

DEVELOPMENT OF TODDLER FAMILY CADRE TRAINING BASED ON ANDROID APPLICATIONS IN DEMAK-CENTRAL JAVA

Suemy*

Education Management, Universitas Negeri Semarang, Indonesia
emygunungpati@gmail.com

Joko Widodo

Education Management, Universitas Negeri Semarang, Indonesia
jokowidodo@mail.unnes.ac.id

Samsudi

Education Management, Universitas Negeri Semarang, Indonesia
samsudi@mail.unnes.ac.id

Suwito Eko Pramono

Education Management, Universitas Negeri Semarang, Indonesia
suwitoekep@mail.unnes.ac.id



Publication History

Manuscript Reference No: IJIRAE/RS/Vol.07/Issue07/JLAE10081

Received: 12, July 2020

Accepted: 20, July 2020

Published Online: 31, July 2020

DOI: <https://doi.org/10.26562/ijirae.2020.v0707.001>

Citation: Suemy,joko,samsudi,suwito (2020). Development of Toddler Family Cadre Training Based on Andriod Application in Demak-Central Java. IJIRAE:: International Journal of Innovative Research in Advanced Engineering, Volume VII, 305-309. <https://doi.org/10.26562/ijirae.2020.v0707.001>

Peer-review: Double-blind Peer-reviewed

Editor-Chief: Dr.A.Arul Lawrence Selvakumar, Chief Editor, IJIRAE, AM Publications, India

Copyright: ©2020 This is an open access article distributed under the terms of the Creative Commons Attribution License, Which Permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited

Abstract: Toddler family cadre is a community members work voluntarily in fostering and providing information to parents of toddlers about how to properly care for children. Toddler Family cadre desperately need training to increase their skills. There are still a few Toddler family cadres who get training so that the knowledge and skills of parents and other family members in developing toddlers' growth through physical stimulation, motoric intelligence, emotional and social economy as well as possible are still lacking. The purpose of this study is to develop an Android- assisted Toddler family cadre training model in Demak. This research is research in tian research and development. The research location was in Demak Regency. Toddler family cadres became the object of this research. Development of Toddler family cadre training models assisted by Android in Demak is feasible to be used as an effort to improve Toddler Family cadres' capabilities.

Keywords: Development, toddler, family, cadre, training

I. INTRODUCTION

Training is a series of activities designed to improve the skills, knowledge, experience, or changes in one's attitude [1]. The training program is very useful for employees / employees especially to improve performance, update expertise in line with technological advancements, improve competence in work, help solve operational problems, prepare employees / employees for promotion, direct employees / employees to the organization's vision and fulfill personal needs. Training and development have an impact on employee performance and productivity. Training and development have a good impact on employee performance and productivity. There are two variables of Training and Development (Independent) and performance and productivity of employees (Dependents). Eight banks were selected as samples in this study. Eighty questionnaires were distributed for data collection. SPSS descriptive statistical tool was applied to the questionnaire to see reliability and consistency. The results of the study show that there is a significant relationship between variables [2].

Forming children's character can be through strengthening so that the attitudes and behaviors of the child remain / do not change (consistent) in their daily actions. Parents can strengthen children's attitudes and behavior. The process of habituation at home requires smart mothers and knows how to educate children well so that characters are formed. Parents sometimes lack knowledge, the experience they have is still lacking. Moreover, those who have not finished their education at school, many of them do not understand about parenting to support optimal growth and development for their children. Children tend to be closer to Mother, so people who best understand the development of their children are Mother. It is important for mothers to understand good parenting for their children so that the child becomes a good person and is kept in good health. Based on preliminary studies in the field, it has been shown that so far Toddler Family cadre training has been conducted once a year with representatives of 5 cadres from each toddler family. Based on reports from the activities of toddler family Demak Regency in semester II of 2016, there were 14 Subdistricts of 249 Villages and 420 toddler family in Regency Demak. The total of all 1439 Cadres with 1022 trained cadres and 417 cadres who have not been trained. The following is a table of reports on toddler family activities in Demak Regency.

Toddler Family that has been running so far has not been going well, this is due to the absence of operational funds for toddler family. There is no availability of funds for toddler family cadres. Lack of motivation from various parties to implement the program. The absence of instructors was available, so the implementation of toddler family became stagnant. The material provided was still about nutrition and child growth in accordance with the Pokja pocket book, during the training process that had been obtained by cadres had never received material that contained good and correct parenting patterns for early childhood. They need to also understand the psychology of children so that children can grow well and the formation of children's character can be optimal. Early childhood character education starts from the family, therefore as a mother they should know important things in parenting, where this can be obtained in toddler family through trained cadres.

Toddler family must be reactivated, it aims to create a smart and character generation and avoid juvenile crime. Training for toddler family cadres (Toddler Family Development) is very important, because toddler family Cadres are community members who work voluntarily in fostering and providing guidance to parents of toddlers about how to properly care for and care for children. While the Family Development program (toddler family) aims to increase the knowledge and skills of parents and other family members in fostering the development of toddlers through physical, motor, intelligence, emotional and socio-economic stimuli as well as possible.

II. LITERATURE REVIEW

Training management requires good coordination. A good quality-training manager is needed. Managers must know for sure whether the training will be provided according to the training participants' needs. In a training must know the relationship between the philosophy of training, principles, rational and goals. This aims to avoid any failure when they build enthusiasm in training, preoccupation with routine patterns and ignore all training objectives [3]. Management training is a managerial activity to organize the training process to take place efficiently and effectively. Interpreting training as a short-term educational process that uses systematic and organized methods and procedures [4]. The trainees will learn knowledge and skills that are practical for specific purposes. Training is a process of helping others to acquire skills and knowledge [5][6]. Training is often given the meaning of education, development, employee education, self-development, human resource development, improvement of HR Performance, human technology performance, and organizational development [7].

Toddler family cadre training management should be based on parenting. That is because parenting refers to the atmosphere of teaching and learning activities that emphasize warmth not in the direction of a one- way education or without emotion [8]. In the end, parenting or parenting is anything that includes what should be done by parents/ caregivers in carrying out the duties and responsibilities of child development [9]. From the definition of parenting above, parental tasks develop into more than just meeting physical needs, also providing the best for children's material needs, meeting the emotional and psychological needs of children, and providing opportunities for the best education. In parenting, the way parents educate children is the scope of the discussion in it because educating is a hard job and responsibility for parents [10]. The results of research show that authoritarian parenting style makes children rebellious and adopts the wrong behavior of parents. In contrast, authoritative parenting styles are more effective for children, because they encourage a moderate parenting style [11]. Parents spend a lot of time with their children reduce the chances of developing delinquent behavior among their children, showed that research testing the effect of parenting on achievement among elementary school children in the United States and Japan based on Baumrind typology of parenting.

The application of the Baumrind parenting typology to Japan academic results has not been explained. Previous studies have shown that authoritative parenting style tends to produce positive academic outcomes for children West. The training has been face to face periodically for a limited duration of time. However, many toddler family cadres who were unable to attend the training were due to a variety of things, resulting in the cadres not getting the latest material delivered by the instructor. Therefore it is necessary to have an innovation to assist the training process so that cadres who do not depart or who want to repeat the material can be seen again. The solution to this problem is by making a training aid that is a web that can be accessed on android, so that the learning process becomes flexible in repeating the material. Android is chosen as a medium because Android is almost owned by everyone because of the times and is easy to carry everywhere so learning is not time-limited. Based on the explanation above, it is necessary to develop an Android-assisted parenting - based cadre training design in Demak Regency.

III. RESEARCH METHOD

This research is Research and Development (R & D). R & D is a research method used to produce certain products, and test the effectiveness of these products [12]. The location or object in this study was the BKB Cadre of Demak Regency. The ten steps from Borg and Gall are modified in outline into three main steps, namely: (1) preliminary study, (2) development, (3) model validation. Data in the study were collected through interviews, questionnaires and documents. Test the validity of using FGD and the use of TAM.

Data analysis is the process of arranging data sequences, organizing them into patterns, categories and basic units of description [14]. While the qualitative method is a research procedure that produces descriptive data in the form of written or oral words from people and observable behavior.

In the process of analyzing data on the main components that must be really understood. The components are data reduction, data review and conclusion drawing or verification. To analyze various existing data, analytic descriptive method is used. This method is used to describe the data that has been obtained through a deep analytic process and subsequently accommodated in coherent form of language or in the form of narrative. Data analysis is carried out inductively, which starts from the field or empirical facts by plunging into the field, studying the phenomena in the field. Data analysis in qualitative research is carried out simultaneously with the process of data collection [13].

Data collection techniques in this study were (1) interviews, and (2) observations (3) Questioners (4) FGDs. The data collection techniques are equipped with data collection instruments in the form of: (1) Interview guidelines, and (2) Questioners. Internal validation with FGD activities and expert (individual) discussions using data collection techniques in the form of discussion material notes in structured discussions.

IV. RESULT AND DISCUSSION

Based on a field study on the use of android as a tool in parenting cadre training based on the emergence of many perceptions. The training application embedded in android will make it easier for cadres to learn the material in the training. Based on the results of the preliminary study found the factual model as follows figure 1.

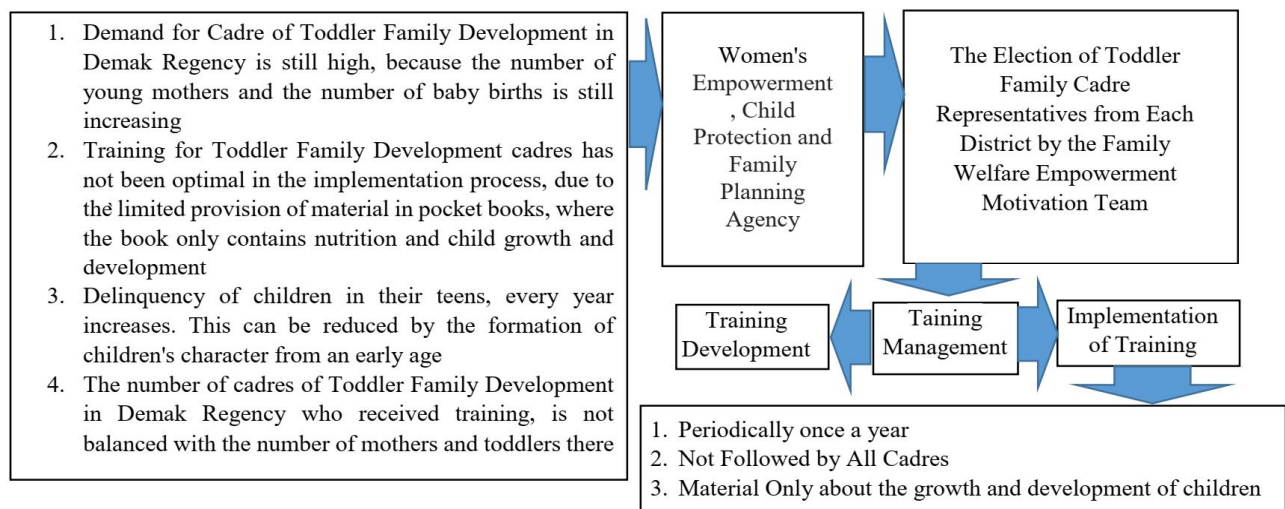


Figure 1. Conceptual Model

Based on the factual model, it was then developed into a conceptual model obtained from theory and the experts were then validated through FGD to produce a hypothetical model. The following is a hypothetical model produced. The hypothetical model was then tested for acceptance using TAM. The test results are as follows:

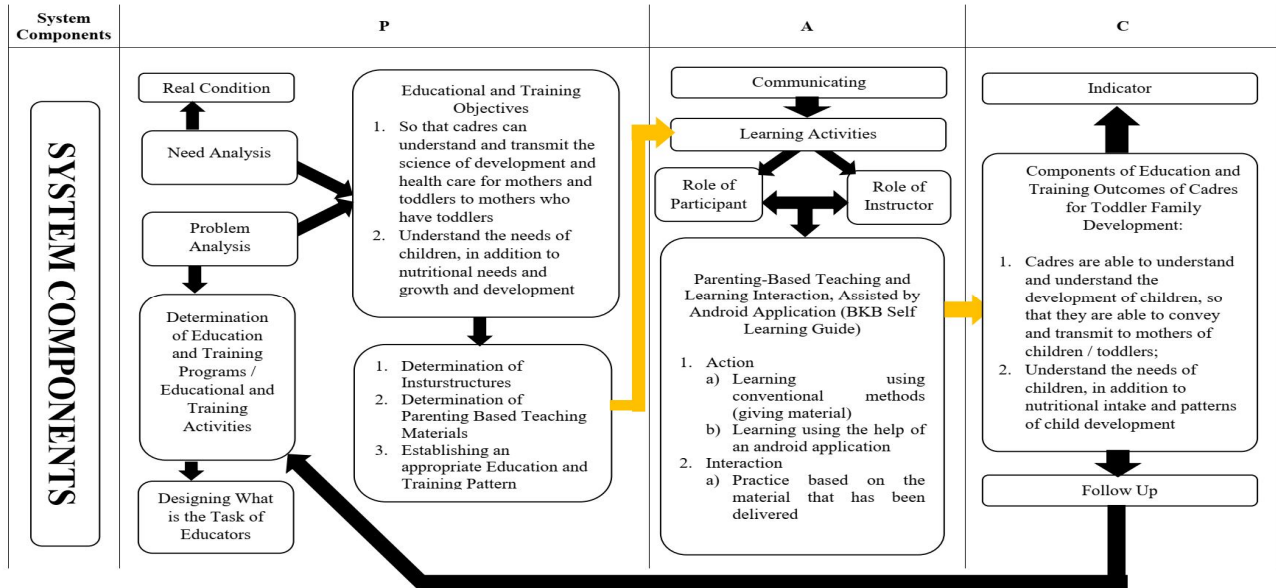


Figure 2. Hypothetical Model

Table 1. TAM test results

Percentage	Information
57% (17 people)	Strongly Agree
26% (8 people)	Agree
10% (3 people)	Less agree
6.7% (2 people)	Disagree

It shows that there are 17 people or as much as 57% strongly agree with the existence of BKB cadre training based on assisted parenting applications on android. That is because they consider that using an application in Android can make it easier to access material or videos through the application. So that they can study anytime and anywhere done repeatedly until they understand. There are 8 people or as many as 26% who agree with the use of the application. There are 3 people or as much as 10% disagree and 2 people or as much as 6.7% do not agree to the use of the application because not all cadres have sophisticated smartphones. Not all cadres have enough economic levels to buy these facilities, both smartphones and internet data. Cadres also have different levels of education so that the use of applications and the process of understanding the material can vary so that it can affect the final results achieved through training.

There are several things to consider when using an android application in a training that is function of applications used, we obviously need to know what is the use of applications that we use so that we can use it to the maximum. If we do not know the usefulness of the application that we are going to use, we will only find confusion and result in ambiguity in learning. Objectives that should be achieved easily but because we do not know the usefulness of the application that we use finally the goal is not achieved and it is just a waste of time. If we are going to use a medium the most important thing is to know how to operate the media that will be used. A subject matter that should be easier to understand if delivered through the media will be very difficult for students to understand if the instructor does not master the way to use the media or application used. Therefore we must know how to use the application to be used so that the use of media can be efficient and effective. The advantages and disadvantages of the application used, the advantages and disadvantages of the application used must be known to people who will use the application for training so that the training is effective and can reduce the negative impact caused by the application used. d) Easy or not application to be used, good learning media in training, namely media that can be easily operated so that we don't feel confused and don't waste much time.

Because it cannot be denied that, many applications or learning media are difficult to operate. This will disrupt learning and learning goals. Therefore, we must determine whether the application will be used already operated or not. Effective and efficient or at least the applications used, we should be able to choose media that will make learning effective and efficient. If learning is effective and efficient, the learning objectives will be easily achieved and students can more quickly understand the material presented. So before using the application for learning must know in advance whether the media is effective and efficient or the application used.

V. CONCLUSION

The application of Android-based parenting- based BKB cadre training is very easy to use. Cadres assume that using an application in Android can make it easier to access material or videos through the application. So that they can study anytime and anywhere done repeatedly until they understand. In the use of the application in the training we should know what things are thirsty we know before using it, between strenght and shortage of applications used, well whether or not the application to be used, operated or not. Effective and efficient whether or not the application is used, we should be able to choose media that will make learning effective and efficient. If learning is effective and efficient, the learning objectives will be easily achieved and students can more quickly understand the material presented. So before using the application for learning must know in advance whether the media is effective and efficient or the application used.

REFERENCES

1. Simamora, H., 1997, *Manajemen Sumber Daya Manusia, Edisi 2, STIE YKPN, Yokyakarta.*
2. Ahmad, Lokman Mohd. Tahir. 2014. "School Operational Funding to Support School Activities". *International Journal of Evaluation and Research in Education (IJERE)*, Vol.3, No.1, March 2014, pp. 66-78.
3. Sheth, B.B., Bandelin, F.J., and Shangraw, R.F., 1980, *Compressed Tablets*, in Lieberman, H.A, and Lachman L.(Eds), *Pharmaceutical Dosage Forms: Tablets*, Vol. 1,114-116, 138, 147, 159, Marcell Dekker, Inc, New York.
4. Sumantri, Mulyani dan Johar Permana, *Strategi Belajar Mengajar*, Bandung: C.V Maulana, 2000
5. Carter V. Good, (ed). 1973. *Dictionary of Education*, Third Edition. New York: McGraw-Hill
6. Saleh, Marzuki, M. (1992). *Strategi dan Model Pelatihan, Suatu Pengetahuan Dasar Bagi Instruktur dan Pengelola Lembaga Pelatihan, Kursus, dan Penataran*. Malang: IKIP Malang
7. Rothwell, W. J. and Kazanas H.C. (1996), *Improving on-the-job Training, How to Establish and Operate a Comprehensive OJT Program*, Second Edition :John Wiley & Son Inc. San Fransisco.
8. Megawangi, Ratna. 2007. *Semua Berakar pada Karakter*. Jakarta: Lembaga Penerbit FE-UI.
9. Hidayati, L. 2010. *Ragam Jajanan Anak dan Kontribusi Jajanan terhadap Kecukupan Energi dan Zat Gizi Anak Malnutrisi di Lingkungan Kumuh Perkotaan*.
10. *Makalah pada Seminar Keamanan Produk Pangan Lokal: Mewujudkan Generasi Sehat dan Cerdas*. 9 Maret 2010. Surakarta : Prodi Gizi FIK – Universitas Muhammadiyah (Said, 2013: 01).
11. Sarwar, S., 2016. Influence of Parenting Style on Children's Behaviour. *Journal of Education and Educational Development*, 3(2), 222. <https://doi.org/10.22555/joeeed.v3i2.1036>
12. Imaeda A. I., Watanabe A., Sohail A. S., Mahmood S., et al. 2009. Acetaminopheninduced hepatotoxicity in mice is dependent on Tlr9 and the Nalp3 inflammasome. *The Journal of Clinical Investigation*. Volume 119 (2) : 246
13. Sugiyono. 2012. *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Bandung: Alfabeta.
14. Miles, Matthew B. and A. Michael Huberman. 2005. *Qualitative Data Analysis (terjemahan)*. Jakarta : UI Press.