

THE RELATIONSHIP OF BASIC KNOWLEDGE AND MOTIVATION WITH THE RESULTS OF THE TRAINING PARTICIPANTS COMPETENCY TEST AT BALAI DIKLAT INDUSTRI PADANG

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Abstract

This research was motivated by the lack of basic knowledge and motivation of participants in following the training of 3 in 1 embroidery head pins at the Padang Industrial Training Center. The goal is to see an overview of basic knowledge possessed by training participants, see a picture of motivation and to see the relationship between basic knowledge and motivation following training with the results of competency tests of participants in training 3 in 1 at Balai Diklat Industri Padang. This type of research is quantitative with a correlational approach. Data collection techniques using questionnaires. As for data analysis techniques used percentage formulas and product moment formulas. The results of this study showed that a) the basic knowledge of participants training 3 in 1 embroidery head pin is still very low; b) motivation to follow the training participants training 3 in 1 embroidery head pins are still low; and c) there is a significant relationship between basic knowledge and motivation following training with the results of competency test participants.

Keywords: basic knowlegde, motivation, and competency test

INTRODUCTION

Non-formal education is one part of national education that has a role in society. Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System, article 26 paragraph (3) states that non-formal education is an education system organized to provide services to the community as a whole in the form of education as a substitute, addition or complement to the previous level of education. The level of previous education is like the formal education that the person has obtained.

One of the non-formal education programs is education and training. According to Mathis & Jackson (in Khurotin & Afrianty, 2018) training is the process of a person or group of people to acquire and improve new knowledge and abilities to do a job in the future. In the implementation of the training there is a learning process that is carried out in the short term. The aim of the education and training is to increase knowledge, attitudes and skills, so as to increase individual competence to deal with work within the organization so that organizational goals can be achieved.

Balai Diklat Industri Padang (BDI) is an institution under the Ministry of Industry that is engaged in non-formal education, namely the field of education and training. The training carried out at BDI Padang is in the form of 3 in 1 training with a

specialization in embroidery and fashion according to the local culture of the Minangkabau community. This 3 in 1 training means providing training, certification and job placement to training participants. The training that has been carried out at BDI Padang in 2020 has 27 batches, and 9 batches of them are 3 in 1 safety pin embroidery training.

Based on interviews and observations made to the widyaiswara and the safety pin embroidery training instructor and observations made from 03 to 21 July 2020 on the implementation of the 3 in 1 safety pin embroidery training, there was a gap in the implementation of the safety pin embroidery training. According to the instructor who trained the head pin embroidery training, the same problems were encountered in both classes. Class II education and training found 8 training participants who had never embroidered using safety pins, while from the implementation of training for pinhead embroidery, class XIII, found 5 people who did not have basic knowledge of pinhead embroidery. This is evidenced by the results of interviews with widyaiswara and instructors to training participants before the training is carried out. The 13 participants did not understand and had never embroidered with a pin. According to Widyaiswara's narrative during the interview, this could have left him behind from the participants who already had basic knowledge of pin embroidery. However, it is possible that they can also embroider if they are serious.

In addition, when observing the theoretical learning of class XIII training, it was found that the training participants were less enthusiastic in participating in the 3 in 1 safety pin embroidery training. It turned out that after being asked to the widyaiswara, in class II there was also a motivation problem for half of the participants when attending the training, so that when attending the training they were more silent without responding to the material given by the widyaiswara. Whereas one of the requirements to pass the competency certification exam is those who understand the material taught by the widyaiswara. Requirements to pass the competency test, training participants must be focused and serious in participating in the training. In this regard, the widyaiswara and instructors continuously strive for training participants to stay focused and pay attention to the material and be serious in practice in order to have good knowledge and skills after attending this training. Not only that, if all the training participants focus and pay attention to the training material, they will be able to take part in the training on the practice of pinhead embroidery. For the final stage, they will be able to take competency and certification exams to see if they can pass competently or not.

Regarding the existence of training participants who do not have basic knowledge about the training they are participating in and the motivation of participants in participating in the training is still low, when the competency test was carried out in the second generation of training, it was found that 20 people did not pass the competency test of 50 participants, while for class XIII there were 14 of them. 50 training participants who did not pass the competency test.

Based on the problems above, the writer conducted a research entitled the relationship between basic knowledge and motivation with the results of the competency test of the training participants at Balai Diklat Industri Padang.

Formulation of the Problem

The formulation of the problem in this study is as follows:

1. What is the description of the participants' basic knowledge when participating in 3 in 1 training at BDI Padang?
2. What is the description of the participants' motivation in participating in the training at BDI Padang?
3. Is there a relationship between basic knowledge and motivation to participate in 3in 1 training and the results of the competency test of the training participants at BDI Padang?

Research Purposes

From the formulation of the problem, the research objectives to be obtained are as follows:

1. Describe the basic knowledge possessed by all training participants at BDI Padang.
2. Describe the motivation for participating in 3 in 1 training at BDI Padang.
3. To find out whether there is a relationship between basic knowledge and motivation with the results of the competency test of training participants at BDI Padang

THEORITICAL REVIEW

a. Basic Knowledge

Knowledge according to Angkoso (2010) is information that is encountered by humans through the power of their senses. While basic knowledge according to Hailikari (2009), knowledge is a knowledge that has been owned before someone mastered a new science that can affect the readiness to learn in receiving new information. During the learning process, basic knowledge has an important role and influences the way new information is entered or combined with new knowledge that will enter.

The initial requirements that must be mastered by participants from the explanation of one of the assessors at BDI Padang are that they have basic knowledge of the tools to be used for embroidery as well as embroidery techniques and work safety when embroidering so that when the training takes place the participants can focus more on developing their basic knowledge. . This means that the training participants have already embroidered using a safety pin before participating in this training, and a variety of basic information about embroidery techniques is owned, although a little.

The basic knowledge in question is the participants' basic knowledge of tools and materials for embroidery, basic knowledge of embroidery techniques and basic knowledge of work safety when embroidering.

b. Motivation

Motivation is a driving force for someone to do something and will affect a person's activities. According to Sudrajat (2012) motivation is a force or an energy that can cause a person's level of persistence and enthusiasm in carrying out an activity, both originating from the individual (intrinsic) and from outside the individual (extrinsic). Elements of intrinsic motivation in the form of interests, ideals and needs of a person when he does an activity. While the elements that contain extrinsic motivation in the form of praise, competition / competition and clear goals when someone does an activity (Saputra, Rani, Arizal, & Abdullah, 2018).

Herminto Sofyan (in Sulasiah, 2019) which says that there are six indicators of motivation in a person when he is following a learning process, namely there is a desire to succeed, encouragement and needs in the learning he follows, hopes and aspirations for the future after participating in the learning, rewards after completing learning, an interesting atmosphere during the learning process, and a conducive learning environment.

The motivation to follow the training means that there is a strong desire that comes from within the individual or there is an impulse from outside. The motivation referred to in this study is encouragement from outside in the form of interests, aspirations, and needs of participants after attending the training. All indicators of motivation are clear goals when attending 3 in 1 training.

c. Competence Test

Mulyasa (in Edison, 2018) argues that competence is a combination of knowledge, skills, and attitudes that are reflected in a habit of thinking and behaving in humans. Competence is also defined as an understanding of the work, skills, knowledge, attitudes and appreciation to support the success of people who have these competencies. Lefranclis (in Edison, 2018) also said that competence as a capacity used to do something obtained from learning outcomes. Some of these understandings can be concluded that competence is a unified whole that describes the knowledge, skills, and potential possessed by a person who will be able to support success, while the competency test according to Hartina & Tahir (2017) is part of the standardization of registration and licensing of practice tests for workers who will provide goods or services for humans.

Competency testing is carried out by answering several questions during interviews or through practice about something that has been studied by previous examinees. Then the results of the competency test are used as an indicator of the achievement of the graduation standard (SKL) which will be used as information on the competencies possessed by the training participants as candidates for competent workers in the education and training field they are participating in. The results of the competency test that will be taken here are the results of the competency test of the training participants by the assessors at BDI Padang.

RESEARCH METHODS

This type of research is quantitative research with correlational type. According to Arikunto (2000) correlational research is a useful research to see whether there is a relationship between two or more variables. With this correlational technique a researcher can see the relationship between the variables to be studied. This research was conducted at the Padang Industrial Training Center for 2 months, namely July-August.

When conducting research, of course, a population and sample are needed. The population is a general object that has the qualifications or characteristics set by the researcher, while the sample is part of the population to be studied (Sugiyono, 2017). Characteristics of the population and sample of this study were participants in the 3 in 1 training class II and XIII with pin embroidery, participants aged 18-35 years consisting of men and women, and these participants had taken a competency test. The population in this study were all 50 participants in the 3 in 1 embroidered pinhead training at BDI Padang, while the sample was taken using disproportionate stratified random sampling, that is, when the population is stratified and disproportionate. The number of samples obtained is 40 people from the population

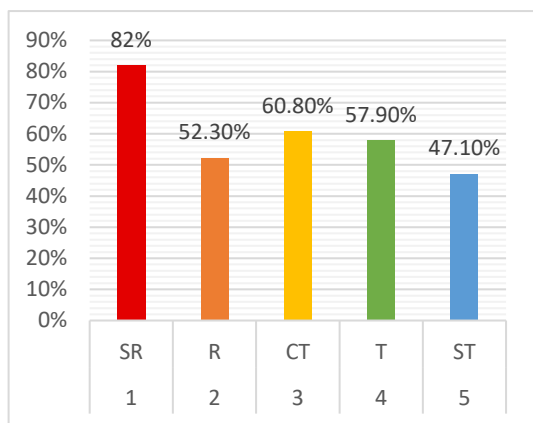
The data collection technique in this study was using a questionnaire using a Likert scale 5. Before the distribution was carried out, the questionnaire had to be validated and tested for reliability first. Validation and reliability tests use the SPSS version 25 application. After the questionnaires are declared valid, the questionnaires can be distributed to respondents to obtain research data. The data sources of this study were all participants of the second and XIII class of pinnacle embroidery training participants. The analytical technique used to process the raw data from the research is to use percentage calculations which are supported by SPSS version 25 and product moment analysis techniques.

Research Result

The results of this study include a description of the basic knowledge possessed by the training participants, a description of the motivation of the training participants during the training, and the relationship between basic knowledge and motivation to attend the training and the results of the competency test of the training participants at the Balai Diklat Industri Padang. For more details, see the description below..

1. Description of Basic Knowledge of 3 in 1 Training Participants Embroidery of Pin Heads at BDI Padang

The basic knowledge variable possessed by the training participants when participating in this training consisted of 3 sub-variables, namely knowledge of tools and materials, knowledge of embroidery techniques, and knowledge of safety at work. For more details can be seen in Picture 1.



Picture 1. Description of Participants' Basic Knowledge in Participating in 3 in 1 Embroidery Safety Pins at BDI Padang

The histogram picture above explains that the basic knowledge of 3 in 1 training participants on pinhead embroidery at the Padang Industrial Training Center is still very low. This can be seen in the results of the percentage of respondents choosing the very low answer alternative (SR) with the highest number of 82%. It can be concluded that the basic knowledge of participants in participating in the 3 in 1 safety pin embroidery training is still very low.

2. Description of Motivation to Participate in Training Participants Owned by Training Participants 3 in 1 Embroidery of Pin Heads at BDI Padang

Data on the motivation of the training participants were distributed to 40 respondents, namely as participants in the 3 in 1 safety pin embroidery training at the Padang Industrial Training Center. The data obtained consists of 3 sub-variables, namely interests, aspirations, and needs. For more details, see Picture 2 below along with an explanation.

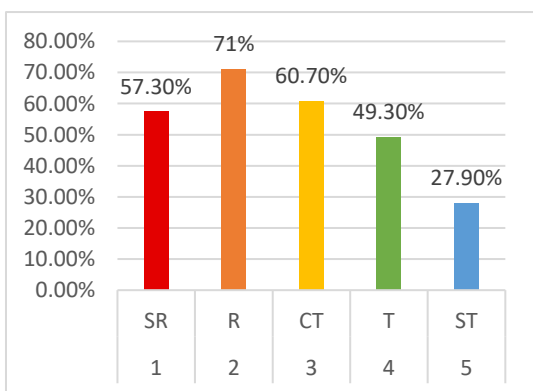


Figure 2. Description of Motivation to Participate in Training Participants of 3 in 1 Embroidery Pin Heads at BDI Padang

The histogram above can be said that the motivation of participants in participating in the 3 in

1 safety pin embroidery training at BDI Padang is categorized as low. This is evidenced by the highest percentage of 71% on a low Likert scale.

3. Relationship between Basic Knowledge and Motivation with Competency Test Results of Training Participants at BDI Padang

Based on the results of the product moment analysis that has been done, the rcount is 0.3883. The value of rcount is greater than rtable for N=40 with a 95% confidence level of 0.312, so the result is that there is a positive correlation, namely H0 is rejected and Ha is accepted. Based on the final results of the data analysis of this study, it was concluded that "There is a relationship between basic knowledge and motivation with the results of the competency test of 3 in 1 training participants at Balai Diklat Industri Padang".

DISCUSSION

1. Description of Basic Knowledge of 3 in 1 Training Participants Embroidery of Pin Heads at BDI Padang

The results showed that the training participants had very low knowledge in attending the 3 in 1 safety pin embroidery training. This is evidenced by the number of respondents who said that their basic knowledge of the education and training they attended was very low. The basic knowledge of training participants about tools and materials for embroidering using safety pins is very low. This can be seen from the training participants who are not familiar with the tools and materials used during the safety pin embroidery training. In addition, the training participants who had previously embroidered using pinheads were also very low. In addition to basic knowledge of tools and materials used for embroidery, training participants also have basic knowledge of embroidery techniques and very low knowledge of safety at work. When attending training related to practice, participants should have basic knowledge to balance the new knowledge that they will gain during the training. Be it knowledge of tools and materials to be used during the training, basic knowledge of embroidery techniques, as well as knowledge of safety at work so that training participants can balance the knowledge they already have with the new knowledge they will learn.

Basic knowledge according to Dochy (in Tandri Patih, 2016) is needed by someone in carrying out an activity. Both these activities are related to new learning or further learning. That's because with the basic knowledge, new knowledge that is still related to the previous basic knowledge will be easily understood and understood by that person. With this basic knowledge, a person will find it easier to process the new knowledge he will learn so that there is a very strong incorporation of

knowledge and makes that person more master of the knowledge.

From this explanation, it can be concluded that the basic knowledge of 3 in 1 training participants on pinhead embroidery at BDI Padang is still very low. It should be noted that basic knowledge is very much needed in participating in a new learning, or in the subject of this research, namely the training of pin embroidery. Basic knowledge to support the maximum pinhead embroidery training which is attended by training participants in a short implementation time.

2. Description of Motivation to Participate in Training Participants of 3 in 1 Embroidery Pin Heads at BDI Padang

The results showed that the training participants in the 3 in 1 safety pin embroidery training had low motivation. It can be seen from the description of the three sub-variables of motivation to follow the training.

- a) The description of respondents' answers to the sub-variable of interest has a low rating scale. In attending the training, participants have low enthusiasm because the training that is followed is not based on their interests and talents. In the implementation of the training, participants' interest in following it must be high. According to Yulidar, Syuraini, & Ismaniar (2018) interest will have an influence on one's learning outcomes. If the person has a good interest in the education and training he is doing, then he will be successful and successful in the training. This is because interest will have an important influence on the success or failure of the training carried out.
- b) Ambition, the description of respondents' answers to the sub-variables of ambitions shows a low rating scale. This was based on a statement regarding the ideals after attending the training which he answered on a low and very low scale. This means that the training participants follow the 3 in 1 safety pin embroidery training not based on the aspiration to become an entrepreneur in the safety pin embroidery field.
- c) Needs, from the respondent's description of the sub-variable of needs also shows a low rating scale. 40% of the safety pin embroidery training participants attend the training not become.

To grow the motivation of participants when attending training, of course, the widyaiswara and instructors play an important role. These educators can grow and motivate participants in various aspects, be it attitudes, knowledge or skills. If the training participants have high motivation when participating in the training, then the success rate of the training will certainly be better than the

training participants who have low motivation. Motivation in following the training is needed. If the motivation is low, then the purpose of holding the training will be difficult to achieve.

From the explanation above, it can be concluded that the motivation of participants in the 3 in 1 safety pin embroidery training at the Padang Industrial Training Center is still relatively low. To get good training results, of course, motivation needs to be even higher so that the aspects conveyed during the training are attitudes, knowledge and skills to the maximum.

3. Relationship between Basic Knowledge and Motivation with Competency Test Results of Training Participants at BDI Padang

The results showed that there was a relationship between basic knowledge and motivation to participate in the training and the results of the competency test of the training participants at the Padang Industrial Training Center, thus the truth was accepted because $r_{\text{count}} > r_{\text{table}}$.

In the 3 in 1 training activity of pin head embroidery at the Padang Industrial Training Center, the research found that the basic knowledge and motivation of participants in participating in the training was still low. The impact caused can also be on the results of the competency test of the training participants. Due to basic knowledge and low motivation, many of the training participants have low competency test results or do not pass.

Basic knowledge becomes an internal factor for training participants in influencing one's success in learning. Maonde (in Tandri Patih, 2016) said that with the basic knowledge of a participant when participating in a lesson, he will be easy to follow the lesson and will be active in asking questions and providing input on the learning he is participating in.

In addition to the basic knowledge required when attending safety pin embroidery training, motivation also has an important role there. According to Sesti & Syuraini (2018) said that motivation is the capacity, driving force, or tool to build and grow a strong desire in students to learn actively, innovatively, effectively and happily in the context of changes in behavior from various aspects to achieve a desired goal. The higher a person's motivation in carrying out an activity, the success of that activity will be high. Vice versa for people who have low motivation, the success will be low as well.. The motivation referred to in this study is intrinsic motivation. Safitri & Syuraini (2019) said that intrinsic motivation has an important role in a person's enthusiasm in learning new things or things he has learned. To get good results, of course, training participants have high motivation so that they are interested in doing safety pin embroidery

training, and can focus more on learning the material and practice during the training so that the results can be maximized.

From the explanation above, it can be concluded that basic knowledge and motivation to participate in the training have a relationship with the results of the competency test of the training participants. However, to get maximum results, it is necessary to have basic knowledge about what is being learned and also high motivation for the training that is followed.

CONCLUSIONS AND SUGGESTIONS

A. Conclusions

Based on the results of data analysis and discussion of research with the title of the relationship between basic knowledge and motivation with the results of the competency test of the training participants at the Balai Diklat Industri Padang, the following conclusions were obtained.

1. The basic knowledge of participants in participating in the 3 in 1 safety pin embroidery training is still very low. This is evidenced by the results of the distribution of questionnaires which have very low alternative answers in their basic knowledge, which is 82%.
2. The motivation of participants in participating in the 3 in 1 safety pin embroidery training is still relatively low. This is evidenced by the results of distributing questionnaires to safety pin embroidery training participants who have a low alternative answer of 71%.
3. There is a significant relationship between basic knowledge and motivation to follow the training with the results of the competency test of participants in the 3 in 1 safety pin embroidery at BDI Padang, with $r_{\text{count}} 0.3883 > r_{\text{table}} 0.312$ for $N=40$. For that reason, r_{count} is accepted because there is a significant relationship between X_1 and X_2 variables with Y variable.

B. Suggestions

The suggestions from the research that has been carried out are as follows:

1. The participants of the safety pin embroidery training must have basic knowledge of the training they will be attending. So that with a short time and opportunity, you can master the technique of embroidering using a pin to the maximum.
2. Participants in the safety pin embroidery training must also have high motivation in participating in the training so that the results of the training are maximized and can become entrepreneurs in the safety pin embroidery field.

3. Due to the significant relationship between basic knowledge and motivation with the results of the 3 in 1 training participant's competency test with pin embroidery, it is hoped that participants who will attend the next training will have basic knowledge and high motivation when the training takes place.
4. It is hoped that other researchers will find other variables that can have an influence on the results of the safety pin embroidery training participants.

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ATTACHMENT

Table of Correlation Analysis Results

No.	Initial	X ₁	X ₂	Y	X ₁ ²	X ₂ ²	Y ²	X ₁ .Y	X ₂ .Y	X ₁ .X ₂
1	A1	25	13	68	625	169	4624	1700	884	325
2	B1	32	29	70	1024	841	4900	2240	2030	928
3	C1	36	34	80	1296	1156	6400	2880	2720	1224
4	D1	46	31	84	2116	961	7056	3864	2604	1426
5	E1	29	38	88	841	1444	7744	2552	3344	1102
6	F1	38	34	84	1444	1156	7056	3192	2856	1292
7	G1	31	29	78	961	841	6084	2418	2262	899
8	H1	43	33	88	1849	1089	7744	3784	2904	1419
9	I1	41	25	68	1681	625	4624	2788	1700	1025
10	J1	32	26	65	1024	676	4225	2080	1690	832
11	K1	35	34	68	1225	1156	4624	2380	2312	1190
12	L1	21	43	80	441	1849	6400	1680	3440	903
13	M1	37	13	84	1369	169	7056	3108	1092	481
14	N1	38	29	80	1444	841	6400	3040	2320	1102
15	O1	39	35	84	1521	1225	7056	3276	2940	1365
16	P1	26	25	88	676	625	7744	2288	2200	650
17	Q1	28	23	78	784	529	6084	2184	1794	644
18	R1	34	27	88	1156	729	7744	2992	2376	918
19	S1	36	25	80	1296	625	6400	2880	2000	900
20	T1	35	27	80	1225	729	6400	2800	2160	945
21	U1	35	25	80	1225	625	6400	2800	2000	875
22	V1	35	13	88	1225	169	7744	3080	1144	455
23	W1	36	31	80	1296	961	6400	2880	2480	1116
24	X1	28	26	75	784	676	5625	2100	1950	728
25	Y1	29	13	88	841	169	7744	2552	1144	377
26	Z1	26	23	78	676	529	6084	2028	1794	598
27	A2	29	13	75	841	169	5625	2175	975	377
28	B2	30	42	88	900	1764	7744	2640	3696	1260
29	C2	25	26	84	625	676	7056	2100	2184	650
30	D2	46	23	80	2116	529	6400	3680	1840	1058
31	E2	39	23	85	1521	529	7225	3315	1955	897
32	F2	12	10	88	144	100	7744	1056	880	120
33	G2	60	26	65	3600	676	4225	3900	1690	1560

34	H2	49	22	68	2401	484	4624	3332	1496	1078
35	I2	42	22	88	1764	484	7744	3696	1936	924
36	J2	44	38	82	1936	1444	8724	3608	3116	1672
37	K2	12	10	80	144	100	6400	960	800	120
38	L2	36	45	88	1296	2025	7744	3168	3960	1620
39	M2	32	29	68	1024	841	4624	2176	1972	928
40	N2	36	13	68	1296	169	4624	2448	884	468
Jumlah		1363	1046	3179	49653	30554	256865	107820	83524	36451

AUTHOR'S BIOGRAPHY

Introduce my name is Rismawati. I was born in Curanting, October 11, 1998. I study at the Department of Nonformal Education, Universitas Negeri Padang. My current occupation is studying and being active in various activities. The activity that I participate in is a community called RumahMasyarakat.id. There I was the Co-Founder and general chairman for the 2021-2022 period. My other activity is that I become a beneficiary of the Sekolah Guru Indonesia Zillennial Teacher, Dompot Dhuafa. I am also an alumni of the first batch of Youlead beneficiaries.

During my role as a student, I was active in carrying out the Tridharma of Higher Education, one of which was conducting research. The titles of my published research are:

1. Effect of Coastal Social Enviroment on the Character of Early Childhood in PAUD Amal Saleh Foundation, 2020
2. Analysis of Personal Characters and Business Behavior of Women in Industrial Revolution 4.0 (Case in Sungai Buluh Timur Village, Remote Village in Padang Pariaman Regency, West Sumatera), 2020.
3. A Description of the Motivation 3 in 1 Training Participants of Safety Pin Stitching at Balai Diklat Industri Padang, 2021