

Effectiveness of the Youth, Sports, and Tourism Office in Empowering Youth Organizations in Balangan Regency

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ABSTRACT

Objective: This study aims to evaluate the effectiveness of the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency, and to identify the factors influencing this empowerment. **Method:** A qualitative research approach was employed, utilizing descriptive-qualitative techniques. Data were gathered through interviews, observation, and documentation, with a purposive sampling method selecting 10 participants. The analysis involved data reduction, presentation, and drawing conclusions, ensuring credibility through member checks and persistent observation. **Results:** The findings indicated that while the organizational structure of youth organizations in Balangan Regency is clear, there are issues with resource allocation, inadequate leadership, and poor cooperation between youth organizations and the local government. The annual youth development budget was deemed insufficient, and youth organizations faced difficulties in implementing strategic programs due to a lack of coordination and limited resources. **Novelty:** This research highlights the gap between the government's policies for youth empowerment and the practical challenges faced by youth organizations, offering insights into the need for improved resource management, cooperation, and leadership to enhance the effectiveness of youth empowerment programs.

INTRODUCTION

Young people in all times and places play a significant role. It's no wonder that the younger generation later becomes the pillar of a country's strength. The existing dynamics suggest that the younger generation makes a significant contribution to the changes and development processes that are taking place. From the National Movement era to the Reform Order, the younger generation has been the driving force of change, while also ensuring that this process of change aligns with the demands of the times, within the context of national renewal and development. Development in the field of youth is an inseparable link in the goal of fully human development and Indonesian society as a whole, especially youth in Balangan Regency [1], [2], [3]. The success of youth development as a high-quality human resource with a competitive edge is one of the keys to unlocking opportunities for success in various development sectors. Therefore, youth development is considered one of the programs that cannot be ignored. However, it must be realized that in certain contexts, young people cannot be left to their own devices, but require stimulation to ensure their direction is well-guided. This is because it must be acknowledged that on the one hand, the younger generation has a burning passion to engage in various positive activities for the progress of the nation, but on the other hand, there are various temptations that can weaken and divert the formulated goals in an

unfavorable direction. Therefore, efforts to empower the younger generation need to be continuously increased within the framework of regional development [4], [5], [6].

Therefore, it is hoped that the government can provide a platform and facilities for young people to develop themselves. One suitable platform for young people to channel their creativity and develop themselves, which is expected to be beneficial for the nation, is thru youth organizations within the Balangan Regency Youth, Sports, and Tourism Office. Organizations are established as a platform to achieve one or more goals. The organization must manage a variety and range of activities aimed at achieving the organization's goals. Youth organizations themselves are defined as institutions that gather the full potential of young people, including students and schoolchildren who fall into the youth category. Youth organizations must be given the opportunity to develop in order to realize their actual role, but the role and existence of the younger generation are highly dependent on the organization's independence and the professionalism of its management, in order to become an autonomous and democratic organization. Starting from the awareness of the importance of the position, role, and potential of the younger generation in the historical journey of the nation's struggle, the empowerment of the younger generation thru youth organizations must be understood as the entirety of political education efforts, both consciously, planned, directed, orderly, continuously, and responsibly.

Youth organizations, with their minimum functions, are responsible for character building of the younger generation, cadre development, and the nurturing of talents and abilities. Therefore, it is felt to be very important for the government to play a role in genuinely empowering existing youth organizations, especially within the Youth, Sports, and Tourism Office in Balangan Regency. Meanwhile, in Law Number 40 of 2009, Article 45, paragraphs 1 and 2, states: (1) The government and regional governments are obliged to facilitate youth organizations, student organizations, and student organizations, (2) educational units and education providers are obliged to facilitate student organizations and student organizations within their scope." In addition, the essence of empowering the younger generation, as stated in the Law of the Republic of Indonesia Number 40 of 2009, Articles 24 and 25, explains that: Youth empowerment is carried out in a planned, systematic, and sustainable manner to improve physical, mental, spiritual, knowledge, and self skills and organizational quality toward youth independence." The government is something urgent for the life process at all levels of society, including the youth as the recipients of the baton in regional and national development. History has proven that no matter how small a group of people is, even as individuals, they need government services. Whether consciously or not, we must admit that many aspects of our lives are inseparable from government services. A reality of life in society is that without government services, society will give rise to various forms of violence and chaos, and the most vulnerable group is the younger generation. The presence of government is to regulate, protect, and provide facilities to ensure stability and dynamism. Based on the principle of regional autonomy, local governments have the right to adjust needs according to the law to create relevant agencies capable of handling the intended tasks,

in this case, youth organization issues. The Balangan Regency Local Government created an organizational structure, namely the Tourism, Youth, and Sports Agency, which is expected to effectively carry out its duties to foster greater cooperation between government authorities and youth organizations.

The agency formed by the Balangan Regency Regional Government is the Youth, Sports, and Tourism Agency, which is then abbreviated as Dispaspor. The Youth, Sports, and Tourism Department has 4 divisions: the Youth and Scouting Competitiveness Capacity Development Division, the Sports Competitiveness Capacity Development Division, the Tourism Destination Attractiveness Enhancement Division, and the Tourism and Creative Economy Resource Development Division. The Youth, Sports, and Tourism Department is an implementing element of the Regional Government, headed by a Head who reports to and is responsible to the Regent thru the Regional Secretary of a Regency. In addition, the Youth, Sports, and Tourism Office has the main task of assisting the leadership in managing youth affairs based on the principles of decentralization and assistance [7], [8].

The government has three functions: service, empowerment, and development. The issue of youth organizational structure then becomes the government's task in the field of Youth and Scouting Competitiveness Capacity Development. In this case, the government, thru the Youth, Sports, and Tourism Office, empowers youth organizations by establishing and implementing policies, providing guidance, funding, and supervising the activities of these youth organizations. The Balangan Regency Youth, Sports, and Tourism Office records that there are more than 10 Youth Organizations in Balangan Regency. Out of the many youth organizations in Balangan Regency, there are certainly internal and external problems that each youth organization cannot solve on its own. This naturally becomes an important task for the local government to find ways to empower and resolve all the issues occurring in the existing youth organizations. In the research conducted, the author found on the ground that the empowerment of youth organizations carried out by the local government of Balangan Regency still faces problems. The issues that emerged from the effectiveness of the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency include: 1. The lack of funding for youth development. It is known that the annual budget for youth development is Rp. 30,000,000 for the 10 youth organizations in Balangan Regency. (Final Draft of the Balangan Regency Youth, Sports, and Tourism Office Work Plan (Renja). 2. Inappropriate placement of employees within the youth development job structure, leading to less optimal youth development programs. (Final Draft of the Balangan Regency Youth, Sports, and Tourism Office Work Plan (Renja) for 2020). 3. Poor cooperation between the local government and the community in efforts to improve youth development. (Final Draft of the Balangan Regency Youth, Sports, and Tourism Office Work Plan. Based on this, the author chose the research title: "The Effectiveness of The Youth, Sports, and Tourism Office in Empowering Youth Organizations in Balangan District".

Research Focus

In this study, the author focuses on several aspects of the effectiveness of the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency. The theory put forward by Richard M. Steers in Umam is described by the researcher as follows: 1. Organizational Characteristics 2. Environmental Characteristics 3. Worker Characteristics 4. Management Characteristics Problem Formulation The problems to be discussed in this study are as follows: 1. How effective is the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency? 2. What factors influence the effectiveness of the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency? Research Objectives and Benefits Research Objectives The objectives of this research are: a. To determine the effectiveness of the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency. b. To identify the factors influencing the effectiveness of the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency. Benefits of the Research The benefits of this research are: a. The theoretical benefit of the scientific aspect of this research is expected to serve as a medium for the development of various theories that are very useful for the development of understanding, reasoning, and experience of the researcher, especially in the field of Public Administration Science, particularly in organizational management. b. The practical benefit of the results of this research is expected to provide benefits for the decision-making process of the Youth, Sports, and Tourism Office in empowering youth organizations in Balanganmur Regency. Theoretical Review 1. Effectiveness a. Definition Effective comes from the English word "effective," meaning successful, something that is done well. The concept of effectiveness is broad, encompassing various factors both within and outside the organization. Effectiveness is the relationship between output and goals. The greater the contribution of output to achieving goals, the more effective the organization, program, or activity. Effectiveness is the ability to choose the right goals and achieve them. Therefore, effectiveness refers to the link between output, or what has been achieved, or the actual results obtained, and the goals, or what has been set in the plan, or the expected results. An organization is said to be effective if the output produced can meet the expected goals. Tika. Richard M Steers in Umam describes the researcher as follows: 1) Organizational characteristics are relatively stable relationships, such as the composition of human resources within the organization. Structure is a unique way of placing humans in order to create an organization. Within a structure, humans are positioned as part of a relatively fixed relationship that will determine patterns of interaction and task-oriented behavior [9], [10]. 2) Environmental characteristics include two aspects. The first aspect is the external environment, which is the environment outside the organization's boundaries and has a significant impact on the organization, especially in decision-making and taking action. The second aspect is the internal environment, known as the organizational climate, which is the overall environment within the organization. 3) Worker characteristics are the most influential factor on effectiveness. Within each individual, many differences will be found, but individual awareness of those differences is very

important in achieving organizational goals. So, when an organization desires success, it must be able to integrate individual goals with organizational goals. 4) Management characteristics are work strategies and mechanisms designed to condition everything within the organization so that effectiveness is achieved. Management policies and practices are tools for leaders to direct every activity to achieve organizational goals. In implementing management policies and practices, human beings must be considered, not just focusing on strategies and work mechanisms. These mechanisms include setting strategic goals, seeking and utilizing resources, creating a high-performance environment, communication processes, leadership and decision-making, as well as adapting to environmental changes and organizational innovation. 2. Empowerment of Youth Organizations The concept of empowerment originated as an antithesis to development models that were less favorable to the majority of the people. This concept is built upon the following logical framework: 1) That the process of power centralization arises from the centralization of the factors of production; 2) The centralization of the factors of production will give rise to a society of workers and a society of marginalized entrepreneurs; 3) Power will build a superstructure or system of knowledge, political system, legal system, and ideological system that is manipulative to strengthen legitimacy; and 4) The systematic implementation of the systems of knowledge, political system, legal system, and ideology will create two groups of people: the empowered and the disempowered, ultimately resulting in a dichotomy, namely the ruling society and the people who are ruled. Framework of Thinking In this study, to further discuss the topic, a framework of thinking is needed to ensure the research is more conceptualized based on relevant theories regarding effectiveness, as described by Richard M. Steers in Umam. The researcher outlines this as follows: 1. Organizational Characteristics 2. Environmental Characteristics 3. Employee Characteristics 4. Management Characteristics

RESEARCH METHOD

Research Location The research location for this study is the Balangan District Youth, Sports, and Tourism Office, located at the Office Complex, Batu Piring, South Paringin District, Lingsir, South Paringin, Balangan Regency, South Kalimantan Province. Postal Code 71662. Research Approach This research is qualitative research. According to Sugiyono, qualitative research is a research method used to study natural object conditions, as opposed to experiments where the researcher is the key instrument. Data collection techniques are carried out thru triangulation (combination), data analysis is inductive, and the results of qualitative research emphasize meaning rather than generalization. Research Type The research type used is descriptive qualitative. Descriptive research is research that explains something that is the target of the research in depth. This means that the research is conducted to uncover everything or various aspects of its research target. Data and Data Sources The sampling technique for this study is purposive sampling, which is a sampling technique used by intentionally or

directly selecting individuals considered representative of the population's characteristics [11].

The data for this research comes from the Balangan Regency Youth, Sports, and Tourism Office and 10 members of youth organizations. Operational Research Design Regarding this research on the effectiveness of the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency, an operational research design was created to measure the quality of a concept.

Based on relevant theories of effectiveness, as stated by Richard M. Steers in Umam, the researcher outlines them as follows: 1. Organizational Characteristics. 2. Environmental Characteristics. 3. Worker Characteristics. 4. Management Characteristics. Data Collection Techniques The qualitative data collection techniques used in this study are: 1. Observation 2. Interview 3. Documentation Data Analysis Techniques 1. Domain Analysis 2. Taxonomic Analysis 3. Component Analysis

RESULTS AND DISCUSSION

1. Effectiveness of the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency a. Organizational Characteristics 1) Clarity of Organizational Structure The youth organizational structure in Balangan Regency is quite clear and already considered good, including the presence of a Chairman, Secretary, Treasurer, and members. 2) Appropriate Placement within the Organizational Structure The placement of positions within the organizational structure is in accordance with regulations thru joint deliberation and is appropriate. b. Environmental Characteristics 1) External This external environment is closely related to the need for development to achieve organizational goals such as achievement, as well as serving as a positive activity platform for youth in Balangan Regency. 2) Internal This internal environment is closely related to the need for development to achieve organizational goals such as achievement, as well as serving as a positive activity platform for youth in Balangan Regency. c. Worker Characteristics 1) Cooperation Cooperation between youth organizations and the government is still low in terms of exchanging opinions on activities, which is evident from the lack of intensive communication. 2) Mutual Understanding in Differences The differences in organizational forms are already mutually understood and there are no conflicts because they share the same positive goals. d. Management Characteristics 1) Strategic Goal Setting Strategic goals for youth organization empowerment are set thru discussions between internal parties of the youth organization and the government, ensuring the goals are more focused. 2) Resource Utilization The utilization of organizational resources such as the secretariat building infrastructure and work equipment is in accordance with their intended purpose and their use is always monitored. Creation of an achievement environment The creation of an achievement environment is still not fully achieved because the low level of cooperation is evident from the lack of coordination between youth organizations and local governments. 4) Communication process. The communication process is still not good due to the lack of coordination between youth organizations and local governments. 5) Leadership Poor

leadership has caused some organizations to become inactive, which needs to be improved to reactivate these youth organizations. 6) Decision-making Decision-making within youth organizations is done well internally thru consensus. 2. Factors Influencing the Effectiveness of the Youth, Sports, and Tourism Office in Empowering Youth Organizations in Balangan Regency. a. Poor cooperation between local government and the community in efforts to improve youth development. Cooperation between youth organizations and the government is still low in terms of exchanging ideas about activities, which is evident from the lack of intensive communication. b. Lack of youth development fundin Youth budgets are considered minimal, with the annual budget for youth development being Rp. 30,000,000 for the 10 youth organizations in Balangan Regency [11], [12], [13], [14], [15], [16].

CONCLUSION

Fundamental Finding: The effectiveness of the Youth, Sports, and Tourism Office in empowering youth organizations in Balangan Regency is moderate, with notable strengths in organizational structure and resource utilization. However, challenges persist, particularly in cooperation between youth organizations and the local government, as well as limitations in funding and leadership. **Implications:** This study suggests that enhancing communication, cooperation, and leadership within youth organizations can significantly improve the empowerment process. Strengthening resource allocation, particularly for youth development programs, is essential to achieving more sustainable outcomes. **Limitations:** The research was limited by the small sample size and focus on a single region, which may not fully represent the broader context of youth empowerment efforts. **Future Research:** Future studies could explore the long-term impacts of enhanced leadership and funding on youth organizations' activities, as well as comparative studies across different regions to assess the generalizability of these findings.

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