

Performance Evaluation of Posdaya as Family Empowerment Model in Indonesia

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ABSTRACT — *The Posdaya model combines and converges the MDGs, the eight functions of the families, and even the HDI into a single compact and streamlined concept for social development with the family as focus. The objectives of the study were to evaluate the performance of Posdaya in term of its secretariats, partnerships, education, economics, health, and the environment aspects. The study revealed that the performance variability of Posdaya was 89.09 (medium category), it showed that such Posdaya is lack of its partnership, economy and environment. Whereas for the growth status of Posdaya, they were classified into three classes, namely Pemula, Madya, and Mandiri. Eighty percent (80%) out of the evaluated Posdayas, they fall under Posdaya Madya. Better management of the immediate environment of Posdaya, enabled them to manage better their secretarial, partnership, economic, and health aspects. While for the educational performance, it was not correlate very much except with the secretarial aspects, which its correlation was quite significant, at level 0.05.*

Keywords— community, empowerment, family, Posdaya.

1. INTRODUCTION

The Government of Indonesia is committed to the eradication of poverty and the fostering of human development at the grassroots level. It joined the international community in pledging its support to the achievement of Millenium Development Goals (MDGs) that were defined and adopted under the leadership of the United Nations in the year 2000 [1]. Finally Report Central Statistics Agency in December 2009 showed that 37.4% of the Citizen of Indonesia is experiencing absolute poverty (below the poverty line) and as many as 20% were very vulnerable to fall down the poverty line. The main objective of MDGs in Indonesia, hand in hand with poverty alleviation priorities, is determining the reduction of the proportion of poverty in 2015 into half portion or 8.2% of the total population. In 2004-2009 Indonesia's development planning, the poverty alleviation program will be accelerated into the 2009 program. The acceleration was the determination and government policies that require supports of all agencies and development institutions [2]. Indonesia places great emphasis on breaking the poverty chain. Many programs have been launched, maintained and institutionalized. The greater part of those programs are centered on population, women, youth and the family. In the early 1990's these programs resulted in the institutionalization of the 1992 Law on Population and Family Development, and later amended and became Law no. 53/2009 on Population and Family Development. Many programs, such as poverty alleviation, education, special programs for youth, employment creation, and the like were initiated with special reference to the needs of the grass roots [3].

According to Suyono and Haryanto (2009) *Pos Pemberdayaan Keluarga* (Family empowerment post – which was shortened into *Posdaya*) was created as a forum for advocacy, communication, information, education to strengthen the coordination of activities of family functions. Regarding the main program is divided into four Posdaya essential that educational programs, health, economic, and environmental. Posdaya is formulated between and inter family, thus it will stresses in Posdaya personal basis, base groups, such as mosque-based Posdaya, Posdaya plant-based, or based Posdaya education, and more [4].

The number Posdaya in Indonesia at the moment is increasing. Since it was first established in the Village District Girimulya Cibungbulang, Bogor regency in 2007, it has now grown in number to 18,000 Posdaya in Indonesia [5]. Process of adaptation and acceptance Posdaya forums is very good in the community, so resulting in the number Posdaya increase quite rapidly. These developments have implications for determining the need criterion and measure of successfully the Posdaya as a media for integrated community development. The process of empowerment is an effort

that involves a lot of elements in it, and takes a long time for growth and success. Step by step growth needs to be known by a measuring instrument that is easy to use so that the instigators Posdaya can easily determine the level of development Posdaya they develop. By knowing the growth rate of Posdaya will be very beneficial to determine the priority of further activities and strengthen the resources associated with efforts to increase program to achieve further development. To outsiders as the driving / builder Posdaya growth, will also be very useful in taking appropriate steps to coaching Posdaya growth. Therefore, it is necessary to study performance evaluation in order to be classified Posdaya development group designed the program so it can be relevant to each group of these developments in the context of community empowerment.

2. OVERVIEW POSDAYA

In mid-2000s one world observe the advent of a new paradigm for empowering all members of the family, and families within their local community. In generic terms this paradigm is labeled as Posdaya. In essence Posdaya is a local community forum of families representing the interests of all family members, discussing and agreeing on development and needs fulfillment issues in the community. This paradigm has proved to be most conducive for implementing MDGs initiatives. In essence the overriding objective of Posdaya is to enhance family and community welfare, and thus poverty alleviation. On this ground the strategy is fourfolds. First, is developing small to medium scale entrepreneurial activities such that these family and local community groups (Posdaya) are able to sustain and further develop itself. Second, is promoting increased access to basic educational opportunities together with life skills training, which in essence is part of basic human resource development. Third, is increasing access to health services, especially for mothers and under-fives. Fourth, is environmental preservation and development, including utilization of home gardening for nutrition improvement of families [3]. Posdaya advocates for the empowerment and active participation of all members in the family to strive for betterment. The Posdaya model combines and converges the MDGs, the eight functions of the families, and even the HDI into a single compact and streamlined concept for social development with the family as focus. Furthermore the Posdaya is a model for empowering all families, and nurtures harmony within the family and among families [6].

According to Muljono (2011), Posdaya was created to respond the government's suggestion to build human resources through active participation in the family. The process of empowerment that prioritize of improving the family's ability to work hard eliminating ignorance, laziness and poverty in the broadest sense. The target activities are implementing joint effort so that every family has the ability to perform eight functions of families [7]. For further development of Posdaya, there is need a reaffirmation of the goals of Posdaya, refresher of its committee members and cadres Posdaya, intensify the resocialization of Posdaya to all parties from the public, community leaders, village, district officials and local government and build productive business networks in an attempt community empowerment. In addition, there is need for the development and strengthening Posdaya activities on education, health, economy and environment. Posdaya as a participatory model of community development has proved to be successful performance as the program has produced positive changes in both physical and non physical of the society. These changes include the public opinion of the program and activities in education, health, economy and environmental development [8].

The Management of Posdaya encountered both physical as well as non-physical constraints. Physical constraints which were related mainly to the limitations or lack of facilities and supporting facilities to run Posdaya activities. While non-physical constraints were related to improper understanding about Posdaya, the management capabilities of the board members are still weak, fed-up status of for the Posdaya board, the low quality of human resources, and the lack of the external support [7]. The Project potencial generate economic benefits for the country by creating business opportunities and employment. The main economic driver of Posdaya is the potential to affect the livelihood strategies of small-scale enterprises and local entrepreneurs in the areas of: (1) natural capital (opportunities for gaining access to national government policies); (2) financial capital (communication with micro-credit and other lending organizations); (3) human capital (increased knowledge of new skills through distance learning and processes required for certification); (4) social capital (cultivation of contacts beyond the immediate community; and (5) physical capital. With improved rural connectivity, rural entrepreneurs will be able to upgrade their capital, which can be translated into better business opportunities [8].

3. EMPOWERMENT EVALUTION

Effective evaluation for human service programs is rapidly becoming more critical as a greater number of stakeholders demand documentation of a program's effectiveness. As a result, program evaluation needs to be relevant to a wide variety of constituents. Program evaluations must meet the needs of funding sources, policy makers, program staff, other critical audiences, and the program participants [9]. The goal of the family empowerment program is to support the family in achieving their goals. This is accomplished through co-contruction of a service plan that addresses

the family's needs in an efficient and coherent manner-emphasizing family strengths and competencies and supporting family self-sufficiency [10]. A culturally sensitive empowerment model for Chinese communities may have to be gradual and harmonious and empower both the individual and his or her significant others [11]. The research about an evaluation of a community intervention program directed towards assisting caregivers of mentally ill family members. The intervention program, implemented by the Edgewater/Uptown Community Mental Health Center, was based on a family empowerment model, such that the goal was to provide caregivers with the resources and skills necessary for effective and efficient caregiving for their mentally ill family member. The results indicate that the intervention had little effect. Only self-report measures of informal and formal social support were found to be significantly changed by the treatment program [12].

Empowerment evaluation is the use of evaluation concepts, techniques, and findings to foster improvement and self-determination. Empowerment evaluation has three steps: (1) establishing a mission, (2) taking stock, and (3) planning for the future. Empowerment evaluation helps to create a culture of learning and evaluation within an organization or community [13]. There are different relationships between types of participation and empowerment by gender. Gender did not have a significant main effect on empowerment, and its effects only became evident when it interacted with participation [14]. By distinguishing between empowerment cognitions and empowerment acts, the effect of gender is tested on (a) the impact of empowerment and disempowerment acts on subordinates' empowerment cognitions, and (b) the direct impact of these acts on subsequent job satisfaction and performance. A total of 135 master of business administration students participated in a three-session simulation of the empowerment process. Findings indicate that although empowerment cognitions are affected by empowerment and disempowerment acts for both men and women, the impact of empowerment act on job satisfaction and performance varies by gender [15].

There are an evaluation of local delivery of the Communities First programme, the delivery of technical support to participating communities and a Joseph Rowntree-funded case study of nine regeneration partnerships in Wales, UK. All projects are concerned with exploring the experience of community members within regeneration partnerships. The findings identify: (1) major barriers to the achievement of community empowerment including issues of community capacity, institutional capacity, organisational cultures and regulatory frameworks; (2) mechanisms for improving community participation and empowerment; (3) community actor agency within regeneration partnerships and to argue against an analysis of regeneration initiatives as a mechanism of social control and incorporation of community activism into a state led agenda [16].

4. METHODOLOGY

4.1 Instrument development

Referring to the theories and constructs that underlie the formation, development and performance associated with Posdaya as a forum for advocacy, communication and community empowerment; subsequently developed the instruments to measure the development of Posdaya. Based on the theory that were examined, and then set the dimensions (aspects) and indicators (sub-aspects) that affect the overall performance of Posdaya as family empowerment model.

4.2 FGD with stakeholders

In addition to referring to the relevant theory is conceptually with Posdaya performance, to obtain an overview and a more comprehensive evaluation is carried Focus Group Discussion (FGD) with various parties that Posdaya activists, community leaders, village officials, schools, health centers, local government officials / on education and university leaders Posdaya program organizers. Focus group discussions conducted with 30 key figures associated with the head of Posdaya empowerment, health coordinator of Posdaya, coordinator of economics, education coordinator of Posdaya, coordinator of environmental, village heads, heads of health centers, the head of the field of community development on education, economics, health, and chairman of the university and college coaches Posdaya from around the region of Bogor, Cianjur and Sukabumi.

4.3 Instrument trials

The initial instrument design of the performance evaluation of Posdaya further tested to stakeholders and activists Posdaya in targeted research areas. Instrument for testing the formulation consists of six main aspects i.e. aspects of secretariat, partnerships, education, economy, health and aspects of environment. Analysis of the instrument of Posdaya development measurement are conducted by test validity and reliability. Reliability tests indicated that the instrument of Posdaya performance evaluation with score $\alpha = 0.0845$.

4.4 Revision of the instruments

Based on the test instrument then be revised, taking into account all the inputs obtained in the course of these trials. Fundamental matters of major concern when testing instrument is the depth of the substance of the instrument, the scope of each of the dimensions and indicators related to the performance of Posdaya, determination of the threshold criteria for the item or statement relating to the characteristics of the population that will serve as the object of measurement, improvement of sentences or editorial, as well as the results of the test instrument display format. The revised results are packed into the final instrument for data collection which includes six aspects of Posdaya performance. The description of the items for each aspect of testing instruments are:

- a. Secretariat aspect consists of 45 items;
- b. Aspects of the partnership consists of 39 items;
- c. Educational aspects of the statement consists of 17 items;
- d. Economic aspects of the statement consists of 18 items;
- e. Health aspects of the statement consists of 39 items, and
- f. Environmental aspect consists of 12 items.

With the composition of the grain like that, then the total number of items for all aspects of the statement is 170. If any item has a score of 1 (one), so the maximum score obtained by a Posdaya is 170 (one hundred and seventy). Posdaya classification performance when made with reference to the maximum score, can be made into three categories, namely the class of growth Posdaya i.e Posdaya Pemula (Beginner) category (score 0 to 56), Posdaya Madya (Medium) category (score of 57 to 113), and Posdaya Mandiri (Advance) category (score 114 to 170).

4.5 Data collection

The instrument has been revised subsequently used in the data collection process for evaluating the performance of Posdaya which includes secretariat aspects, partnerships, education, economy, health and environment aspects. Data was collected through questionnaires given to 35 core committee of Posdaya located around the region of Bogor, Cianjur and Sukabumi in July 2012. Posdaya determination for the sample are selected by random, according to their willingness.

5. RESULTS AND DISCUSSIONS

In general, the performance of Posdaya that the object of study ranges from a minimum score of 39 to a maximum score of 128. When fully described Posdaya performance is the object of study, review of various aspects of the observed can be observed in Table 1. Based on the presentation in Table 1 show that the performance of a sample Posdaya studies generally have not reached the optimum score for each of the variables measured. Posdaya performance is still low among other aspects of the partnership, economic and environmental. While the secretariat aspects, education and health; the Posdaya performance is generally quite good.

Table 1: The description of Posdaya performance in accordance with aspects

| Nu. | Aspects | N | Total Items | Average | Standard Deviation | Minimum | Median | Maximum |
|--------------|--------------|----|-------------|---------|--------------------|---------|--------|---------|
| 1 | Secretariat | 35 | 45 | 32.49 | 7.35 | 13.00 | 33.00 | 42.00 |
| 2 | Partnership | 35 | 39 | 7.97 | 4.51 | 0.00 | 8.00 | 15.00 |
| 3 | Education | 35 | 17 | 12.74 | 2.42 | 9.00 | 12.00 | 17.00 |
| 4 | Economic | 35 | 18 | 9.11 | 4.10 | 2.00 | 10.00 | 16.00 |
| 5 | Health | 35 | 39 | 23.80 | 7.82 | 8.00 | 26.00 | 33.00 |
| 6 | Environmetal | 35 | 12 | 2.97 | 2.78 | 0.00 | 2.00 | 10.00 |
| <i>Total</i> | | 35 | 170 | 89.09 | 20.64 | 39.00 | 91.00 | 128.00 |

Referring to the results of test instruments that have been done, then performed the categorization class Posdaya growth based on performance achievement scores obtained. For 35 units that become the object of study Posdaya on test development Posdaya performance measurement instruments can be classified as presented in Table 2.

Table 2: Posdaya categories according to the performance scores

| Nu. | Category | Score | Total (unit) | Percentage (%) |
|--------------|----------|---------|--------------|----------------|
| 1 | Pemula | 0-56 | 2 | 5.71 |
| 2 | Madya | 57-113 | 28 | 80.00 |
| 3 | Mandiri | 114-170 | 5 | 14.29 |
| <i>Total</i> | | | 35 | 10.,00 |

Based on these data it can be seen that the performance Posdaya samples in general (80%) included in the category of Associate Posdaya, with performance scores range between 57 to 113. Referring to the data of test instruments, from six aspects that represent the Posdaya performance, when correlated with each other it will be seen as presented in Table 3.

Table 3: The correlation between performance aspects of Posdaya

| Variable | Secretariat | Partnership | Education | Economic | Health | Environmental |
|---------------|-------------|-------------|-----------|----------|----------|---------------|
| Secretariat | | 0.499 ** | 0.350 * | 0.402 * | 0.326 | 0.457 ** |
| Partnership | 0.499 ** | | 0.129 | 0.741 ** | 0.294 | 0.625 ** |
| Education | 0.350 * | 0.129 | | 0.071 | 0.144 | 0.266 |
| Economic | 0.402 * | 0.741 ** | 0.071 | | 0.277 | 0.568 ** |
| Health | 0.326 | 0.294 | 0.144 | 0.277 | | 0.519 ** |
| Environmental | 0.457 ** | 0.625 ** | 0.266 | 0.568 ** | 0.519 ** | |

Exp:

** = Significant correlation at the level of 0.01 (2-tailed), Pearson Correlation, N = 35

* = Significant correlation at the level of 0.05 (2-tailed), Pearson Correlation, N = 35

Secretariat aspects correlated significantly with aspects of partnership and environmental aspects at the level of 0.01 and was significantly correlated well with the educational aspects and economic aspects at the 0.05 level. Aspects of the partnership turned out to correlate significantly with secretariat aspects, economic aspects and environmental aspects at the 0.01 level. Aspects of education correlated significantly with secretariat aspects of the 0.05 level. Economic aspects correlated significantly with aspects of partnership and environmental aspects at the level of 0.01 and was significantly correlated well with secretarial aspects of the 0.05 level. Correlated with the health aspects of environmental aspects at the 0.01 level. While the environmental aspects correlated significantly with secretariat aspects, aspects of partnerships, health aspects and environmental aspects at the 0.01 level.

6. CONCLUSION

Based on the results of correlation between aspects that affect the performance of Posdaya, it can be concluded that: (1) The better aspects of secretariat Posdaya, it will better the partnership aspects and environmental aspects, (2) The better aspects Posdaya partnership, it will better the secretariat aspects, economic aspects and environmental aspects, (3) the better the economic aspects Posdaya, it will better the partnership aspects and environmental aspects, (4) the better the health aspects Posdaya, it will better the environmental aspects, (5) more Posdaya good environmental aspects, it will be better the secretariat aspects, partnership aspects, economic aspects, and aspects of health, (6) aspects of performance Posdaya education did not correlate with the performance of other aspects except the secretariat aspects of the correlation is quite real (significant) at level 0.05.

Advice can be given on the results of the development of measurement instruments of Posdaya are: (a) There needs to be further research to apply the measurement instruments that can be mapped Posdaya growth Posdaya performance in various areas and can then be developed to suit the conditions and potential Posdaya respectively; (b) should be developed further to Posdaya weak performance, especially in the field of partnership, economic and environmental.

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