

Implementation of Asset Based Community Development on MGMP Geography SMA Karawang Regency

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Abstract

The aim of this research is to determine the implementation of asset-based community development in an effort to maintain the sustainability of MGMP Geografi SMA Kabupaten Karawang. This research uses descriptive qualitative with a case study approach. The data collection technique used was through interviews and documentation studies. The data analysis techniques used are through the stages of data triangulation, data reduction, and drawing conclusions. The results of this research indicate that the implementation of asset-based community development at MGMP Geografi SMA Kabupaten Karawang was carried out as an effort to overcome various limitations and obstacles that occur in this organization, namely low member participation, low member motivation, and threatening the sustainability of the MGMP organization in the future. By implementing asset-based community development, this organization has succeeded in remaining active, the organization's work program continues to be implemented, and the organization's activities run well, despite various existing limitations.

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1. INTRODUCTION

The Geography Subject Teachers' Conference or commonly called MGMP is an organization consisting of high school geography subject teachers. This organization is a forum that aims to improve the competence and professionalism of teachers as well as the quality of teachers in implementing learning. The Karawang district geography MGMP is an organization that has a management structure consisting of several teachers. MGMP often experiences obstacles in implementing programs due to low participation and lack of resources as well as the difficulty of organizing members who are spread across various high schools in Karawang Regency. This research analyzes how to maintain the sustainability of the MGMP organization through developing an asset-based approach in implementing programs and overcoming problems, limitations and obstacles that exist within the organization.

MGMP has a very important role in improving the professionalism of teachers, as well as helping to improve the quality of subject teachers in each region. Considering the importance of the MGMP organization for the continued development of teacher professionalism and quality, especially in Karawang Regency, a more effective organizational effort and management is needed so that the MGMP can continue to run actively and sustainably amidst the various obstacles and limitations that the MGMP has.

In looking at problems in organizations, there are two points of view that can be used, namely the Deficiency/Problem Based Approach (*Deficit-Based Approach*) and Asset/Strength Based Approach (*Asset-Based Approach*). Determining this approach depends on how each person views the resources owned by the organization, whether as a deficiency/problem or as an asset/strength.

[1] explains that there are differences in viewpoint tendencies in a deficiency-based approach and an asset-based approach. The deficiency-based approach is 1) Focusing on problems and issues, 2) Dwelling on the main problem, 3) Identifying needs and deficiencies - always asking what is missing, 4) Focusing on seeking help from sponsors or other institutions, 5) Designing programs or project to solve a problem, 6) Organize a group that can carry out the project. In contrast to the deficiency-based approach, the asset-based approach is: 1) Focusing on assets and strengths, 2) Imagining the future, 3) Thinking about the success that has been achieved and the strengths to achieve that success, 4) Organizing competencies and resources (assets and strengths), 5) Design a plan based on vision and based on assets/strengths, 6) Organize a group that can implement the project.

In this research, the approach used by researchers is an asset-based approach (*asset-based approach*). An asset-based approach prioritizes the identification and mobilization of local assets, such as skills, networks and cultural resources, to promote community resilience and development [2][3].

An asset-based approach applied to building a community or organization can also be called *Asset-Based Community Development* (ABCD) or interpreted as Asset-Based Community Development (PKBA). PKBA is a method that involves all elements in the community (*community-driven development*). Cunningham in [4] explained that *community-driven development* is a process in which a group of individuals, involved in a particular activity, organization, or environment, is encouraged by existing opportunities (as an initial stage) to start a business by relying on existing resources within their own group.

Related to this research, there is previous relevant research that discusses MGMP Sociology problems related to low member participation, low motivation of MGMP members, distance and location of MGMP locations, and difficulties of MGMP leaders in disciplining members. [5]. This problem is a common problem that also occurs at the Geography MGMP in Karawang Regency which can affect the sustainability of the MGMP's existence in the future.

Thus, the aim of this research is to find out how PKBA is implemented in an effort to maintain the sustainability of the Karawang Regency High School Geography MGMP.

2. RESEARCH METHOD

This research was conducted at the Geography MGMP SMA Karawang Regency, West Java. This research was conducted from July to November 2024. This research used a qualitative descriptive approach with a case study method. Qualitative research methods are used to understand the condition of objects naturally, where the researcher acts as the main instrument. Data collection was carried out using triangulation techniques, namely combining observation, interviews and documentation. The resulting data tends to be qualitative data, analyzed inductively, and aimed at understanding meaning, uniqueness, developing phenomena, and formulating hypotheses [6]. Meanwhile, a case study is a research method that utilizes various data sources to systematically describe and explain in depth various aspects of individuals, groups, programs, organizations or events. [7].

Data collection in this research was carried out using the triangulation method, which included interviews and documentation studies. Respondents in this research interview were the chairman and deputy chairman of the Geography MGMP SMA Karawang

Regency. The interview results were supported and strengthened by data obtained from documentation studies including MGPM program data, membership data, attendance lists and MGMP meeting minutes. The data analysis technique is carried out by reducing the results of interviews and documentation studies, then drawing conclusions.

3. RESEARCH RESULTS AND DISCUSSION

3.1. Research result

Based on the data obtained, the Karawang Regency Geography MGMP carried out several activities during one year of management, including 2 MGMP meetings and 1 Geography jamboree and competition. As a result of interviews from several activities, data on participation of MGMP members at several MGMP meetings was obtained in Table 1.

Table 1. MGMP Member Participation Data

No.	Activity time	Place of activity	Total number of members	Number of members present	Number of absences	Attendance percentage
1	Thursday, August 15 2024	SMAN 3 Karawang	72 people	20 people	52 People	28 %
2	Thursday, October 24, 2024	SMAN 1 Telukjamb e	72 People	22 people	50 People	31 %
3	Monday-Tuesday, 18-19 November 2024	Tepas Bentang, Etc. Mekarbuan a, District. Tegalwaru	72 People	19 People	53 People	26 %

Based on the results of interviews with the chairman and deputy chairman of MGMP, information was produced that the reason for the low participation of members in MGMP activities is because teachers have a main organization, namely working in schools as a place to carry out teaching duties and the obligation to complete administrative tasks. The main task of teachers in schools is the main activity for teachers. MGMP as a secondary teacher organization outside of school and outside of teachers' main duties makes MGMP an organization that is not considered very important by its members. This causes minimal concern from members and low participation of members and the MGMP community, teachers in schools are quite busy with the main task of placing MGMP as not a priority organization.

Other data was obtained from the committee's activity at the Population Alert Jamboree on 18-19 November 2024, where the number of committee members responsible for the activity should have been 18 people, but in its implementation at the time of implementation the activity was only carried out by 8 committee members. This affects the smooth running of the event, namely the handling of work tasks that have been divided into changes and the committee needs to do additional work outside of the tasks that have been divided. The obstacle to the lack of involvement of the working committee is that they are busy at each school as their main obligation.

MGMP Geography as a community educational organization requires a strategy for organizational sustainability amidst many obstacles and problems. One of the approaches taken by MGMP administrators and organizational leaders is the Asset-

Based Community Approach (PKBA) which focuses on what MGMP has, not on what it does not have.

The implementation of PKBA in MGMP Geography is carried out by the chairman and administrators of MGMP with the hope of adding value to the capacity, abilities, knowledge, network and potential of the community without worrying too much about all the obstacles that occur, MGMP tries to utilize what it has, especially human resources and owned network. This approach is considered to be the most effective option for continuing to run the program and sustaining the MGMP organization, because the government does not have any special consequences for teachers who do not actively participate in the MGMP.

So far, the implementation of the Asset-Based Community Approach (PKBA) that can be carried out by MGMP Geography Karawang Regency includes the following:

- 1) The MGMP Chair becomes a facilitator by carrying out effective communication in mobilizing the MGMP core team, building optimism, hope and seeing existing opportunities.
- 2) The Chair and core management of MGMP develop a mindset that focuses on optimism, hope and belief that "we can do it". Many times, MGMP activities have been carried out with confidence and optimism, one of the activities being discussed is the Population Alert Jamboree which was held on 18-19 November 2024, which in its implementation did not receive support from many schools in Karawang district and this had an impact on the lack of schools that included their students. in jamboree activities and geographical competitions. The main obstacle to this problem is the demand from several schools to change the format of activities so that they are carried out in close proximity, cost-effective and hassle-free as well as changing the format of activities which were previously in the form of camp jamboree activities to be changed to just competitions. In practice, this activity is still carried out on the basis of optimism and the approach taken by the core committee to persuade and embrace MGMP member teachers in schools to participate in the jamboree and competitions being held. Until finally the event ran successfully and was carried out with good results.
- 3) Active MGMP management tries to utilize existing resources by creating good communication between the core management and members who still have the concern to participate actively. This action is considered to be an organizational solution because there is no obligation for teachers to participate actively in every MGMP activity.
- 4) Utilizing potential, the MGMP chairman and administrators try to utilize active members according to their potential. In MGMP activities, active members and administrators directly fill in the blanks that they can. Each member and administrator who is still active tries to help and participate in MGMP activities, one example implementation The utilization of this potential is in the jamboree activity committee, the committee divides tasks according to the expertise of each teacher person responsible activity. Teachers who master mapping well become map-making competition officials, teachers who have knowledge and understanding of art become person responsible Geo talent competition, the teacher who master population is in charge of being person responsible population competition, teachers who master IT become person responsible map application competition and teachers who are used to taking care of the household become activity consumption officers.

- 5) Building partnerships, MGMP tries to build partnerships by collaborating with the Population Control and Family Planning Service (DPPKB), DPPKB is the main sponsor of various MGMP activities by carrying out mutually beneficial collaborations, MGMP tries to include population alert programs into the MGMP curriculum and activities such as population alert competitions, youth counseling and becoming an extension of the driving force program population control service in schools for implemented to students. The chairman and activity committee also actively contacted teachers at several schools and principals to participate actively and produce positive results so that the jamboree activities could be attended by 107 student participants from various high schools in Karawang Regency.

3.2. Discussion

The PKBA implementation process that has been carried out by the Karawang Regency High School Geography MGMP is illustrated in Figure 1.

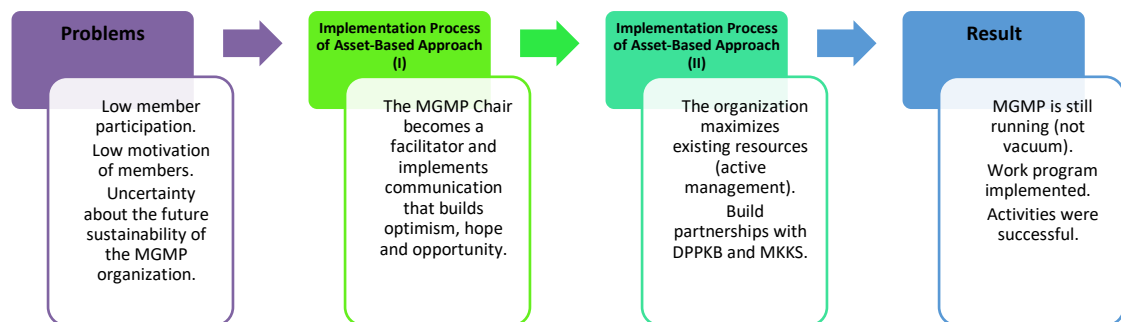


Figure 1. Process of Implementing an Asset-Based Community Approach in the Geography MGMP for SMA Karawang Regency.

The results of the research above show that the implementation of the asset-based approach in the Geography MGMP for SMA Karawang Regency is supported by the existence of several important things that are the focus in the implementation process, namely the role of leadership, communication, resource optimization, and partnerships.

The role of leadership in asset-based community development is very important, because it can encourage collaboration, empowerment and sustainable growth. Effective leadership not only identifies and mobilizes local assets, but also engages community members in participatory processes. Leadership facilitates the identification of community assets, enabling citizens to leverage their skills and resources for mutual benefit [8].

The leadership role in MGMP is demonstrated by the decisions taken by the Chair of MGMP to facilitate and communicate various steps, hopes and opportunities that can be taken by the organization so that it can continue to run amidst various existing problems. This attitude shows an active leadership role in moving the organization. This is in line with McShane's meaning of leadership [9], namely the ability to influence, motivate/encourage, and empower others so that they can contribute to the effectiveness and success of their organization.

The leadership attitude of the MGMP Chair is carried out as a form of effort to increase the participation of other administrators and members so that they can be actively involved in achieving the expected organizational goals. This is in line with the leadership concept put forward by Kreitner and Kinicki in [10] that leadership is a

process of influence to seek voluntary participation from subordinates in a target to achieve organizational goals.

As shown in Figure 1, the implementation of the asset-based approach is also supported by effective communication built by the Chair of the MGMP. Communication is carried out both face to face and online. The role of communication in asset-based community development (PKBA) is very important to build trust, involvement and sustainable change in the community. Effective communication strategies not only increase collaboration between stakeholders but also empower community members by recognizing and leveraging existing assets. Communication must be proactive, ensuring that community members are informed about developments and challenges in real-time [11].

Implementing PKBA in MGMP also maximizes existing human resources so that the organization continues to run. The optimization carried out is emphasizing the use of existing assets in the community to increase development and involvement. This strategy not only encourages collaboration among stakeholders but also empowers individuals by recognizing their skills and contributions. An asset-based approach can encourage active participation of community members, increasing their sense of ownership and responsibility [12]. Effective asset-based strategies focus on building local capacity, ensuring that communities are able to sustain their development efforts over the long term [13].

Building partnerships is an important element in advancing an organization. The partnership built by MGMP Geography with DPPKB and MKKS has had a positive impact on the sustainability of various MGMP programs. By building partnerships, we will be able to reduce the obstacles of limited resources and can create conditions of mutual need, strengthening and mutual benefit [14][15].

4. CONCLUSION

Based on the results and discussion above, it can be concluded that the implementation of PKBA in the Geography MGMP SMA Karawang Regency was successful in maintaining the sustainability of the organization. This is also done by paying attention to the role of leadership, communication, optimizing existing resources, as well as building partnerships with external parties, so that this organization can continue to be active in implementing work programs and carrying out various activities for the sustainability of the organization.

The follow-up recommendation from the results of this research is that there is a need for further study regarding alternative solutions as a resolution effort that focuses on the obstacles or limitations that exist in this organization or other similar organizations, so that the function of the MGMP itself can be felt to be more effective for eye teachers. lesson.

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