



The Role of Home Industry Tiles in Empowering Human Resources (HR) of the Community of Kamulan Village, Trenggalek Regency

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Abstract

This research analyzes how the roof tile cottage industry contributes to human resource empowerment in Kamulan Village. This research was conducted using a qualitative method. Using empowerment theory by Jim Ife as the theoretical basis of description. Data was collected through purposive sampling, in-depth interviews, observation, and documentation. The analysis was done inductively. The resource persons in this research are stakeholders in Kamulan Village and residents of roof tile craftsmen in Kamulan Village who are experienced in the roof tile industry as many as 8 resource persons. This research describes how the roof tile industry in Kamulan Village plays a role in empowering and absorbing human resources in the village. The results of the research conducted found that the home-based roof tile industry has prospered the lives of residents in the village. Empowerment carried out by residents is carried out well sustainably and actively between owners and workers in work evaluation. However, there are production obstacles with the scarcity of human resources (HR) of residents due to the large number of industries with total employment. The sustainability of the roof tile industry must be considered, especially in the availability of human resources and activating the empowerment of local village human resources. Considering the wider social and environmental impacts, it is strongly recommended that policies and socialization be made that support the growth of the roof tile industry in the future.

Keywords: home-based roof tile industry; local economy; community empowerment.

Introduction

The tile home industry is one type of micro business that is widely found in rural areas. In Indonesia, most of the tile home industry in the village is managed by the village community, who traditionally rely on human labor to make tiles manually. One of the villages that has a fairly developed tile home industry is Kamulan Village, which is located in Durenan Village, Trenggalek Regency. Kamulan Village, located in the eastern part of Trenggalek Regency, has many connections with neighboring areas, including Tulungagung. Especially in the tile processing sector from clay, this relationship forms a significant business network. According to the Trenggalek Regency Government (2017), in the "Profile of Kamulan Village", the tile industry of

Kamulan Village is a historical heritage that has been passed down from generation to generation. The tile business in Kamulan Village has grown rapidly so that it reaches the surrounding areas such as Tulungagung, Blitar, Kediri, and even Bali. The Kamulan tile industry is an important part of the local economy and the absorption of labor in Kamulan Village.

Reporting from the Trenggalek Regional Government (Khakimuddi, 2018), the soil structure of Trenggalek Regency consists of Mediterranean rocks in the south and alluvial rocks in the west. In the northern part, there are andosol and latosol. In the eastern part, there are Mediterranean rocks, grumosol, and regosol. Andosol and latosol soils are soils that contain significant clay material. Lasolate soil itself contains the mineral kaolinite clay (Selfandi et al., 2021). Kaolin is a common mineral material in the manufacture of pottery. The manufacture of pottery such as tiles is currently carried out using a mixture of kaolin and clay to make it better, stronger, and more heat-resistant (Hadiwijaya et al., 2022). The large amount of quality soil content causes Kamulan Village to become the center of the clay industry that is used by the local community.

MSMEs (Micro, Small, and Medium Enterprises) such as the home tile industry and other home industries, play an important role in improving people's welfare. The role of MSMEs in improving the welfare of the community, namely, being the main driver of economic activities, creating jobs, an important driver in the development of local businesses and community empowerment, driving the development of local businesses and community empowerment, increasing community independence and welfare, can serve as a place of inspiration to develop their own businesses (Nurhalita, 2022). In addition, MSMEs strengthen economic and social networks in local communities, encourage sustainable economic growth, and encourage community-based development (Syamsi, 2022).

The tile home industry in Kamulan Village, Trenggalek Regency, is growing rapidly and is widely encountered based on several key factors. According to Sulaksana (2014), the local government of Trenggalek Regency pays great attention to the growth of the tile industry in Kamulan Village. By using simple technology and maximizing the use of raw materials, tile manufacturers in Kamulan Village can improve production efficiency (Agustin et al., 2018). From 2001 until now, the tile industry in Kamulan Village has only grown rapidly. According to Rohmah and Ayundasari (2022), the clay tile industry in Kamulan Village has a significant influence on social and economic changes in the community. Their study shows that between 2001 and 2021, the tile industry in Kamulan Village has helped improve the standard of living and well-being of the local community. It became one of the fastest-growing sectors of the economy, creating jobs and increasing people's incomes. Human resource development in the workplace can be optimized to encourage human resource empowerment (Nusantoro, 2020). The development of micro-enterprises, such as the tile home industry, allows village communities to be involved in various phases of production, from the preparation of raw materials to the sale of products. This is one way to empower human resources.

A number of previous studies have discussed the development of micro businesses in rural areas, especially the tile home industry. Previous studies have discussed the growth of micro businesses in rural areas, especially the home tile industry. Research by Habibullah (2022), shows that the home tile industry faces several challenges, such as limited income, inefficient production, and the need for increased business and innovation, the home industry has a positive impact on the

community's economy. In addition, previous research in Kamulan Village conducted by Puspita (2021) found that old tile entrepreneurs in Kamulan Village, Durenan, Trenggalek, continue to run their business by showing the quality of tiles and applying honest ethics. without deceiving buyers and maintaining the right measure of tiles.

The results of a study conducted by Ariyanto (2019) show that capital and sales receipts play an important role in the absorption of labor in the tile industry center in Kalibagor Village, Situbondo District, Situbondo Regency. Study of Ayuningtiyas, Abdullah, and Suliswanto (2021) show that wages, labor productivity, and capital have an important role in the absorption of labor in the tile industry in Gandusari District, Trenggalek Regency.

Previous research has focused on social and economic developments in the tile industry center, including the positive impact on labor absorption and the challenges of the tile production process that arise when maintaining the tile industry center (home tile industry). By paying attention to these studies, this research will focus on examining the role of the tile home industry in empowering human resources in Kamulan Village, Trenggalek Regency and the absorption of its labor which has not been discussed in previous studies. In this study, the theory of empowerment by Jim Ife is used. This theory helps researchers understand how the role of artisans in the tile industry center of Kamulan Village runs tile production so that it runs optimally in absorbing human resources from local residents. According to research that has been conducted, the home tile industry in Kamulan Village has great potential to develop as a local economic resource and improve the welfare of residents. The purpose of this study is to explain the role of the tile home industry in empowering human resources (HR) to its absorption and trying to solve the problems encountered. It is expected to be able to strengthen the role of the home tile industry center in empowering human resources in Kamulan Village.

Methods

This study uses a qualitative approach with a case study design to deeply understand the influence of the tile industry on the socio-economic changes of the people of Kamulan Village, Trenggalek Regency, East Java (Moleong, 2017). The research was carried out from early to mid-2023 in Kamulan Village, which is known as the center of the tile industry by utilizing the potential of local clay. Data collection was carried out through semi-structured interviews with guidelines but flexible, non-participatory observation to obtain accurate and bias-free data, as well as documentation in the form of images, videos, and sound recordings. The sampling technique used is purposive sampling where participants consist of two stakeholders from Kamulan Village, 6 tile business owners, as tile craftsmen, who are selected based on their experience, expertise, and involvement in the local tile production chain. The main instruments of the research are interview guides, observation sheets, and digital documentation equipment. Data analysis uses inductive analysis by developing categories and patterns from raw data. The validity of the data is maintained by applying techniques of extension of participation, observation diligence, triangulation, negative case analysis, detailed description, and audit (Moleong, 2017). The entire research process prioritizes ethical principles by maintaining data confidentiality, researcher integrity, and participant safety and comfort (Sarosa, 2021).

Results and Discussion

Jim Ife's Theory of Community Empowerment

Jim Ife defined empowerment in his book "Community Development" (1997) as an effort to provide community members with resources, opportunities, knowledge, and skills so that they can determine their future and participate in the life of their community. According to Jim Ife, the concept of empowerment is closely related to the idea of power and social inequality. According to Zubaedi (2013) in his book entitled "Community Development", there are four different perspectives on empowerment. The first is a pluralist perspective, which sees empowerment as an aid that helps disadvantaged groups compete. The second is the elitist perspective, which sees empowerment as an attempt to influence those in power through treaties or confrontations. The third is the structuralist perspective, which sees empowerment as an agenda to address structural misfits and oppression. Fourth, empowerment is seen from a post-structuralist perspective as an effort to change the way we think so that we can understand things in a more analytical way, with a special emphasis on the educational aspect (Zubaedi, 2013).

Jim Ife stated that society has six types of power that can be used to encourage empowerment. These strengths include freedom of reproduction, freedom of expression, freedom to determine one's own needs, the ability to communicate freely, institutional ability, and access to economic resources. Three main empowerment strategies can be identified based on the strengths and inequalities experienced by the community. The first is through policy and planning by establishing institutions and structures that provide equal access to resources, services, and participation. The second is through social and political action, such as political struggles to build public power. The third is through education and improving welfare. So, the point is to empower the community downwards to have greater access and control over their resources and lives (Indiana, 2023).

Analyze every change that occurs in the tile industry in Kamulan Village. Local wisdom can be defined as the perspectives, attitudes, tactics, and traditional knowledge that local communities have to solve problems and meet their needs. Local wisdom encompasses all aspects of society, including religion, social, political, educational, and artistic. By utilizing local natural and human resources, local communities have the traditional knowledge and practices to create work programs that can thrive and meet their needs. Local wisdom is the basis of community empowerment, said Jim Ife. Local wisdom shows the ability of the community to remain independent and creative in meeting their needs (May, 2021). The home tile industry in Kamulan Village plays an important role in absorbing local labor. The tile industry has six dimensions. These include local knowledge of tile craftsmen, their work principles and ethics, tile manufacturing skills, utilization of local resources, such as firewood and clay, local industry management decision-making processes, and dimensions of cooperation and solidarity between tile craftsmen and raw material suppliers (Kinanti & Tjahjono, 2022). The focus of this research is to see how these six dimensions affect the home tile industry in Kamulan Village, especially in terms of absorbing local labor. Therefore, Jim Ife's theory is important to understand how home industries such as tiles drive the economy of rural communities by optimizing local resources and wisdom.

From 2001 to 2021, the tile industry in Kamulan Village has increased residents' incomes, reduced unemployment, and absorbed labor. This has brought good socio-economic changes to the local

community. The tile industry plays an important role in Kamulan Village, in accordance with Jim Ife's theory of community empowerment. According to Jim Ife's theory, the tile industry of Kamulan Village has contributed to community empowerment as it has provided citizens with resources such as jobs and income, which has given them the ability to determine their future. Additionally, the industry helps reduce inequality by providing employment opportunities for those who may not have previously had the opportunity to do so.

Empowerment in the Tile Industry in Kamulan Village

Community empowerment is an effort to increase the self-esteem and dignity of community groups that are still in poor conditions. The goal is for them to be free from the trap of poverty and underdevelopment. Empowerment is also intended as an effort to build the abilities possessed by the community. The trick is to encourage, motivate, and raise public awareness about the potential they have. Furthermore, this potential is sought to be developed into real actions in advancing the welfare of the community. A home industry (*Home industry*) plays a role in empowering the community to be able to work, hone their skills, provide knowledge and training in industrial processes, open job opportunities, open opportunities for the same business, and provide income in meeting independent economic needs (Febriani & Saleha, 2021). The forms of human resource empowerment in the tile industry are shown in Table 1.

Table 1. Forms of Human Resource Empowerment in the Tile Industry

No	Forms of Empowerment	Parties Involved
1	Absorbing labor for residents of Kamulan Village, students in village huts, and neighboring village communities.	The owner of the center as a recruiter, family members of the owner, students, residents of Kamulan Village and residents of neighboring villages. 5-7 employees.
2	Maximizing family members in the family tile industry.	Wife, husband, children, sons-in-law, and grandchildren, if any.
3	Giving rise to clay processing rental services for local residents.	Service providers, residents who are members of the service team, and managers of the tile industry who need more manpower. 10-15 people per team.
4	The tile processing training is based on good communication by the center's residents.	Villagers as center owners, permanent employees, and hired teams in quality checks.

Empowerment of Tile Artisans in a Pluralist Perspective

According to the pluralist perspective, community empowerment is the process of helping disadvantaged groups or individuals in society to become more competitive and effective. This can be done by making learning or training efforts, with the skills of residents here as craftsmen to their workers, using various facilities and infrastructure as training media, and understanding the standard operating procedures (SOP) of the tile center as a system and target in the work rules. So, efforts are needed to conduct training and education by groups of village artisans to workers in the tile center. The efforts made aim to increase group interest in learning to increase industrial knowledge and skills (Salan et al., 2023). The empowerment method carried out in Kamulan Village is carried out by applying several learnings in the training. Residents of Kamulan Village with an industrial center The tile have a certain way of empowering their employees to be

able to work effectively and efficiently. Socialization activities can increase the level of individual understanding and increase the level of achievement of individuals working in small, small, and medium enterprises (SMEs) (Yeni et al., 2022).

The workers who have just learned and are recruited by the villagers of tile craftsmen are then fostered until they can work from scratch and according to standards (how to compete within the rules). The majority of villagers have three stages of training employees in a familial manner, namely: diligent, *ngomongi* (telling), *niteni* (paying attention), and evaluation of results including telling where there are shortcomings or mistakes based on standards to how to make the right improvements. Performance evaluation is an assessment process carried out by individuals or business groups on workers based on the standards, methods, and business goals of a business in order to create the desired change in work behavior (Widyaningrum & Widiana, 2020). Coaching is carried out by the owner directly in training informatively and empowering his employees is very important to maintain good two-way communication at work. This is a marker of the type of community will, namely the ability to communicate. Likewise, joint workday decision-making can increase the work productivity of workers or industrial employees as a sign of freedom to determine their own needs. By continuing to pay attention to the facilities and infrastructure needs of workers (employees) in a sustainable manner (Hudallah, 2018). The learning process was conveyed by the owner of the Mantili Super tile center, Mr. Salikin (56 years old) in the following interview.

“So how to empower it, yes, how to empower it, there are 3 stages, namely, diligence, listening, and niteni. Each tile manufacturing process is evaluated for shortcomings during the process which the center owner himself supervises. Explain what the standard is, where the error is, what kind of repair.”

From the explanation of the interview above, empowerment by the residents of the center owner begins with a way of seeing, observing what the owner is doing. Continuous evaluation is implemented in empowerment theory. The owner as a practitioner will be asked *for feedback* from the learning that has been carried out. In order to make the time of printing clay easier, the owner also buys better printing equipment, but the use by workers is only effective in using it optimally, only twice the burning of 2-3 months, the effectiveness obtained from printing aids. This is the problem when human resources who work in the center, even though they have been supported by facilities and infrastructure for work needs, are still not optimal. Worker maximization is also carried out by separating the duties of male workers (heavy lifting) and women (light tasks). The forms of worker effectiveness and provision of tile printing machine tools are shown in Figure 1.



Figure 1. Forms of Worker Effectiveness and Provision of Tile Printing Machine Tools

Empowering Tile Artisans in an Elitist Perspective

The Kamulan Village Government's efforts to empower its citizens show community empowerment from an elite point of view. The massive tile industry makes economic actors collaborate with the village government with mutually influencing relationships between community leaders (*stakeholders*), leaders, and successful entrepreneurs (Dina, et al., 2023). In this context, the tile industry of Kamulan Village along with its residents and the village government join forces to improve the local economy. Village governments must provide education and counseling to promote community empowerment because they have great control and influence over policies related to information, capital, and capital. The purpose of this counseling is to ensure that the community empowerment program in Kamulan Village can run well by utilizing the strength of the village government, which is the ruling legislative body. In other words, to ensure that the program can empower all levels of the village community, the Kamulan Village government, as the highest authority in the village, must take the initiative to conduct empowerment counseling.

Kamulan Village Government as stakeholder has created an environment that support to the development of a more diverse village economy. Empowerment provides economic opportunities and encourages residents and the younger generation to participate in village development. With the aim of producing positive social and economic dynamics for the future. These efforts are also made to Minimize the scarcity of human resources in the village is due to the large number of young people who prefer to become migrant workers (Indonesia migrant workers). This can be realized if all elements of society including stakeholders can collaborate to create development for the village in the future (Arif et al., 2021).

The village found a smoked catfish production sector that is suitable as a source of village economy based on sales surveys in the village market. Residents can raise catfish, process smoke, and then sell them at a higher price. Further processed products from raw products such as smoking will increase the selling value and economic benefits (Kusmayadi & Sundari, 2020). However, it needs to be intensified again to attract the interest of residents and village youth to entrepreneurship in the sector. Socialization and industrial extension activities in various sectors are also intensified to develop the economy of villagers, especially the younger generation. As revealed by the Head of Kamulan Village, Mr. Masruri in the following interview

"We are also intensifying maneuvers in agriculture and livestock. We build catfish ponds, ornamental fish, etc. Yes, it's just that it still hasn't produced significant results. It's still just running, both the socialization is lacking and the participants are also good. Something less promising they are also less interested in. From 2021 onwards, 2019 is also already. He explained about empowerment in villages in the economic sector.

Empowerment in the Tile Center in a Structuralist Perspective

According to the structuralist perspective, community empowerment aims to eliminate inequality and oppression caused by unjust social structures. The view that empowerment is sought in order to eliminate inequalities that may occur between certain individuals or groups (Widani, 2022). However, the tile industry in Kamulan Village does not experience inequality or employee oppression. The owner of the tile industry, who is also a villager, patiently meets the needs of his

employees. To retain employees, all the necessary and decent work facilities are available. Therefore, it can be said that the tile industry has empowered village human resources without causing problems of oppression or social inequality. This is because the relationship formed between them is a family relationship and mutual understanding.

Villagers as craftsmen who hire people will see the background of the worker. If workers are students of Islamic boarding schools, then they must prepare transportation. However, if the workers are residents of the original village or neighboring villages, the business owner prepares to prepare home meals, a day of work, and a place to rest for the workers. This is done as a first step to increase the capacity of workers who will be empowered at the tile center. Said Yeni (22 years old) who helped her grandmother work at the sustainable tile center in her interview.

“Transportation facilities are provided to the center from the cottage, food rations are provided, and they are always reminded patiently. It must be carefully prepared so that they want to work regularly.”

The role that succeed well run will be assessed and rewarded to improve good resources. Promotions or rewards obtained are in the form of wage price increases in various centers in Kamulan Village by qualified workers. There are transportation facilities in the form of bicycles or motorcycles and more modern machines to carry out the tile printing process. In addition, in order to improve the performance of employees who have worked well, daily feeding by residents is carried out. Not only that, transportation is also provided to encourage employee performance to improve

Worker discipline affects the productivity of the tile industry in Kamulan Village in achieving production targets (Indahsari & Damayanti, 2020). Product failures will be evaluated together and corrected to maintain quality. In addition, industry owners will give awards to workers who are able to meet industry performance standards with promotions and salary increases. This will increase worker motivation, strengthen relationships with owners, and encourage continuous performance improvement (Diana, 2022). Therefore, the tile industry in Kamulan Village has implemented human resource empowerment by increasing capacity and providing workers' rights. There is no discrimination or oppression against employees. To improve the village economy, they are treated with respect and according to industry standards. This was explained by Mr. Salikin (56 years old) in the following interview.

“If there is a good performance of employees who are productive and can produce tiles with the set SOPs, it will be contested by other tile making centers. Many like to buy more of the services of their workers. The workers are like being auctioned in one place for 50, the other can be 65.75, even 100k is the highest 150k. The highest wage is all in in several places.”

Empowerment of Tile Workers in a Post-Structuralist Perspective

The post-structuralist perspective in the concept of community empowerment focuses more on the process of creating a new perspective and mindset. They focus more on actions or actions that happen in the real world. Empowerment is an effort to provide knowledge and education to the community with the aim of improving their understanding and more critical and in-depth insights. Therefore, in terms of community empowerment, this perspective concentrates more on the

intellectual and educational components (Lutfiah, 2023). The tile industry in Kamulan Village has a role to play in empowering their employees by providing training aimed at improving the technical skills and analytical abilities of employees. Ultimately, this training helps to improve the intellectual capacity and thinking skills of employees and provides an understanding of empowerment from a post-structuralist point of view.

The owners of the home-scale tile industry in Kamulan Village have provided regular training and knowledge transfer to their employees. The goal, in line with the principle of empowerment in the post-structuralist view, is to improve the technical abilities of workers and their ability to analyze the problems at hand. Workers in the village tile industry can solve problems more efficiently and innovatively by utilizing this intellectual capacity. Intellectual intelligence affects how a person absorbs training and learning knowledge easily so that they are able to solve problems in their work well (Angelica et al., 2020). This not only helps the tile industry grow, but also helps the industry owner's family survive financially. In addition, they now have the ability to provide health insurance and send their children to college (Devi et al., 2020). The Village SDG concept is in accordance with the sustainability of the Kamulan Village tile industry which is supported by innovation and human resource capacity development. This ancestral heritage industry must be maintained and developed for the next generation as part of the preservation of local wisdom, despite the challenges of globalization and competition (Ministry of Finance, 2020).

Main Strategy for Empowerment in the Tile Industry in Kamulan Village

Labor or human resources from the village have been optimally absorbed by the residents of Kamulan Village. So that the workforce that works is mostly those who come from other villages from Trenggalek Regency and Tulungagung Regency such as from Bantengan, Bandung, Tawing, Kendal, Gondang, to other Trenggalek Village areas. If they do not meet workers, they will rotate workers every 5 days from several other tile centers so that they can help the production process at their home tile center. There are young people in the village who only help other centers as neighbors to become impromptu workers and for pocket money.

Policy and planning strategies, for example, can include tile industry owners setting priorities for recruiting Kamulan Village residents. It will boost the village economy through a social action strategy, which includes building networks and working closely with other village tile industries. For example, helping each other provide workers for production in case of labor shortages. The owner of the tile industry in Kamulan Village must regularly provide training for his employees to improve their skills and knowledge. This will improve the quality of the product so that it becomes more competitive in the domestic market, although it is not good, but it needs to be optimized and even to the international market. The tile marketing network itself has expanded from the island of Java to Outside Java. Tile MSME products have been sent to Malang, Blitar, Kediri, Jember, Gresik, Gubeng (gobo), Surabaya, Banyuwangi, and Bali. Furthermore, HR training must be carried out to improve the skills and knowledge of the workforce through training, which can improve product quality. With high-quality tiles, there is an opportunity to export products to the international market. This can increase profits and sales. The three empowerment strategies at the Tile Center in Kumulan Village are shown in Table 2.

Table 2. Three Empowerment Strategies at the Tile Center in Kumulan Village

No.	Strategy	Implementation
1	Policy strategy and planning	Agreement on the system of payment of workers' wages Socialization of the importance of savings for artisans Capital support and production facilities from the village government
2	Social action strategies	Productivity incentives by industry owners Entrepreneurship training for village youth Healthy living movement for elderly artisans
3	Education and welfare improvement strategies	Design innovation and quality of tile products Online marketing training and market expansion Financial management education for artisans

Empowerment Objectives in the Tile Industry in Kamulan Village

According to Jim Ife (2013), the main goal of empowerment is to provide greater access and control to disadvantaged or lower-tier groups of society over their own resources and livelihoods. The resources in question can be in the form of natural, economic, and political resources, among others, that affect the daily lives of the lower strata of society. By gaining greater access and control over these resources, lower-class communities are expected to live more dignified lives and determine their own futures. The home-scale tile industry in Kamulan Village has provided jobs and money to the residents of Kamulan Village and neighboring villages. This is in line with Jim Ife's empowerment idea of how important it is for people to have access to economic resources and employment opportunities to improve their well-being. The local community has more control over their family's life by working in the villager's tile factory. They do not need to migrate to find work outside the village.

One of the goals of empowerment can be the provision of equitable access to resources, services, and opportunities to participate in community life (Safitri et al., 2023). The tile home industry also reduces socio-economic inequality in Kamulan Village and its surroundings because it employs everyone. This ancestral heritage industry is very worthy of preservation because it is a testament to the local wisdom of the people of Kamulan Village that has been passed down from generation to generation and will provide financial benefits for the next generation. In conclusion, home-scale tiles in Kamulan Village are very much in line with Jim Ife's idea of community empowerment, because the home industry has optimized local assets and employed local residents. The tile home industry that has been preserved for generations was explained by Mr. Salikin (56 years old).

“Indeed, it has decreased-Hereditary From the ancestors, it's nice to say that it's just like that. Business successor.”

Providing access to resources, to preserve the village's natural resources, villagers can obtain tile raw materials from clay purchased outside the village. In terms of increasing control over life,

villagers can take the initiative and take responsibility for preserving the environment in which they live. This is done to reduce inequality, so that environmental preservation is important to maintain benefits for all villagers in the future. Preserving local wisdom means concern for the natural resources of the village and a form of responsibility for access to control over resources and the lives of artisan residents in Kamulan Village.

“The clay here is taken from the Gempleng area, Ngares. Trenggalek District. The land here is rare, it is good to say that the land here from the Sumberejo and Galek areas is stirred, the land here has run out. For a long time, the land here has started to run out since 10 years ago”. Explained Mr. Salikin (56 years old) as a resident of the tile center owner.

In the last 10 years, private land excavation for soil raw materials has been stopped by residents. Many artificial lakes are formed behind the residents' villages (Figure 2). Currently, the majority of residents who own centers prefer to buy land from outside the village, such as the Gempleng and Ngares villages. Land purchases are carried out because land in the village is rare. This shows an increase in residents' awareness of the importance of maintaining the environment where they live and interact socially (Kania, 2018).



Figure 2. The Numerous Basins and Artificial Lakes due to the Excavation of Tile Soil

Conclusions

In this study, it was found that there are many positive impacts of the Kamulan Village tile center run by villagers. Such as maximum absorption of labor both from the village and outside the village, the welfare of the residents economically is sufficient, the education of the residents' children has increased, and the economic wheels in the village are running well with little unemployment. Empowerment is carried out in a good and correct way according to noble values (wise locality) in empowerment without inequality. The maximum empowerment of human resources is due to the management and role of the center owner who focuses on training and managing tile production factors in Kamulan Village with the principle of kinship of the village community. However, there are several problems that arise, namely the limitation of human resources (HR) quantitatively or the amount needed when producing. The large number of elderly residents working in the production sector has led to the emergence of an aging population in the village economy. The tile industry center will be eroded by time and disappear from the village if the owners, namely residents, the village government, and the next generation of their businesses do not hold and conduct routine socialization to the next generation to new workers for the sake of the sustainability of the tile industry center of Kamulan Village in the future.

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