

**EFFECTIVENESS OF THE EXPANSION PROGRAM OF  
EMPLOYMENT OPPORTUNITY FOR UNEMPLOYMENT  
PREVENTION OF SUKABUMI DISTRICT**

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**ABSTRACT**

The purpose of this study to determine the effectiveness of the expansion of employment opportunities program against unemployment reduction in Sukabumi. The method used is qualitative method with descriptive approach. Data collection using observation techniques, interviews, and documentation. Data analysis using Flow model Method and Data Validation using triangulation technique. This study uses the theory of program effectiveness from Sutrisno with 5 indicators of program effectiveness, namely program understanding, target accuracy, timeliness, achievement of goals, and taking real research results show the effectiveness of the expansion of Employment Opportunities Program Against Unemployment in Sukabumi runs well where the dimension of understanding the independent labor program. Program runs skill training through the P2KSS program so as to support the achievement of targets. On the dimension of the accuracy of the target where the independent labor program according to the target where targeting housewives. In imensi keteapatan socialization time will be quite effective independent work program because it has done socialization as much as 2 times face to face. In the dimension of the program where the independent labor program spreads widely to all levels of society. And in the dimension of real decision where Disnakertrans provide facilities and assistance to the community and also training has been implemented.

**Keywords:** *Effectiveness, Labor, Expansion of employment opportunities program*

## A. INTRODUCTION

The labor sector is one of the development factors that deserve serious attention by the government, because in the implementation of National Development, Labor has a very important role and position as actors and development goals, this sector is considered to have sufficient potential in improving the people's economy. With the increase in the economy of the community, the economy of a country will increase. The *Undang-undang ketenagakerjaan No.13 Tahun 2003* article 39 states that the government is responsible and together with the community seeks the expansion of employment opportunities both within and outside the employment relationship.

Furthermore, in Article 40 Paragraph 1 mentioned the expansion of opportunities outside the employment relationship is done through the creation of productive and sustainable activities by utilizing the potential of Natural Resources and Human Resources (HR). And in Article 40 Ayat 2 explained that the creation of job opportunities expansion is done with the pattern of empowerment and development of independent labor, the application of labor-intensive pattern system that can encourage the creation of labor expansion. Based on the *Peraturan Pemerintah Nomor 33 Tahun 2013* Article 1 that the government regulation referred to the expansion of employment opportunities IS "efforts made to create new jobs and/or develop available jobs". Seeing so urgent the problem of unemployment must be addressed by the government as the holder of the highest power. One of the efforts made by the government is the Independent Labor program (ILP). The Independent Labor Program (TKM) is a flagship program of the Ministry of manpower of the Republic of Indonesia where since 2015 this vulnerable/unemployed labor development activity has been carried out..

The Independent Labor Program (ILP) is an unemployment empowerment program through entrepreneurial debriefing, providing business assistance, and assistance that is carried out regularly by accompanying personnel. The provision of independent labor Program (ILP) assistance is not given to all villages, only a few villages in each district /city that have been determined by the Ministry of manpower and Transmigration through relevant agencies in their regions that meet the requirements can receive program assistance. Independent labor Program (TKM) is implemented per fiscal year. In Sukabumi Regency, this program has been implemented since 2017.

Labor problems are generally related to the narrowness of job opportunities, in 2020 Sukabumi Regency has a population of 715,978 people who are not in the labor force. With a labor force participation rate of 61.56%, and an open unemployment rate of 9.60% more than in previous years. The high unemployment rate, low ability of human resources as labor, low levels of salaries, and Social Security is almost non-existent. Despite the apparent efforts of the government to solve these employment problems, but in reality the entire policy does not touch the fundamental problems of Labor and unemployment.

Labor conditions in Sukabumi Regency are currently very worrying, where currently due to covid-19 many workers are laid off or terminated. Data from the Sukabumi Regency Manpower office (Disnakertran), the number of workers

affected by layoffs due to the impact of Covid-19 the open unemployment rate in 2020 reached 110,098 people, adding to the increasing unemployment rate compared to the previous 4 years.

Based on data from the Sukabumi Regency manpower and Transmigration Office (Renstra, 2016-2021) the factors that affect the development of Sukabumi Regency manpower and Transmigration include : limited information to the public about the activities of the job opportunity expansion program, still lack of skill and technical-based workforce training, and there are still many unemployed people. The following number of people who work and open unemployment in Sukabumi Regency can be seen in the following table:

**Table 1:** The number of people who work and open unemployment in Sukabumi

No	Keterangan	2017 (Orang)	2018 (Orang)	2019 (Orang)	2020	2021
1	Angkatan Kerja	1.123.546	1.114.171	1.120.711	1.146.834	1.222.156
2	Bekerja	1.037.532	1.027.606	1.031.213	1.036.736	1.105.875
3	Pengangguran Terbuka	86.014	86.565	89.498	110.098	116.281
4	Bukan Angkatan Kerja	639.012	62.227	667.289	715.978	736.689
5	Sekolah	129.486	23.077	123.077	134.592	156.670
6	Mengurus Rumah Tangga	444.055	478.659	478.659	489.413	490.562
7	Lainnya	65.471	60.491	60.491	91.973	92,200
8	Penduduk usia kerja	1.762.558	1.776.398	1.788.000	1.862.812	1.958.723
9	<b>TPAK (%)</b>	<b>63,75</b>	<b>62,72</b>	<b>62,68</b>	<b>61,56</b>	<b>64,83%</b>
10	<b>TPT (%)</b>	<b>7,6</b>	<b>7,77</b>	<b>7,99</b>	<b>9,60</b>	<b>8,92%</b>
11	<b>TKK (%)</b>	<b>2,34</b>	<b>92,23</b>	<b>92,01</b>	<b>90,40</b>	<b>92,50%</b>

Description: TPAK (Tingkat Partisipasi Angkatan Kerja) TPT (Tingkat Penganggur Terbuka) TKK (Tingkat Kesempatan Kerja)

Source: Disnakertrans, 2022

Based on the table above, the number of people working in Sukabumi Regency in 2017 was 1,037,532 people or 58.86%, in 2018 there were 1,027,606 people or 57.85%, this decreased by 9,926 people or 1.01%, in 2019 there were 1,031,213 people or 57.67%, an increase from the previous year of 3,607 people, then in 2020 a total of 1,036,736 people or 55.65% of the working population experienced an increase of 5,523 people. then in 2021 as many as 1,105,875 people or 56.46% of the working population experienced an increase of 69,139 people.

Some of the mistakes that researchers find there are still differences between the theories that researchers take with existing napa in field conditions. From this, the limited expansion of job opportunities makes the therapy of the goal of

expanding job opportunities not yet well implemented. In addition, the lack of manpower training makes the target program is not so achieved because the program is not implemented. Will it from the effectiveness indicators have not been achieved well.

The increase in the open unemployment rate is visible, but it cannot be said that the program of increasing employment opportunities and expanding employment in the achievement of Sukabumi Regency is effective. Seeing this condition, the effectiveness of the job opportunity improvement program needs to be measured as an evaluation material for the achievement of Sustainable Development Goals in Sukabumi Regency.

## **B. LITERATURE REVIEW**

### **Public Policy**

Public policy is the decisions raised for the public at the strategic level or outline made by the holder of Public Authority. As publicly binding decisions must be made by political authorities, those who receive a mandate from the public or the masses, generally through a process of choosing to act on behalf of the masses.

According to Widodo (Widodo, 2011) that public policy is formed to achieve certain goals and objectives that are desired and related to what is actually done by the government and not just what is desired and related to what is actually done by the government and not just what wants to be done.

According to (Dunn, 1999) public policy is a complex dependence of interdependent collective choices, including decisions not to act made by government agencies or offices. Public policy according to Nugroho (Nugroho, 2012) says that public policy is a decision of state authorities aimed at regulating common life

Thus, from some of the explanations of experts related to the definition of Public Policy above, it can be understood by drawing the conclusion that the action of the government in solving existing problems in the community can be in the form of program laws, decision-making provisions, draft proposals and government regulations and set goals needed to solve existing or being faced by the community that must be obeyed and implemented..

### **Effectiveness**

Definition of effectiveness according Sutrisno (Sutrisno, 2010) can be measured by looking at the extent to which the achievement of objectives in accordance with the objectives set. Meanwhile, the public opinion of program beneficiaries can be used as a measure to determine the effectiveness of the program. Assessment of the level of suitability of the program is one way to measure the effectiveness of the program.

Effectiveness is the achievement of predetermined goals. Effectiveness comes from the word "effect" which means a causal relationship. Effectiveness is one of the dimensions of productivity, which leads to the achievement of maximum work goals with the achievement of targets and goals that produce quality and quantity(Sulistiarini & -, 2021)

The opinion expressed by Mardiasmo (Mardiasmo, 2017) effectiveness is “an effort made consciously and rationally to create provisions for the use of various resources owned by an organization so as to provide benefits to improve welfare in accordance with the demands of each life”.

Another view on effectiveness is expressed by Siagian (Siagian, 2015) which states that the effectiveness of the utilization of human resources, facilities and infrastructure in a certain amount that is consciously determined beforehand to produce a number of goods or services of a certain quality on time. It can be simplified that the activities carried out can be said to be effective if the activities can be completed on time.

According to (Mahmudi, 2013) effectiveness is the relationship between output and objectives. The greater the contribution of output to the achievement of objectives, the more effective the organization, program, or activity..

### **Effectiveness Measurement**

Based on several opinions and theories of effectiveness that have been made by experts, it can be concluded that in measuring the effectiveness of an activity or activities need to be considered several indicators, and according to (Sutrisno, 2010) to measure the effectiveness, it can be used indicators as follows: 1. Understanding The Program 2. Right On Target 3. On Time 4. Achieving Goal 5. Real change before and after the Program.

Effectiveness is the ability to carry out tasks, functions (operations of program activities or missions) of an organization or the like in the absence of pressure or tension between their implementation” (Makmur, 2015) reveals indicators of effectiveness in terms of several effectiveness criteria, as follows:

1. Timing accuracy  
Something that can determine the success of an activity carried out in an organization but can also result in the failure of an organizational activity. Proper use of time will create the effectiveness of achieving previously set goals.
2. Accuracy of cost calculation  
Related to the accuracy in the utilization of costs, in the sense of not experiencing shortages and vice versa does not experience excess financing until an activity can be implemented and completed properly. Accuracy in setting unit costs is part of the effectiveness.
3. Accuracy in measurement  
With the accuracy of the measure as previously established is actually a picture of the effectiveness of activities that are responsible in an organization.
4. Accuracy in determining the choice  
Making a choice is not an easy matter and also not just a guess but through a process, so as to find the best among the good or the honest among the honest or both the best and the honest among the good and honest.
5. Accuracy of thinking  
Accuracy of thinking will give birth to effectiveness so that the success that is always expected in doing a form of cooperation can provide maximum results.

From some of the opinions expressed by the experts mentioned above regarding the measurement of effectiveness, the researchers can interpret that

want to see to what extent the effectiveness of the expansion of employment opportunities. The effectiveness is built on eight indicators, namely: the accuracy of determining the time, the accuracy of cost calculation, accuracy in measurement, accuracy in determining the choice, accuracy of thinking, accuracy in carrying out orders, accuracy in determining goals, accuracy of targets.

### **C. METHODS**

According to (Sugiyono, 2018) the research method is basically a scientific way to obtain data with a specific purpose and usefulness. Based on this, there are four keywords that need to be considered, namely : 1) Scientific Method, 2) data, 3) purpose, and 4) usefulness. The scientific way means that research activities are based on scientific characteristics, namely rational, empirical, and systematic. Rational means that this research activity is carried out in reasonable ways, so that it is affordable for human reasoning. Empirical means that the ways in which it is carried out can be observed by the human senses, so that others can observe and know the ways in which it is used. Systematic means that the process used in the study uses certain steps that are logical..

Menurut John W. (Creswell, 2013) dalam buku *Desain Penelitian, Penelitian Kualitas* adalah :

"Qualitative research method is a type of Method to describe, explore, and understand the meaning that some individuals or groups of people ascribe to social or humanitarian problems. The qualitative research process involves important efforts, such as asking questions and procedures, collecting specific data and participants. Analyze data inductively ranging from specific themes to general themes, and interpret the meaning of the data. The final report for the study has a flexible structure and framework. Anyone involved in this form of research must apply an inductive-style research perspective, focusing on individual meaning and translating the complexity of a question.."

In qualitative research everything starts from the data obtained and must be valid. Then in this research plan, to validate the data studied is by using triangulation technique. According (Creswell, 2013) triangulate different information data, by examining the evidence that comes from these sources and using them to coherently establish the justification/truth of the themes. Likewise, according to (Moleong, 2018) triangulation is a technique for checking the validity of data that utilizes something else outside the data for checking purposes or as a comparison to the data. Meanwhile, according to Sugiyono (Sugiyono, 2018) that triangulation is a way to check data from various sources in various ways and times.

In qualitative research requires a lot of data sources in conducting such research, it aims to provide a deeper picture of the research process. The Data obtained in this qualitative research can be collected and summarized according to the need to be further described in the form of reports. As according to (Sugiyono, 2018)the process of data analysis is to examine all data from various sources, be it from interviews, observations written in the form of field notes, personal documents, official documents, images, photographs and so on. In this study,

technical data analysis is carried out in accordance with what is described by (Milles & Huberman, 2014) where there is data reduction, data presentation and drawing data conclusions/verification

#### **D. EXPLANATION**

In this stage, the researcher will discuss the research results obtained by the researcher from data collection directly through field observation activities and interview a number of informants in accordance with the theory used by the researcher. The results of initial observations that researchers found related to the effectiveness of the expansion of Employment Opportunities Program in Sukabumi, that is not optimal in terms of managing the effectiveness of the expansion of Employment Opportunities Program in Sukabumi. Based on data from the Sukabumi Regency manpower and Transmigration Office (Renstra, 2016-2021) the factors that affect the development of manpower and Transmigration of Sukabumi Regency are:

- a. Still limited information to the public about the activities of the program expansion of employment opportunities,
- b. There is still a lack of skill-based and technical workforce training.
- c. Still a lot of unemployment.

Other external and internal factors that contribute to contributions to the employment problem are: lack of labor-intensive foreign capital inflows; weak investment climate in the face of global markets, bureaucratic and regulatory behavior that is not conducive to business development thus does not support the creation of new jobs, low levels of education and labor productivity, wage pressures for some companies are not yet stable.

Based on the observations, researchers are interested to know how the effectiveness of the expansion of employment opportunities in Sukabumi. To find out this, in the implementation of research on the effectiveness of job opportunity Expansion Program. Definition of effectiveness according (Sutrisno, 2010) can be measured by looking at the extent to which the achievement of objectives in accordance with the objectives set. Meanwhile, the public opinion of program beneficiaries can be used as a measure to determine the effectiveness of the program. Assessment of the level of suitability of the program is one way to measure the effectiveness of the program

Based on several opinions and theories of effectiveness that have been made by experts, it can be concluded that in measuring the effectiveness of an activity or activity, it is necessary to pay attention to several indicators, and according to Sutrisno (Sutrisno, 2010) to measure this effectiveness, the following indicators can be used:

1. Understanding Of The Program
2. Right On Target
3. On Time
4. Achievement Of Goals
5. Real Changes

Effectiveness comes from the word effective. According to the Big Dictionary of Languages In Indonesia, the word effective means effect, influence,

result or can bring results. So, effectiveness is activeness, usability, suitability in an activity the person carrying out the task with the target which is seven. Effectiveness is basically focused on the level of achievement of results, often or always associated with the notion of efficient, though actually there is a difference between the two. The term effectiveness or effectiveness is a translation of the English term "effectifines" which in the Indonesian English dictionary is defined as success In the Big Indonesian Dictionary effectiveness is defined as something that there is an effect (consequently, influence) and can bring results, succeed order (action) and can also mean applicable (regarding the laws/regulations).

In line with the opinion expressed by (Sutrisno, 2010) "the definition of effectiveness can be measured by looking at the extent to which the achievement of objectives in accordance with the objectives set. Meanwhile, the public opinion of program beneficiaries can be used as a measure to determine the effectiveness of the program. Assessment of the level of suitability of the program is one way to measure the effectiveness of the program".

Program according to (Arikunto, 2016) added that the program is a system, where a series of activities carried out not only once but continuously. So it can be concluded that the program is a series of activities that are carried out more than once but continuously in order to achieve the goals Employment opportunities can be interpreted as the number of people or people who work or who have obtained jobs, the more people who work as a result of an economic activity, thus employment opportunities include jobs that have been filled and employment opportunities can also be interpreted as participation in development.

Thus, the effectiveness of the program is an assessment or measurement of the extent to which activities in programs that have been carried out can achieve the initial objectives of the program. From some of the opinions expressed by the experts mentioned above, the researchers can interpret that the emphasis of the notion of effectiveness is on achieving goals. This means that it can be said to be effective if the desired goals or objectives can be achieved in accordance with the original plan and cause an effect or impact on what is desired or expected.

Data and information obtained by researchers based on interviews with 4 informants consisting of 2 groups of informants, namely informants Group I and Group II informants. Which includes informant I is the leader (sub part of the work program) and implementing officer employment opportunities and unemployment Management Department of manpower and Transmigration Sukabumi Regency, then informant II is the employee at the Department of manpower and Transmigration Sukabumi Regency and people who receive services from the Department of manpower and Transmigration Sukabumi Regency.

Effectiveness according (Sutrisno, 2010)) that researchers use to be a data analysis in this study, the theory explains that effectiveness can be measured by looking at the extent to which the achievement of objectives in accordance with the objectives set. Meanwhile, the public opinion of program beneficiaries can be used as a measure to determine the effectiveness of the program. Assessment of the level of suitability of the program is one way to measure the effectiveness of the program.



### **Understanding of the Program**

In line with the opinion expressed by (Nawawi, 2016) expressed his opinion that the program can be interpreted as a collection of real, systematic and integrated activities carried out by one or several government agencies or in the framework of cooperation with the community, in order to achieve the goals or objectives set programs are prepared with reference to policies that have been set. In the process of implementing a program can actually successful, less successful, or failed at all when viewed from there are results or outcomes. Because in the process come into play and look at the various elements that influence is support or hinder the achievement of the goals of a program. In this research, based on the information that researchers get from informants IA and IB as program implementers, for the process carried out by the Department of manpower and Transmigration Sukabumi about the effectiveness of job opportunity Expansion Program in Sukabumi process in conducting job opportunity expansion program. Importan said that in 2022 he received proram assistance from Dinaskerrans, namely the P2KSS program, then an independent workforce (TKM) was formed to be given skill training, including cooking, baking, sewing, and making mocaf.

Based on the results of interviews with the informants can be seen that the preparation of the expansion of employment opportunities program implemented by recipients of The Independent Labor program (TKM) conducted by the Department of manpower and Transmigration Sukabumi district is appropriate.

Factors affecting the effectiveness of the Program. According To G. Shabbir Cheema and Dennis A. Rondineli (1983) (in Mutiarin Dyah and Zaenudin Arif, 2014: 98-99) mentioned the factors that affect the effectiveness and impact of a program are as follows:

1. Environmental conditions, namely according to Fadil Ali can be derived from cultural, economic conditions, social conditions, legal and natural conditions (geographical)
2. Resources are resources used in
3. Gain usefulness from the implementation of the program  
the characteristics and capabilities of the implementing agency, namely the resources involved in the program implementation process, determine the achievement of program objectives. The implementers of this program must have the ability and competence in the field in accordance with the program.

Based on these interviews can researchers interpret that in the process of implementing a program is successful, in terms of there are results or outcomes. Because in the process come into play and look at the various elements that influence is support the achievement of a program's goals. In this research, based on the information that researchers get from IC and ID informants as employees and the community in receiving the program, for the process carried out by the Department of manpower and Transmigration Sukabumi about the effectiveness of the program expansion of employment opportunities in Sukabumi the process in conducting the program expansion of employment opportunities can be seen that the.

### **Right on Target**

According to (Makmur, 2015) accuracy of the target is "as far as where the compatibility between the recipient of the program with the recipient criteria predetermined program". The accuracy of the target serves to protect the people who should receive the program so that it will cause benefits for the people who should receive the program. The accuracy of the target recipients of The Independent manpower program conducted by the Sukabumi Regency manpower and Transmigration Office will determine how effective the implementation of the program is. Because if in the field it is proven that there are still people who should not be entitled to receive the Independent Labor program, it will certainly harm the people who are entitled to receive the program.

Based on interviews with informants, it can be seen that the recipients of The Independent Labor program conducted by the Sukabumi Regency manpower and Transmigration Office are on target, the targets in this program are housewives. This is evident in the citizens who became informants are among mothers who do not have a job. In addition, other criteria of the recipients of The Independent Labor program are those who have a basic business field given, in this case is sewing. Even if both of them receive assistance from The Independent Labor program on the basis of sewing skills previously owned, it is acceptable, but the facts in the field show that both do not have basic sewing at all.

Any preparation that is done before implementing the job opportunity expansion program is started by gathering members according to their respective skills and then making a list of members. This Program runs since 2022, namely in april 2022. From the interview, the researcher interpreted that this is where the implementation of The Independent Labor program (TKM) is quite effective even though it is only by conventional methods by collecting all mothers who are targeted in this program.

### **On Time**

In line with the opinion expressed by Gary Jonathan (2017) Time is "something that can determine the success of something activities carried out in an organization but can also result in failure of an organizational activity. The use of time right will create the effectiveness of achieving the goals set previously".

Based on interviews with the sources can it is known that the implementation of socialization in the Independent Labor program (TKM) was carried out 2 (two) times. The first socialization was aimed at the entire apparatus of the Sukabumi Regency manpower and Transmigration Office regarding the Independent manpower program (TKM) which then representatives of the apparatus of the Sukabumi Regency manpower and Transmigration Office disseminated back to the people of Sukabumi Regency. The method used is directly face to face and using powerpoint as a medium for delivering the material given. The implementation of socialization at the district level took place quite effectively although only with conventional methods by collecting all the tools of the Sukabumi Regency manpower and Transmigration Office.

From the interview the researchers interpret that it is where the implementation of The Independent Labor program (TKM) is quite effective the program is given according to the right time

### **Achievements of Goal**

In line with the opinion expressed by (Jonathan, 2017) accuracy in determining goals is “organizational activities to achieve a previously set goal. The goals set precisely will greatly support the effectiveness of the implementation of activities, especially those oriented to the long term”.

The achievement of goals is closely related to the ability of a leader in line with the opinion expressed by (Jonathan, 2017) “the success of an organization's activities is very much influenced by the ability of a leader, one of which is the ability to give clear orders and easily understood by subordinates. If the command given cannot be understood and understood, it will experience a failure that will harm the organization”.

According (Budiani, 2007)), socialization program is the dissemination of information either programs, policies, or regulations of the maker or owner of the program, policies, and regulations to other parties who are implementing or who are the target of the program

Based on interviews with the sources can it is known that the implementation of socialization in the Independent Labor program was carried out 2 (two) times. The first socialization was aimed at the entire apparatus of the Sukabumi Regency manpower and Transmigration Office regarding the Independent manpower program which then representatives of the apparatus of the Sukabumi Regency manpower and Transmigration Office disseminated back to the people of Sukabumi Regency. The method used is directly face to face and using powerpoint as a medium for delivering the material given. The implementation of socialization at the district level took place quite effectively although only with conventional methods by collecting all the tools of the Sukabumi Regency manpower and Transmigration Office.

The Sukabumi Regency manpower and Transmigration office has utilized social media as a medium for delivering the Independent manpower program, so that the delivery of information about the Independent manpower program has spread widely to all levels of society

After socialization at the district level was carried out, the next was socialization to the village community who ultimately received assistance from the Sukabumi Regency independent labor program the implementation of socialization was carried out in conjunction with the provision of materials related to skill training, including cooking, baking, sewing, and making mocaf. In the expansion of employment opportunities program the government provides facilities to participants given the help of equipment to make cakes so that participants, especially mothers do not need to think of capital in the form of equipment the cake.

From the interview, the researcher interpreted that this is where the implementation of The Independent Labor program is quite effective, the program is given according to the overall goal.

### **Real Changes**

In line with the opinion expressed by (Jonathan, 2017) with the accuracy of the measure as previously established is actually a picture rather than the effectiveness of activities that are responsible in an organization.

Based on interviews with the sources can it is known that the implementation of socialization in the Sukabumi Regency independent labor program the implementation of socialization was carried out in conjunction with the provision of materials related to skill training, including cooking, baking, sewing, and making mocaf. In the expansion of employment opportunities program the government provides facilities to participants given the help of equipment to make cakes so that participants, especially mothers do not need to think of capital in the form of equipment the cake. The realization of the absorption of the program in the community was seen by the enthusiasm of the number of participants who followed the training materials and provided equipment capital assistance.

From the interview, the researcher interpreted that this is where the implementation of The Independent Labor program is quite effective, the program is given according to the overall goal.

From the findings of researchers in the field some aspects of research indicators are well implemented. With the independent labor program makes a hope in increasing job opportunities for job seekers. This is done in order to be a real result of the change by reducing the number of unemployment in Sukabumi. With the independent labor program also makes training for job seekers to develop the ability for the future in the world of work. This will be a real change can be achieved because of some aspects that have been tepenuhi job expansion opportunities can be done well and also the job seekers already have the ability qualified to do it in the world of work later.

## **E. CONCLUSION**

Based on the findings in this study, it can be concluded that the effectiveness of the implementation of the program expansion of employment opportunities in Sukabumi, when viewed based on the dimensions of understanding the Program, right on target, on time, the achievement of goals, the real decision put forward by (Sutrisno, 2010) it can be concluded as follows:

1. Viewed from the dimension of understanding the program, aspects of understanding the program Department of manpower and Transmigration Sukabumi on the effectiveness of the implementation of the program expansion of employment opportunities. it can be seen that the preparation of the expansion of employment opportunities program carried out by the recipients of The Independent manpower program conducted by the Sukabumi Regency manpower and Transmigration Office is appropriate. In 2022, proram received assistance from Dinaskertrans, namely the P2KSS program, then an independent workforce was formed to be given skill training, including cooking, baking, sewing, and making mocaf. Seen in the process of implementing a program is successful, in terms of the form of the results achieved or outcomes. Because in the process came into play and seen various elements whose influence is to support the achievement of the goals of a program.
2. Judging from the dimensions of the accuracy of the target, it can be seen that the recipients of The Independent Labor program conducted by the Sukabumi Regency manpower and Transmigration Office are on target, the targets in this

program are housewives. This is evident in the citizens who became informants are among mothers who do not have a job. The implementation of The Independent Labor program is quite effective even though it is only by conventional methods by collecting all mothers who are targeted in this program.

3. Viewed from the dimension of timeliness, that the implementation of socialization in the Independent Labor program was carried out 2 (two) times. The first socialization was aimed at the entire apparatus of the Sukabumi Regency manpower and Transmigration Office regarding the Independent manpower program which then representatives of the apparatus of the Sukabumi Regency manpower and Transmigration Office disseminated back to the people of Sukabumi Regency. The method used is directly face to face and using powerpoint as a medium for delivering the material given. The implementation of socialization at the district level took place quite effectively although only with conventional methods by collecting all the tools of the Sukabumi Regency manpower and Transmigration office where the implementation of The Independent manpower program was quite effective, the program was given at the right time.
4. Judging from the dimensions of the achievement of objectives, it can be seen that the implementation of socialization in the Independent Labor program is carried out 2 (two) times. The first socialization was aimed at the entire apparatus of the Sukabumi Regency manpower and Transmigration Office regarding the Independent manpower program which then representatives of the apparatus of the Sukabumi Regency manpower and Transmigration Office disseminated back to the people of Sukabumi Regency. The method used is directly face to face and using powerpoint as a medium for delivering the material given. The implementation of socialization at the district level took place quite effectively although only with conventional methods by collecting all the tools of the Sukabumi Regency manpower and Transmigration Office. The Sukabumi Regency manpower and Transmigration office has utilized social media as a medium for delivering the Independent manpower program, so that the delivery of information about the Independent manpower program has spread widely to all levels of society. This is the researchers interpret that it is where the implementation of The Independent Labor program is quite effective the program is given according to the overall objectives
5. Judging from the dimensions of the real take, that the implementation of socialization in the Independent Labor program (TKM) Sukabumi implementation of socialization is carried out in conjunction with the provision of training-related materials skills, including cooking, baking, sewing, and making mocaf. In the expansion of employment opportunities program the government provides facilities to participants given the help of equipment to make cakes so that participants, especially mothers do not need to think of capital in the form of equipment the cake. The realization of the absorption of the program in the community looks enthusiastic from the number of participants who follow the training materials and equipment capital assistance that it is where the implementation of The Independent

Labor program is quite effective the program is given according to the overall goal.

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