



## The Empowerment of the *Rumah Belajar* CSR PT. Antam Tbk. in Improving Education to the Community

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### Abstract

This devotion aimed to improve the service of CSR PT. Antam Ltd. by empowering Rumah Belajar Masyarakat (Home Learning Communities) in the village Hakatutubu, Kecamatan Pomalaa. The issue was raised based on observations made on the activities of Rumah Belajar Masyarakat contributed by the CSR PT. Antam Ltd. which found lack of activity and learning process seemed less maximal for empowerment as its function as a house of learning for communities. This devotion covered four phases of activities, namely: (1) a common approach that takes the form of a preliminary study, (2) determination of the partners and participants of research, (3) the type, data collection procedures, and (4) scale activities. Outputs generated in this devotion are the services, methods, and products.

**Keywords:** rumah belajar masyarakat, community learning house, community empowerment, cooperate social responsibility, CSR P.T Antam Ltd., lbM USN Kolaka

### A. Introduction

The principle of a teacher is to 'give' and giving more blessed than to receive. In other words that someone can give when he has something to be given. Give selflessly is a form of devotion that is substantially in the society in which the human being as the creator of reality can interpret it as part of the existence of life. As well as giving help or contribute. It is often carried out by almost all the major companies. In the operations of a large company, there is a division that handles a social responsibility - Corporate Social Responsibility (CSR).

PT. Antam Ltd. is a State-Owned Enterprises (SOEs) which is managed since 1968 is growing rapidly along with the needs of the International Nickel until today and has many contributions in national and international trade. In connection with social responsibility carried by PT. Antam, CSR division of the company at the forefront of social activities in promoting small and medium-governmental organizations as well as some sort of grant aid. The direct benefits perceived by the public really will be a model of self-help for the surrounding community.

Among the multiplicity and diversity of the assistance provided by PT. Antam Persero through CSR division, there is one form of assistance that is interesting to study in order to find a substantial solution to provide recommendations to help resolving issues that are considered to influence the benefits of the aid given and at least become the basis for determining the contribution decisions for next budget. The aid in question is the construction of Rumah Belajar

Masyarakat (RBM), which rated non-targeted both functionality and etymologically meaning of the words used. If ever RBM is a place where people who were dropped out of school and are not able to improve themselves fostered, then it can be said to be right on target and in accordance with its function as a house of education. However, activities characterized as education can also be done in such places but with a different name because every symbolism has a meaning of different philosophies.

The situation that is seen at a glance when passing the building RBM gives the impression to the public that the building rarely and never even used for the education of people in need of self-development that is generally caused by a lack of formal education is tasted. The lack of learning activities that is carried out make it look standing beautiful without occupants. RBM less of significant empowerment can lead educational activities also do not have a significant impact to the surrounding community. It is what lies behind this research that the results can serve as a good basis for the management of CSR PT. Antam Limited and communities existing around the village Hakatutobu, Kecamatan Pomalaa in particular and society in neighboring villages Haktutobu.

Preliminary studies conducted by researchers at the date of August 5, 2015 found the initial information that is considered as a problem that needs to be given a solution. There are some issues that at least between the CSR and the local communities are lack even a significant benefit if the situation is as mentioned above occurred in a long time. Some of the problems found during the preliminary study gives a general description of a problem worth to be studied so that the expectations of the destination desired by CSR PT. Antam Limited and communities around RBM can enjoy the benefits of RBM to the sustainability of their non-formal education. Some of the findings of the initial problems such as the motivation of people about education is still very low, the mindset of a materialistic of society to education, the role of parents are not wise to children in connection with their education, education management and public in RBM itself, the availability of instructors, and the NGO that does not perform its functions in relation to a cooperative relationship with the CSR PT. Antam Limited. Looking at the above problems, it is necessary to investigate this phenomenon to find some recommended solution through the research conducted

## **B. Target and Outcomes**

The expected outcome of this activity Community Service oriented to services, methods, and products presented as follows:

1. Services: This study provides a solution in the form of services which include research and partners to work together in exploring the problems faced by the partners. Furthermore, the form of services to the community around or user RBM is to facilitate them in making use of RBM itself so that the utility can function properly.
2. Method: In addition to services, the study was also able to offer an ideal method specifically designed for partners in this respect CSR PT. Antam Limited so that the division can be easier to carry out their responsibilities in terms of contribution to the community to improve thinking skills, reading and writing or other skills needed, helping to create tranquility and comfort in the life of society, and establish or develop a group of independent community economically.
3. Products: The results of final outcome to be expected in this study is a product in the form of learning design such as a syllabus that can later be used as a guide by the instructors in implementing the learning process for people in existing RBM.

## **C. Methodology**

### *1. Solutions offered*

In connection with the problems that have been described that the lack of learning activities that are performed in RBM by partners that causes a lack of benefits received by users or participants. Other issues such as the role of parents and communities in improving education has also become the focus of researchers in finding and recommending solutions or even guidance on the importance of sustained education.

The objectives of these service activities are:

- a) To guide the partners and provide some outcomes as well as guiding the user community in enhancing the ability of themselves.
- b) To improve the ability of partners' reflection in see symptoms of the problem existing in respect of their social contribution to the community so that they can identify all the problems and then acting on the appropriate methodology for a solution.

- c) To improve the public mindset about the importance of education and to increase governmental organizations through the assistance provided by the partner.

## 2. *Priority issues*

- a) Low understanding of the concept of learning owned by the partners so that learning activities focusing only on activities to increase micro-enterprises without involving improvement of the ability of people who dropped out of school.
- b) There is still a lack of instructors who are competent in the field of teaching-related theme or subject of common learning or specifications disciplines to set as an instructor.
- c) The unavailability of adequate curriculum and syllabus that shape the activities provided by the partner only limited training for micro enterprise development.
- d) The NGO that was entrusted as partner to help them in the learning community was not running optimally so this study aims to find the right solution to facilitate both the partners and NGOs, to continue to work together in advancing the education community around the location of RBM.
- e) The low understanding of the local community about the importance of education for their children which led to compulsory school children no longer savor their formal education.

## 3. *Method of Activities*

The method used in this research was to apply a qualitative approach with methods grounded in which the process is based on the phenomenon that is in the field were later investigated in stages and the data collected was analyzed qualitatively with the model of Spradley such as Domain Analysis, Taxonomic Analysis, Componential Analysis, and Discovering Cultural Theme. Triangulation of data was done for a validation of the data collected in order to produce research results that is valid and reliable.

## 4. *Procedure of Activities*

Procedure of events in this study were: (1) a common approach which was in the form of preliminary studies, (2) determination of the partners and participants of research, (3) techniques, instruments, and data collection procedures, and (4) scale activities.

### a) General Approach or Preliminary Study

This activity was research with the scheme of community service which aimed to provide the knowledge, understanding, and skills to participants or partners through (a) interviews and observations, (b) reflection or description of the constraints faced in relation to CSR programs specifically applications and benefits to people who receive contributions from the partners, and (c) set the stage research.

### b) Interview and Observation

In this activity, the researchers conducted interviews in order to obtain initial information about the problems faced by partners and communities. The next activities followed by the observation that aimed to adjust the initial interview data with observations as well could then be used to dig and find general information or a description of the initial problem.

### c) Reflection and Description of Constraints

This process aimed to reflect on things that were considered as the main partners' and the community's problem who later described as obstacles that need to be further investigated.

### d) Develop Stages of Research

This activity aimed to design measures or procedure that started from the beginning to the quest for information reporting research results.

### e) Determination of Research Partners and Participants

This stage showed how researchers determined Partners and or research participants. In determining the partners, researchers referred to the phenomenon of RBM hereinafter known by researchers as an aid of CSR or partners so that researchers choose PT. Antam Ltd as a partner in this study. Other participants who were included in this study were the community user or beneficiaries of CSR PT. Antam Ltd.

### f) Technique, Instruments, and Data Collection Procedure

In this study, researchers used a technique of interview, observation, and document analysis which instruments used in collecting the data were unstructured interview guides, observation sheets, and documentation relating to the variables in this study.

g) *Activities Scale*

These activities may include partners, in this case is the party responsible for the division of CSR PT. Antam Ltd and all the people who live around RBM especially people who ever or receive benefits from the use of RBM itself.

5. *Planned activities*

The location of this research was focused on the PT. Antam Ltd at CSR division, which was located at Kecamatan Pomalaa, Kolaka, Southeast Sulawesi Province and at the village Hakatutobu located at Kecamatan Pomalaa, Kolaka, Southeast Sulawesi. This activity took place in November 2015. The implementation of this study was divided into six phases of activity: (1) preparation (socialization to the group of partners), (2) the determination of participants (3) training and mentoring, (4) the participation of partners (5) report writing, and (6) improvement of the final report, duplication, and distribution of reports.

1. *Preparation.*

At this stage, it was carried out preparation ranging from socialization to Partners of the research plan. Determining the schedule and conduct of research, and facilities and infrastructure will be determined by the proponent in coordination with partners or participants.

2. *Determination of Partners and Participants.*

Having done which once interviewed socialization, it can be obtained from the data about the obstacles faced by the partners and the community as participants. Then, based on the analysis of the constraints faced by each of the partners from any location, we then carried out the location dividing according to the needs of researchers. In other words, there was a group of participants which will be interviewed and observed in their respective locations without disrupting the activities they do

3. *Training and Guidance*

Training and guidance were held in the form of seminars or workshops that aimed to train and guide partners and participants on an ongoing basis that can be formed in a series of good cooperation between researchers with a partner, a partner with the community Hakatutobu, and researchers with community Haktutobu.

4. *Report writing*

Based on existing research process, we then compiled a progress report of activities. After the study ended, a final report was complete. The report was a responsibility of all this community service activity.

5. *Repair, Multiplication, and Distribution Report.*

Improvements of the final report, duplication and distribution of a report executed after a whole series of community service activities was completed in December 2015 at the latest the beginning of January, 2016.

6. *Partner Participation*

- a) Meanwhile, the participation of CSR PT. Antam as partners in research activities were: Being involved directly in the activities of dissemination of research to community service.
- b) Determine the participants related to CSR programs.
- c) To provide preliminary data on the condition of the problems faced by partners and beneficiary communities contributed CSR.
- d) Provide advice on its contribution to the preparation of guidance and facilities for research and training as well as guidance in the research community service.
- e) Provide brainstorming for the determination of the schedule and place of study and research guidance and training in community service.
- f) Mentoring and coaching participants and trainees and guidance.

### 7. *Type of outcomes*

- a) Partners understand the concept of public aid contributions with respect to education.
- b) Partner skilled and able to create a whole learning fun, interesting, creative, innovative, and meaningful to learners.
- c) Partner skilled and able to reflect and analyze the problems faced in their own learning activities.
- d) Community users RBM can be a model for the community or other communities.
- e) Partners and the community can properly manage RBM has been facilitated by a team of partners.

## **D. Finding and Discussion**

### 1. *Description of Activities*

Science and technology program for the Community (IbM) entitled "empowerment the Rumah Belajar CSR PT. Antam Ltd. in Improving Education to the Community "has been going well. The study was conducted from August 2015 to January 2016. The results obtained are:

#### 1) *Description of interview and observation activities*

Interview and observation activities carried out 4 times with several informants. The results of these activities are found problems that occur on the Home Learning Community (RBM) built by PT Antam Tbk. Interview and observation will be the main activity to absorb and collect information regarding the problems faced by the RBM. The first interview was conducted in October 2015 to one employee named Mr. Julius Daud, who lived in the compound PT Antam Tbk. Based on the interview, obtained information that RBM is built in the village of Sopura and it does not run in accordance with the expected function. This information becomes something that is important to develop the activities of interviews and observations of other parties, especially to the division of CSR PT Antam Tbk., Sopura village officials, village Hakatutobu, and the people who live around the RBM.

The next interview we did with Partners named Drs. Rupi Lukman on December 23, 2015 at his home located in the village Sopura. Based on the interview, the PT Antam Tbk is opened to anyone to use the RBM. Facilities are in RBM can be used. But then, the development of the dynamics of that there is the intention of certain parties to create a remote class of Masters Program from one campus in Semarang. Plans to set up a long distance program in the RBM for Masters Program is clearly contrary to the main purpose of RBM. Therefore, the parties plan would make RBM as a master's of education program ultimately rejected by the management of PT Antam Ltd.

The problem that we get from this interview that the education and training activities are carried out not through a good planning. A review of the recruitment system (instructors and participants), the implementation of the training, as well as the follow-up into the classic problems of RBM built by PT Antam Ltd., Pomalaa are the main problems appeared. Description of these problems is as follows.

#### a) *Instructor Recruitment System*

One thing we really highlight were instructor about how the system of recruitment of instructors to become an instructor at RBM managed by CSR Division PT Antam Ltd. then how the competence of the instructor who conducted the training field. As far as we know that an educator or trainer or instructor must meet certain requirements to be designated as an instructor. Meanwhile, requirements are specified, such as documents or certificates owned diploma instructor, had not been involved in criminal acts, have high discipline, experience as an instructor, professionalism, and so forth.

In this regard, it should be clear the track record contained in the CV of prospective instructors. As expressed by Mr. Harman that during this time instructors who brought in by the CSR is an average derived from outside the Southeast. By financing clearly this is quite burdensome because the CSR will spend more for instructors from outside Southeast Sulawesi either the transportation, accommodation, lodging, consumption, and so on. This is definitely our evaluation and for the future if there is an instructor of Kolaka or Kendari along the competent then it could be invited to work (interview on Tuesday, December 15, 2015).

For us, as academics pay close attention regarding the recruitment and competence instructors. Obviously, instructors greatly affect the outcome or output of a training program. If qualified instructor, rooster trained, skilled, it is conceivable that the participants will get a supplement of cognitive, affective, and psychomotor expected. The next issue was the design of learning and training used by instructors to provide training services to the community. Learning design in the context of education or training becomes very important variable. Therefore, an instructor before the training should have the design of learning or training. Example: learning design, such as RPP (Lesson Plan) in level of education of SMP / SMA or SMK held by teachers who would then be used as a guide or a corridor in running learning programs.

#### b) Participant Recruitment System

Trainee recruitment system during the time felt there was a problem. The results of the interview with Mr. Rupi Lukman (Interview on Wednesday, December 23, 2015) were that the planning of the training program in the recruitment of participants that seem random. Cases that no one participant has been training many times. After training as sewing, as well participated mechanic training, then joined again the other skills training. Even for the majority of participants in the category of productive age. Well, it is that we need to pay attention. Do not let the selection system instantly without considering the principle of interests, talents, potential and willingness of the participants to the training areas followed.

It may be that in this case were due to recruiting system that is not transparent, their participant selection process through tests interests, talents, and potential, interviews, and competency testing of potential participants, a high element of subjectivity, and so on. As has been suggested by Mr. Rupi Lukman that the recruitment of trainee was subjective impressed. Once there was a former village head of training. If you want to think in terms of age should be considered again to participate because there are many young people are more viable and productive. His observation, it seems a few trainees who just want money from the training (Interview on December 23, 2015, at 17:40 pm).

#### c) Implementation of the training

Each party related to CSR, namely PT Antam Tbk., Government, private, and community must work together to think about the positive things what do I need to do to maximize the function of RBM. Openness, transparency, regulation and competence, as well as an understanding of the principle of utility would be a force to implement and develop this project. Therefore, the four parties mentioned above shall we reseat the commander for the empowerment of Home Learning Communities PT Antam Tbk, which is located in the village of Sopura, Kolaka.

Problems faced in the implementation of the training were the limited training time, resulting in the shallow concept and management, as well as practical activities were limited. As if the training activities took place in a rush that were resulted in less than maximum output or outcomes. RBM business, participants, and the instructor is less use of the opportunity as a form of self-development capacity so that it seems that the activities carried out as if merely a formality, and only to abort responsibility.

It is also important in the implementation of the training is how the relevance of the scope of competence in instructional design competencies with the needs of trainees. In this case if the training material to answer the needs of competence expected. Instructor avoided is not to generalize the ability of all participants. If this happens then this is an oversight that should be addressed. It is clear that the competence of the trainees were implemented in Java with participants in different Sulawesi. Based on these facts it becomes illogical if instructors use the same instructional design. Thus, an instructor in designing instructional design should be based on the needs of trainees, as well as referring also to the standard of competence specified in the curriculum of education and training in RBM PT Antam Tbk. This means that the design of learning or training designed by the instructor should adjust in the context of the training was implemented.

In addition, the implementation of the training needs to the availability of learning resources, its textbooks, scientific journals, as well as adequate internet access. Learning resources provided will be used as a study material that will be studied by the participants to the deepening of the concept, managerial knowledge, and the development of knowledge at the field of training followed. Thus, participants get a

stock of knowledge, and interaction with fellow participants will have an impact on improving the quality of your attitude, and skills.

#### d) Follow Up

Follow-up of training conducted less than the maximum. It is based on data from interviews with informants that almost no follow-up activities of training that have been implemented. This is in accordance with what was said by Mr. Lukman that each of the training is completed, the people that join the training difficulty in developing the provision of skills acquired. Average constraints experienced were the inability of funds or lack of capital to start a business (Interview with Mr. Rupi Lukman, December 23, 2015, 17:30 pm). This leads to wasteful activities that because after the activity, all the education they provide when training away by itself.

Funding for follow-up programs are also not run optimally. Of course, this also cannot be forced fully to be charged to CSR PT Antam Tbk. This is due to nickel prices in the market volatile and many CSR programs implemented by PT Antam Tbk in sectors or other places. Therefore, creativity, productivity, and innovation become merely something that must be done.

Follow-up measures in the form of mentoring, guidance, and business management are also less run with the maximum. Logically form of follow-up activities such as this is very important to continue to encourage and keep participants remain focused on what started it. However, with such a situation we do not necessarily blame the CSR PT Antam Tbk. It may be that this is happening because of limited manpower, time, funding is also limited personnel CSR PT Antam Tbk to take care of all that. It is, as described by Mr. Rusdan as manager of CSR PT Antam Tbk that they are constrained by the limited means at their disposal, both limited in aspects of personnel, time, tanaga and budget (Interview with Mr. Rusdan manager of CSR PT Antam Tbk, Tuesday, December 15 2015).

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## 2) Description of the Activities of Reflection and Description of Constraints

Expectations of the people of the presence of RBM as a place for young people who dropped out of school to be given the skills or soft skills, such as mechanics, tailors, electrical power, as well as other soft skills becomes a hope that never goes out. Basically what was done by the CSR PT Antam Ltd has been on track and the right corridor. It is proved that one of the participants of the Village Sopura has successfully developed the skills of training within the RBM, the tailor that are now able to become economically independent. However, that success must always be accompanied by reflection and continuous evaluation.

Issues of participant recruitment system must be addressed. Trainee recruitment system that has not been established that can be done in various ways whether it is a balanced portion of participants to the each villages or wards within the scope of Kabupaten of Kolaka. Trainees distributed equitably balanced. As information is obtained that there are two villages and eight villages that were targeted use of RBM. Therefore, if in a training program amounted to 20 participants, so each village gets a quota of 2 participants for training in question. The hope was for the recruitment of trainees to be selective. Not just

any recruits because many events that had gone through training in sewing, come again training mechanic, electrical training, then joined again the other skills training. This fact is an awkwardness that must be addressed.

Furthermore, the system of recruitment of instructors in case the CSR PT Antam Ltd to evaluate the pattern done in the past. Why is that? Yes, because it has been proven that during this time, existing instructors who provide training materials have not yielded satisfactory results. Something might be wrong with the system of recruiting instructors. One of the things that can be identified that a average of instructors come from outside Southeast Sulawesi. Besides wastage costs (transportation, accommodation, lodging, consumption, etc.), the policy brings instructors from outside deemed less effective. Ineffective use outside instructors because they have limited time to live at Pomalaa so as to follow up or follow-up form of assistance will be difficult to do. Therefore, the recruitment of instructors from Kolaka, Kendari, Southeast Sulawesi or instructor needs to be done along qualify as an instructor.

As for the implementation of the training would need to be considered as well is the problem of the number of children dropped out of school around RBM. It has been proven based on information from Mr. Drs. Rupi Lukman that many children of school age who did not experience a basic education (Interview with Mr. Rupi Lukman, December 23, 2015, 17:30 pm). That situation needs to be followed up by presenting a program Package A, Package B, and C. Pack program is important for children around RBM so expect our children can enjoy education as a constitutional mandate can be achieved with good.

Still on the theme of education that needs to be an effort to increase human resources at villages teachers in terms of providing training in the use of computer. This problem is actually the duty of the Department of Education, Youth and Sports, Kolaka. It is the local government, in this case the Department of Dikmudora that has the responsibility to continue to foster and develop the competence of teachers in schools. However, there is no harm if the RBM facilities built by PT Antam Ltd also used for training to improve the competence of teachers in RBM in order to advance the quality of education in the region around the exploration of PT Antam Ltd. In addition, the use of computers or IT expertise also needs to be given to the village officials to better optimize the service to the community.

Lastly, the issue of following-up the activities that is until now has managed well. Apart because of instructors who do not live in Kolaka because the average comes from outside Southeast Sulawesi. This resulted in poor communication between the participants of the training with an instructor. Geographical distance away makes it difficult for the instructor to monitor the development of the participants, difficult to accompany the participants, and cannot provide continuous guidance. This issue should be addressed with intelligent by the CSR PT Antam Ltd to then consider the instructors come from Kolaka, Kendari, Southeast Sulawesi with fixed or the terms and conditions that are set to become an instructor. If this is implemented, it will bring a double benefit to the CSR PT Antam Ltd minimal on aspects of cost savings, easy to do follow-up activities, saving energy, and the development potential of local human resources in developing regions.

### 3) Description of Setting Activities of the Research Stage

Launch this activities is to develop the management and the management of PT Antam Ltd RBM which began with the vision, mission, and objectives of RBM; organizational structure; code of Conduct; document control programs include: 1) monitoring, 2) supervision, 3) evaluation, 4) reporting, and 5) follow-up; education and training curriculum development, syllabus, schedule of education or training, and information systems (IT). Moreover, in terms of infrastructure necessary assurances as to the existence of the letter where the establishment of a land grant RBM, libraries, commercial power, materials and new instruments, and other infrastructure facilities.

If the improvement and development of management or management has been laid out, then CSR PT Antam Ltd give an opportunity to the community under the coordination of the Kelurahan or villages government to arrange a schedule of activities based on the results of community meetings. Such activities will be a report to the PT Antam Ltd to do the planning as follow-up suggestions from the community every village. However, the proposed activities of each village should be based on the real needs of society, not merely the desire of village officials or the CSR PT Antam Ltd itself.



It should be noted also that seemed to education and training programs that have been implemented so far directly dotted focus on training skills that result solely on the ability of participants to mimic what is given by the instructor. The result was concept that accepted by the vagueness of the trainees. Yet every good education and training activities targeting in advance mindset of participants armed with the concepts and paradigms as well as a broad horizon of thinking about what is being and will be doing. This is most likely due to limited allocation of time provided for a training program, and the limited funds provided. As we all know that the longer a training program implemented, the financial consequences will be more excluded. At least budgeting for instructors, needs supplies, consumption, accommodation, and so will increase.

## 2. *Description of Stages of Preparation, Training and Guidance*

### 1) Preparation phases

In this stage of preparation, we were ranging from socialization to Partners of the research plan. Meanwhile, dissemination concerning the implementation of community service is done Monday & Tuesday, October 5 to 6, 2015. Socialization carried out on the first day on Partners I, namely the CSR PT Antam Ltd, while the second day on Partners II, namely Drs. Rupi Lukman as Chairman of the CLC (Community Learning Center) Sopura village. The material of socialization namely the Community Service as one of the three responsibilities of Higher Education which targeting a phenomenon that occurs at Rumah Belajar Masyarakat (RBM) which is constructed by CSR PT Antam Ltd seen dormant or inactive. These facts led us as academics to identify the cause so that the RBM into a vacuum and avenues for solving the problem in the hope that it can function as RBM founding goals.

Schedule of community service was held on Monday, December 28, 2015 which is housed in the Office of Antam Ltd., Jl. Lt. Soeprapto Tel. (0405) 2310400 Kolaka, Southeast Sulawesi.

### 2) Stages of the Training

Training and seminars conducted addressed to partners, namely the Party CSR PT Antam Tbk and Drs. Rupi Lukman as chairman of the CLC Sopura village. The training was held on Monday, December 7, 2015. The involvement of the three parties is very important with a view to a common understanding on Corporate Social Responsibility, CSR in particular PT Antam Tbk, and more about the whereabouts of the Learned Society house built of CSR PT Antam Tbk.

In the training and seminars we expose the data from the results of interviews and observations. Explained that the problem is happening on RBM so it looks near death caused by several factors, namely 1) the recruitment of participants and instructors are less professional or carelessly, 2) there is an impression that the implementation of the training activities solely to abort responsibility (formality) and 3) follow-up activities that are less obvious, and coupled with poor management.

### 3) Stages of Guidance

Solve the problem, then the CSR PT Antam Ltd need to conduct repairs and development efforts of the management and the management of the Rumah Belajar Masyarakat. There should be special policies that aimed to rearrange the RBM so that the expectations of all parties, especially the District of Pomalaa which can feel significant benefits can be achieved with the presence of RBM.

Meanwhile, guidance made by us as a team of researchers and community service in cooperation with the partners to help provide ideas, suggestions, and feedback to management concerning RBM partners; the recruitment of trainees and instructors; preparation of learning design; curriculum; mapping program or training schedule eight village and two the Kelurahan Pomalaa scope of the District.

## 3. *Description of Outcomes*

Outcomes of the science and technology for the Community Program (IbM) is divided into three (3) outcomes which is expected to be a significant contribution to the partners and beneficiaries, although not directly in contact with the economic improvement of society. Nevertheless, it is certain that any research results if it can benefit human life is in itself the economic improvement can occur as the application by research results in question. Meanwhile, outcome in question will be described in the following subtopics.

## 1) Services

The first outcome that can be contributed through IbM Program is in the form of services. Researchers became mediator in providing solutions to the problems faced by the partners; in this case is CSR PT. Antam Ltd. and beneficiaries of Rumah Belajar Masyarakat (RBM), which was established by the CSR PT. Antam Ltd. in this case is the RBM user community. At first, the CSR PT. Antam Ltd. pengelolahan about to hand over ownership to local government and Kolaka but it cannot be realized since the LGs Kolaka has no operational management costs for the RBM.

Departing from this, the parties CSR PT. Antam Tbk. re-consider the plan until investigators met with the CSR PT. Antam Tbk. and provide the results of the data analysis reveals some solutions about how the RBM is for two (2) years of inactivity can be re-activated in accordance with its function so that the public can again enjoy the benefits of contributing CSR PT. Antam Tbk. as a form of corporate social responsibility. Therefore this research paradigm qualitative approach, the follow-up will continue to be implemented in the form of data collection, analysis, and verification of the results of further studies to a functional state RBM is already really are at it should be. In other words, the results IbM this may be said to have achieved significant results, however, that the consideration of social responsibility, the researchers and partners will continue on an ongoing basis to monitor the management and implementation of learning activities in RBM with applying some of the methods that are considered by researchers looking for this issue will also be discussed in the next subtopic.

Party Partners are very excited about the contribution that researchers provide services in terms of mediating solving the problems faced by the partners. First partner, CSR PT. Antam Tbk. very much hope that it is better to the management of existing RBM managed by competent institutions and professionals such as academics in this case the institution where the researcher works (University Nineteen November Kolaka) or an independent agency that has the capability and competence in the field of education and education management.

Everything requires effort, motivation, proper motive, and consistency in efforts to become a public servant and also devoted themselves to the public in order to achieve the fullest development goals of Indonesia.

## 2) Method

Through analysis of valid data, the researchers concluded that the problems faced by the partners require ideal serious and application methods. It should be understood that there are no methods and the best strategy, but there are only methods and strategies that are ideal for that time (the application of) the situation at the time, and specific topics. Therefore, the method recommended by the researcher to the problems faced by the partner-specific but flexible.

The ideal method to solve the problems faced by the partners is a participatory method (MP) and the method Impcat Social Assessment (SIA). Methods MP stated that the beneficiary communities should be directly involved in Design, Implementation, and Evaluation. This method is ideal for both partners side where the beneficiary community truly becomes part of the CSR in this case is the first partner or CSR PT. Antam Tbk. Society has not only become the object of training or activities, but also become perpetrators in the management of RBM activities. During this time, people only become the object rather than the subject of the activities and events that lead to stagnation and vacuum activities and the impact is not apparently an independent society due to social contributions implemented by the first partner.

For the first partner, the researchers recommend the SIA method in which the process of analyzing such as predicting, evaluating, and reflecting the impact of the expected and the unexpected happens in a community environment of a planned program that can bring sustainable impact on the beneficiaries. Based on the concept of this SIA, the first partner, CSR PT. Antam Tbk. Is rated only apply implementation and evaluation without starting with the planning is on the basis on the assessed needs (Needs Analysis) and ends with the reflection process. It seems clear that the learning activities at the location of RBM are not running properly. Learning activity is only in the form of seasonal unplanned.

It seems clear that this situation obviously affects the efficiency and effectiveness of the work program which causes the existing commitments are not sustainable should be

understood that Cooperate Social Responsibility (CSR) is a Sustainable Commitment. Therefore, the researchers hope that with the recommended methods can be immediately applied by the first partner (CSR PT. Antam Tbk.) So what is already an early commitment can be realized in accordance with the general and specific objectives that have been determined.

### 3) Product

The result showed that the learning activities are carried out in RBM seemed still not focused. This is caused by the unavailability of instructional design that is ideal for students who should have been provided by the teachers. Researchers recommend a learning design is ideal for learning activities that continuity of learning can function properly. Recommended instructional design is in the form of a syllabus tailored to the curriculum. Instructional design is made based on priority needs of training and learning in every village beneficiary RBM is categorized in the form activity groups so that no synchronization between the needs of learners with learning syllabus itself. 3) Since the systematic of CSR is an ongoing commitment, the researcher is willing to continue to develop the design of the continuity of learning for learning and training activities in the RBM. Instructional design in the form of curricula and syllabi is still under construction (75%). Plan for publication will be published in the Journal of English Education (JEE).

## E. Conclusion and Suggestion

### 1. Conclusion

The results of this study can be summarized as follows:

- 1) The layout of the problems that occur between the CSR PT. Antam Tbk. with the beneficiary communities RBM is on technical matters that should not be continued when the social good cooperation between the two. Because of this, the researcher recommends that service in this case being the mediator between the two partners so that both partners is to establish a high synergy for the achievement of objectives Social Responsibility.
- 2) Problems faced by both partners need some method that can facilitate the sustainability of the expected program learning activities. Thus, the researchers recommend two ideal methods namely Participatory Methods (MP) and Methods Social Impact Assessment (SIA) which is intended to support an ongoing commitment in question.
- 3) The learning activities in the fuel is still very minimal and not directed so memorable seasonal. This gives impetus for researchers to recommend a product in the form of instructional design or syllabus that can be used by partners in facilitating the teaching force. This is so that faculty can have learning guides are ideal for learners and easily they planned design of the Learning Process (RPP), implementing the learning activities, facilitate the process of evaluation and reflection, as well as the process of follow-up or follow-up activities such learning to create a society that is self-supporting and self-financing.

### 2. Suggestion

Some suggestions are considered essential to support the objectives of social responsibility carried by the first partners in this CSR PT. Antam Tbk and two partners in this beneficiary community of RBM.

Parties to CSR PT. Antam Tbk should view the concept of Cooperate Social Responsibility as part of the contribution of social life that is not only done because it is the principle of corporate social responsibility.

Parties to CSR PT. Antam Tbk should be a facilitator and professional and consultant for communities in the area of CSR contributions so that all program activities can be implemented fairly and sustainably and directed so that it can provide significant benefits to the beneficiary communities.

Parties to beneficiary community should put forward common economic interests minimal for each region so that the motivation and the proper motive can be used as a pillar to support the mutual expectations in the region in terms of improving the local economy. They should not only think about their personal interests to get training in question.

Parties to beneficiary community through their respective village officials should have been pro-active in the analysis of the needs in their respective regions to determine community

needs and prioritize those needs. It is intended to establish a social cooperative relationship between the CSR and beneficiaries as well as to maintain an ongoing commitment that has been agreed.

Both partners can establish a good relationship with researchers in terms of consultation to provide the approaches, methods, and strategies needed by both partners in order to resolve any problems faced in the future.