

**PELATIHAN KOLABORATIF UNTUK PERBAIKAN KOMPETENSI
PETERNAK SAPI DI KABUPATEN PASAMAN BARAT**

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UNTUK KEDJAJAN BANGSA

**PROGRAM PASCASARJANA
UNIVERSITAS ANDALAS
2016**

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Abstrak

Penelitian dilakukan bulan Oktober-November 2015, dengan dua tujuan; (1) mendeskripsikan penyelenggaraan pelatihan kolaboratif dan (2) menjelaskan perbaikan kompetensi peternak sapi yang mengikuti pelatihan kolaboratif dalam program perbaikan mutu pembibitan. Dua cara berfikir dipakai, yaitu; (1) penyelenggaraan pelatihan kolaboratif dan (2) perbandingan kinerja pelatihan kolaboratif dengan non-kolaboratif. Jadi, desain penelitian berpola eksperimen. Sumber informasi terdiri dari; peserta pelatihan, yaitu; 220 orang (kolaboratif) dan 44 orang (non-kolaboratif) serta 15 orang wakil dari pihak yang berkolaborasi. Pengolahan data primer dan sekunder dianalisa secara kualitatif dan kuantitatif. Hasil penelitian menunjukkan bahwa dasar rencana pelatihan mengatasi diskrepansi kompetensi peternak lantaran ditetapkan sebagai daerah sumber bibit sejak tahun 2013. Selain 24 kelompok peternak dan asosiasinya, sejumlah pihak berkolaborasi, yaitu; Bank Indonesia (BI) perwakilan Sumatera Barat, BPTUHPT Padang Mengatas, Fakultas Peternakan Universitas Andalas, Dinas Peternakan dan Kesehatan Hewan serta jajaran unit pelaksana teknis (UPTD) dilapangan, SKPD pelayanan Peternakan di Kabupaten Pasaman Barat serta usaha swata. Pelaksanaan pelatihan kolaboratif difasilitasi oleh tenaga ahli dari berbagai lembaga dengan pendekatan dialogis. Pelatihan non-kolaboratif, tenaga fasilitator berasal dari satu instansi. Keduanya telah berlangsung bulan September sampai Oktober tahun 2014. Evaluasi menunjukkan bahwa peserta pelatihan kolaboratif mengalami perbaikan aspek kognitif (43,53%). Sedangkan pelatihan non-kolaboratif menghasilkan kepuasan (afektif) diakhir pelatihan; 90,15 % dan 91,67 %, untuk perubahan pemikiran dan keterampilan. Populasi sapi meningkat sebesar 58,41%, dari rata rata 43 ekor menjadi 69 ekor tiap kelompok selama 22 bulan. Dengan begitu, kompetensi teknis peternak dalam budidaya sapi meningkat, ditengah kecendrungan berkurangnya populasi sapi bantuan pemerintah. Evaluasi juga menunjukkan bahwa materi pelatihan kolaboratif perlu perbaikan pada (54,5%) kelompok. Sedangkan semua kinerja materi pelatihan non-kolaboratif perlu perbaikan (100%). Ranah pelatihan selanjutnya perlu melibatkan hal berikut ini; *Pertama*, mempertahankan suasana pembelajaran yang kondusif setelah pelatihan. *Kedua*, orientasi pengembangan manajemen kelompok mengarah pada spesialisasi produk. *Ketiga*, fasilitasi kelompok untuk membuktikan kinerjanya. *Keempat*, penguatan kapasitas institusi dalam fungsi koordinasi, standarisasi, dan kontrak kerja formal untuk menggantikan peran fasilitasi dari luar kawasan.

COLLABORATIVE TRAINING TO IMPROVE BEEF CATTLE FARMERS' TECHNICAL COMPETENCY IN WEST PASAMAN DISTRICT

by: Fuad Madarisa (0831201010)

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Abstract

An evaluation study has been carried out at October and November 2015 to describe the process of managing collaborative training in conjunction with a regional breeding program as well as an analysis of technical competency improvement among participants. Two logical frameworks have been followed in methodological feature; (1) chronological process and (2) compare and contrast between collaborative training and non-collaborative training performance. The study had three objectives; (1) the planning of training; (2) the process of conducting training; and (3) the evaluation of training in term of its outputs and outcomes. A number of 220 and 43 beef cattle farmers participated as informant in both types of training (collaborative and non-collaborative) respectively. In addition, 15 informants representing each stakeholder provided collecting data. Both primary and secondary data were analyzed by using qualitative and quantitative approaches. The results showed that planning of training was based on an effort to accomplish the discrepancy of beef cattle farmer competency to perform breeding program. Process of conducting training focused on farmers' group management and keeping beef cattle technical capacity as well as recording innovation to prepare the issue of breeding cattle certificate. Collaborative training was assisted by a number of stakeholder facilitators, but, non-collaborative training was only carried out by facilitators from an institution. Analysis of training output showed that collaborative training resulted an increasing of participant cognitive domain by 43.53 %. Collaborative training outcome reflecting the improvement of farmer technical competency has been shown by 58.41 % increase of cattle population. This figure was significantly success due to dominantly decreasing number of cattle population in the government assisted program. While, the recommendation advised that recording improvement – as non-collaborative training subject – should be taken into account at all groups (100 %), the management and keeping beef cattle technical competency are only acquired for the half of groups (54.5%) in collaborative training subject matters. In line with the feedback to next training topics, the following concerns should be considered; (1) Conducive learning environment to keep beef cattle on a knowledge and technological basis should be further preserved. (2) As to not all groups could achieve an excellent perform, groups management should be oriented to produce a specialized product. (3) Groups competition toward an increasing performance should be supported to gain an intended target. (4) In anticipating a passing-out phase of collaborative effort in breeding program, institutional capacity building for local farmer groups should be strengthen to take over the coordination, standarization and facilitation as well as contractual function.

Key words: beef cattle farmers, collaboration, training.