a. There are still Weaver Groups that have never participated in mentoring and training activities, especially the small category Weaver Groups which are far from the Jata Kapa Ikat Weaving Center. Sometimes these training activities are only given to certain groups selected by the Dinas. In addition, information regarding the Jata Kapa Ikat Weaving Center, which is an education and information center for this Ikat weaving, is not yet known to all Weaver Groups.
- b. Due to the low level of education of the Weaver Group, it is difficult for weavers to absorb new information and innovate according to the times, especially weavers who have only graduated from elementary school.
- c. In general, weavers, especially small category weavers, have difficulty using smartphones when

conducting online marketing. As a result, weavers can only do marketing directly by selling it in the market or in galleries.

- d. There are still many Weaver Groups in the small category who maintain the use of traditional looms and find it difficult to accept ATBM and ATM so that the weaving processing time that should be shortened remains long.
- e. the provision of capital assistance in the form of raw materials has not been carried out routinely and regularly, and has not been evenly distributed to all Weaver Groups due to a lack of fund allocation so that the provision of raw material capital to Weaver Groups has not run optimally.

V. CONCLUSION

The potential of human resources in the Weaver Group which is assisted by the Ikat Jawa Kupa Weaving Center in Sikka Regency when viewed from the aspect of quantity based on the number of Weaver Groups is sufficient, while based on its own categorization the Weaver Group with the small category dominates by 72%, the medium category by 26%, and only 2% are included in the large category. When viewed from the aspect of education level, the Sikka Regency Weaver Group on average has low education, but even so the Weaver Group has good basic skills in weaving and maintains cultural aspects that have been passed down from generation to generation. Capacity building efforts to empower Weaver Groups carried out by the Sikka Regency Cooperative and UKM Trade Office through the Jawa Kupa Ikat Weaving Center are carried out through mentoring and training based on human development programs by increasing the ability of Weaver Groups in product and motif innovation, production process innovation, marketing innovation, innovation technology and information resources. Second, the business development program provides business assistance in the form of raw material assistance, increased marketing and product information. Third, in the environmental development program efforts are made to utilize the environment in obtaining raw materials, responsibility for industrial waste, and relationships that exist in the social environment. And finally, the institutional development program is carried out by working on aspects of developing cooperation with related parties as well as aspects of protection. The program's efforts have been carried out well. Capacity building for the empowerment of Weaver Groups through innovations in the typical regional Ikat weaving business in Sikka Regency has resulted in positive changes in the ability of Weaver Groups in the Ikat weaving process. The existence of supporting factors in the form of policies that support the implementation of the capacity building program for the empowerment of Weaver Groups and the role of instructors or field assistants greatly help the success of the program. As for the inhibiting factors for capacity building to empower the Weaver Group, the researchers finally suggested the following:

1. The government can increase the allocation of funds for the capacity building program for empowering Weaver Groups in Sikka Regency, both funds for the need for raw material assistance and to finance the mentoring and training process for all groups so that it can be carried out continuously and evenly to all groups.
2. Can increase the number of field assistants for the capacity building program for the empowerment of Weaver Groups, considering that the number of assistants for the Jawa Kupa Ikat Weaving Center is not comparable to the large number of Weaver Groups spread across Sikka Regency.
3. In the mentoring and training conducted for the Sikka Regency Weaver Group, it is best if the Jawa Kupa Ikat Weaving Center needs to increase the focus of assistance in the innovation process of creating the colors of the Ikat weaving which are adapted to market trends and in accordance with the times, namely not only the colors dark that seems monotonous, but creates light colors.
4. Jawa Kupa Ikat Weaving is a superior potential in Sikka Regency, if the Government is more serious in making policies and implementing its programs, especially in increasing the capacity of Human Weaving Groups, it will certainly greatly help groups to be empowered and will have an impact on increasing welfare in Sikka Regency.

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