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### Empowerment of Sigi Regency Community Human Resources through the LIPERDA Work Program by Islamic Relief

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#### ABSTRACT

This research investigates the empowerment of human resources implemented by Islamic Relief through the LIPERDA (Livelihood recovery in the post-disaster area) program as a response to the earthquake's impact. The main objective of this research is to analyze the empowerment of human resources in the Sigi Regency carried out by Islamic Relief and its impact on economic recovery in disaster-affected areas. The research method used is descriptive with a qualitative approach. The research results show that Islamic Relief has empowered human resources through the LIPERDA program for post-disaster economic recovery by providing skills training, business assistance, and distributing aid funds. Islamic Relief has succeeded in empowering existing human resources despite still needing to be implemented. The impact of this program is the restoration of livelihoods and positive changes in social conditions in society.

Further analysis revealed factors influencing the program's success, including active community participation, cooperation with related parties, and full support from the government. This research provides insight into the important contribution of human resource empowerment in post-disaster economic recovery. It contributes to understanding how institutions such as Islamic Relief can effectively overcome challenges in the context of natural disasters.

## **INTRODUCTION**

Empowerment of Human Resources, or HR Empowerment, is a very important aspect because HR comes from human abilities, which will run other sources in management. Sedarmayanti (2000:123) stated, "Human Resource Empowerment is one of the efforts that must be made to create quality human resources, who have the ability to utilize, develop and master science and technology as well as management abilities."

The humanitarian organization Islamic Relief aims to empower community human resources to restore the economy of disaster-affected areas in the Sigi Regency. Sigi Regency is a district in Central Sulawesi Province, Indonesia. The capital is Bora in Sigi Kota District. This district was formed based on Law Number 27 of 2008, an expansion of Donggala Regency. After the expansion of the Sigi Kota sub-district, on September 14, 2020, Sigi district consisted of 16 sub-districts and 177 villages with an area of 5,196.02 km<sup>2</sup> and a population of 247,057 people with a population distribution of 47 people/km<sup>2</sup>. Sigi Regency was one of the areas worst affected by the disaster in 2018, apart from Palu City, Donggala Regency, and Parigi Moutong. It is not surprising that this incident caused many deaths, injuries, and even residents who suffered loss of property.

Islamic Relief collaborates with the educational institution Tadulako University which involves lecturers and students in the Fisheries and Animal Husbandry, Economics, and Business and Agriculture departments; in this case, the students are Islamic Relief's right hand in carrying out programs starting from collecting data on disaster-affected residents to distributing aid funds and field supervisors.

Islamic Relief Worldwide is a non-governmental organization that operates in the field of community development due to natural disasters and also operates humanitarian efforts to eradicate poverty in the world, especially in countries where the majority of the population is Muslim. IslamicRelief Worldwide is based in the city of Mosley, Birmingham, England. This organization has many branches around the world, especially in Indonesia. Apart from assisting countries affected by poverty, this NGO also handles disaster victims, distributes funds to poor communities, and strengthens communities.

This research was conducted to explore information on how Islamic Relief empowers the human resources of the people of Sigi Regency for economic recovery in disaster-affected areas through the LIPERDA (Livelihood recovery in the post-disaster area) work program. The LIPERDA work program itself is divided into 3 parts: the fisheries program, the livestock program, and MSME programs, all of which aim at economic recovery for communities in disaster-affected areas.

Writing this research can also be useful for readers or Islamic Relief itself because, in this research, several models of human resource empowerment are presented, which may be used or exploited by certain parties to serve as a reference in planning or empowering human resources in the community. It can also be useful for conducting further research.

## **RESEARCH METHOD**

This research uses a descriptive method with a qualitative approach. According to Creswell (in Raco, 2010, p. 7), a qualitative research method is an approach or investigation to explore and understand a central symptom. The qualitative research method is used to examine the condition of natural objects, where the researcher is the key instrument, data collection techniques are combined, and data analysis is inductive. Qualitative research results emphasize meaning rather than generalization. In this research, the descriptive method uses words and pictures and does not use data in the form of numbers. The results of this research are based on the data and theory used, namely the theory according to Khan (1997, in Kadarisman, 2012: 260). It offers an empowerment model that can be developed in an organization to ensure the success of the HR empowerment

process in an organization. The empowerment model is desire, trust, self-confidence, credibility, accountability, and communication.

In qualitative research methods, data is usually collected using several qualitative data collection techniques, namely interviews. According to Berger (in Kriyantono, 2020, p. 289), an interview is a conversation between a researcher (someone who wants to get information) and an informant (someone who is considered to have important information about an object). With interviews, the researcher will know more in-depth about the informant in interpreting situations and phenomena that occur, then the second is observation. According to Mills (2003), observation is a planned and focused activity to see and record a series of behaviors or the course of a system with a specific purpose and uncover what is behind the emergence of behavior and the basis of a system. Then the last one is documentation/library review. According to Kriyantono (2020, p. 308-309), this method can be used for qualitative and quantitative research. This documentation method can explore past data systematically and objectively, framing, semiotics, discourse analysis, and qualitative content analysis. Documentation can also be interpreted as collecting documents/secondary data in writing, such as regulations, journals, and other scientific writings. Pictures of notes related to the research problem can support the data and results of interviews or observations.

The data analysis technique used in this research is an interactive model developed by Miles and Huberman (2014), namely data reduction, data obtained while in the research field is expressed in a detailed and simplified description or report without reducing the data. It has been obtained, then the report is reduced, and the data is selected, then relevant data is selected to be studied based on the focus of the research. Then, present the data that describes the whole research. The data studied in the research is adjusted to data in the field and information obtained through information. Lastly, data verification/concluding is part of a complete configuration activity (Miles & Huberman, 2007, p. 18) or is an outline (short, concise, and clear) explanation of the research results carried out from the start of the research directly so that In the end, this conclusion is drawn by looking for relationships between relevant data and the research focus which is then improved in the conclusion.

## **RESULTS AND DISCUSSION**

Based on the results of observations and direct experience in the field, the empowerment of human resources in the Sigi district community carried out by Islamic Relief through the LIPERDA program is the first in terms of desire (desire). The first and main factor influencing the implementation of Human Resource Empowerment in Sigi district is desire; stepping from the vision and mission of the Islamic Relief institution, namely to help areas affected by disasters, assistance was given to several disaster-affected villages in Sigi Regency. As long as the activities carried out by Islamic Relief are ongoing to empower human resources, it is already visible. Islamic Relief is the pioneer of this empowerment activity by collaborating with several villages in the Sigi Regency affected by the disaster for economic recovery. Islamic Relief functions as an institution that helps Economic recovery and human resource empowerment have been carried out properly, involving every administrator in preparing programs that will be implemented later in several villages in Sigi Regency. Islamic Relief's desire to empower human resources in disaster-affected areas for economic recovery is very big; it can be seen from several programs that have been and will be running; by inviting Tadulako University educational institutions to collaborate with Islamic Relief,

it will be easier to run and monitor ongoing programs. So far, the desire to empower the village government and related parties or government agencies who have stepped in directly to help with economic recovery still needs to be improved.

The second factor in implementing empowerment is trust. Building trust between members is very important so that the organization runs well. Trust between members is necessary for effective cooperation to be created. Therefore, trust must be built, in this case, trust between the provider of aid (Islamic relief) and the recipient of aid (community), as well as Islamic relief trust in students as parties invited to collaborate to help and supervise the community receiving aid. The trust given to the community recipients of aid from Islamic Relief and Tadulako University students as a partnership in running the LIPERDA program is very fully given to manage the injection of funds given to community groups in the amount of 4 million per individual in one group. However, the supervisory/control function remains carried out by students who come directly to accompany and supervise the purchases of goods made by the community receiving aid.

The third factor in implementing empowerment is growing self-confidence. A pleasant and conducive working climate or atmosphere is always created to foster self-confidence. This can be applied in giving orders, instructions, and the like without highlighting the attitudes of superiors and subordinates, in this case, Islamic relief to students and students to the community. This method is used to avoid tension and create a sense of friendship or kinship without ignoring the authority of a leader. In this way, the parties concerned or the community receiving assistance, as well as Islamic Relief students and employees, do not feel intimidated, so they can express what is on their minds regarding the duties and responsibilities they receive. Self-confidence is influenced by the situation and conditions that are occurring. Self-confidence will not arise if there is pressure and an authoritarian attitude. The emergence of an attitude of self-confidence will open up useful access. The self-confidence of Islamic Relief is already visible because they can process and distribute aid in a real way and attract the attention of educational institutions at Tadulako University to collaborate; however, what is of concern to Islamic Relief and the local government is that creativity and innovation must be further improved. So far, no new breakthroughs have been made to optimize the potential in the Sigi Regency villages.

The fourth step is to maintain credibility by encouraging awards and developing a work environment that encourages healthy competition to create an organization with high performance. Credibility is the quality, capability, or power to inspire trust. Islamic Relief, as the implementer of the human resource empowerment program in the community, is required to complete the work as best as possible and be able to carry out the program at the institution for the economic recovery of communities in disaster-affected areas, as well as students who go directly to the field as supervisors and partners must also carry out their duties as best they can. In this case, Islamic Relief is to strengthen community trust; they provide support in the form of funds for each region in Sigi Regency in carrying out human resource empowerment for economic recovery in disaster-affected areas through the LIPERDA program; not only that, Islamic Relief collaborates with the educational institution Tadulako University To help empower human resources and distribute funds to the community, Islamic Relief also does not hesitate to bring in experts to assist the community in providing training in the fields of fisheries, animal husbandry, and agriculture which are the main focus of this LIPERDA program. Credibility is a measure of the progress of an organization. It can be seen from the credibility that Islamic relief has so far been running well and smoothly. The expected target has yet to be fully implemented due to delays in

the distribution of aid funds in several villages, so human resource empowerment has not been fully implemented. However, this is not a problem as long as the people assisted do not suffer losses and the Islamic relief program continues after reaching the target.

Then the next thing is that accountability embodies Islamic Relief's obligation to take responsibility for success or failure in implementing human resource empowerment in Sigi Regency. Islamic Relief's accountability regarding authority and responsibility has been going well, but this could not be good if not supported by the environment and environmental human resource empowerment activities here in the community. Responsibility here is not only from Islamic Relief or students as its partnership but from the community; most importantly, the responsibility in question is the management of aid funds provided by Islamic Relief where the funds are intended to manage businesses that have become an agreement between Islamic Relief and the community for their economic recovery, in implementing this empowerment, Islamic Relief provides funds on the condition that the community must carry out their business until completion, without problems, for example using aid funds for other needs outside the agreement to run their business for economic recovery, they will be subject to sanctions in the form of a full refund. Full of what they have used. According to Islamic Relief, accountability can work well if it is supported by public awareness to use the funds provided to manage the business in accordance with the agreements that have been determined.

The last factor, which is important in creating a good working atmosphere, is good communication between members. At Islamic Relief, one way to create good communication between them and students as a partnership and with the community is by visiting students who are placed there. Villages that receive assistance and visit the local village government to listen to the obstacles the community and students have in carrying out the programs they provide. Later, these complaints will be looked for solutions to improve them; in this case, the communication that Islamic Relief builds in community empowerment has gone well. Good communication aims to provide information, build relationships, and smooth the implementation of human resource empowerment in Sigi Regency.

## **CONCLUSION**

Islamic Relief's success in empowering human resources through the LIPERDA program has been going well. The agency's desire to help communities affected by disasters is very great, as proven by the existence of the Lireda (Livelihood recovery in a post-disaster area) program. However, there still needs to be more government role in this matter. To empower existing resources for economic recovery, Islamic Relief in empowering human resources in Sigi Regency places trust in the community to manage the aid funds provided under the supervision of students as a partnership from Islamic Relief, these funds will later be used by the community to start businesses in accordance with with an agreement with Islamic Relief starting from fisheries, animal husbandry and also MSMEs, the empowerment of existing human resources is not only about distributing funds to the community but also providing training for the community to manage their businesses, for example for Islamic Relief's fish cultivation business with students and experts provide training to the community on fish cultivation procedures, from fish care to marketing, facilitated by Islamic Relief, however in several villages in Sigi Regency they still need special attention from Islamic Relief due to delays in the process of distributing funds so that the community has not running his business.

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