

Original Paper

The Training for Soft Skills Development for Youth in Kadumaneuh Village, Pandeglang, Banten

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Received: 20-05-2024; Accepted: 30-06-2024;

Abstract

Based on the Village Development Index figures released by the Ministry of Villages, Development of Disadvantaged Regions and Transmigration, Kadumaneuh Village in Pandeglang Regency is a village that is included in the developing village group. Relevant training is carried out in the village, one of which is soft skills training for the youth of Kadumaneuh Village, Pandeglang Regency, as energetic and innovative village drivers. Community development activities in Kadumaneuh Village aim to help the young find the best jobs to improve the welfare of the village community and provide training on soft skills that young people must have to become competent individuals in the future who can develop Kadumaneuh village. The method used in implementing this activity is training and is supported by a set of computer tools to access all information about work and increase their skills. The development of soft skills can have various positive implications. Young people who have these skills will more easily get jobs in both the formal and informal sectors, and they can be better at marketing village products and establishing collaboration with outside parties. Soft skills also include learning abilities; young people will find it easier to access information, and youth can participate actively in the village development decision-making process.

Keywords: Soft Skills, Community Development, Training, Youth

JEL Classification: I25, J24, R23

How to cite: Suyana, H., Budiman, A. N., Nurhayati, E., Subing, H. T., (2024). The Training for Soft Skills Development for Youth in Kadumaneuh Village, Pandeglang, Banten, *Entrepreneurship and Community Development (ECD)*, 2(1), 51-58



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1. Introduction

Soft skills are abstract abilities, including the ability to manage emotions (EQ). Soft skills are invisible abilities that are needed for success, for example, the ability to collaborate, integrity, and so on. 8 Meanwhile, according to O'Brien, soft skills are non-technical abilities possessed by a person that have been within him since birth, Ability non-technical abilities which are not visible but are very necessary for success. Non-technical abilities can be in the form of talents and can also be improved with training. Soft skills are a complement to hard skills. This type of skill is part of a person's intellectual intelligence and is often used as a requirement for obtaining certain positions or jobs. Soft skills are part of a person's skills that are more about the subtlety or sensitivity of a person's feelings towards the environment around them. Soft skills are actually a development of concepts previously known as emotional intelligence and social intelligence.

Therefore, soft skills education relies on developing a mentality so that students can adapt to the realities of life. Strong, soft skills can help someone become an effective leader, resolve conflicts, communicate well, and manage time well. Not only do they help improve character and personality, but soft skills are also very important for a person's success in the work environment (Khamimah, 2021). Unfortunately, soft skills are often neglected in formal education, and many young people do not have these skills or are not even interested in learning.

In the era of globalization, which is full of demands for effective communication, public speaking skills, or what is known as public speaking, have become an important aspect of self-development and social progress (Yanti et al., 2017). This ability not only reflects individual competence but also has broader implications for community empowerment (Kurdaningsih & Anwar, 2020). Youth are a valuable asset for the progress and development of a region. Based on the data above, there is great potential possessed by the youth in Polewali Village to develop soft skills for entrepreneurship and English language proficiency (Hasan, 2020). Soft skills, such as creativity, effective communication, leadership, and collaboration, are recognized as having an important role in helping young people achieve success in the world of entrepreneurship. In addition, English language proficiency is also considered a highly valued competency in today's global business world. In addition, the Vision and Mission of the Head of Polewali Village, which outlines the priority of fostering youth activities in order to support village progress, provides a strong signal about the need to develop youth capabilities in this regard (Soputan et al., 2021).

Welfare is a condition where a person can fulfill basic needs, be it the need for food, clothing, shelter, and clean drinking water, as well as the opportunity to continue education and have adequate work that can support the quality of his life so that his life is free from poverty, ignorance, fear or worries so that his life is safe and peaceful, both physically and mentally (Rosni, 2017). The problem of soft skills being a major problem in training subjects is often caused by several main factors, such as a need for more awareness of the importance of soft skills. Many individuals and organizations need to fully realize how important soft skills are in the world of work. They focus more on developing hard skills or technical skills that are easier to measure and teach. In fact, soft skills such as communication, teamwork, time management, and leadership are very important for long-term success. The Difficulty of Measuring Soft Skills: Unlike hard skills, which can be measured by tests or certification, soft skills are more subjective and difficult to measure. This condition makes evaluating and developing soft skills more challenging. Lack of Competent Trainers in Soft Skills. Teaching soft skills requires trainers who not only have theoretical understanding but also practical experience in applying them. The lack of competent trainers in this area can hinder the effectiveness of training. Less Interactive Training Methods: Soft skills training often requires an interactive and participatory approach, such as role-playing, simulations, and case studies. Traditional training methods that tend to be passive, such as lectures or presentations, could be more effective for developing soft skills.

If we look at history, in the past, the poverty rate in villages was lower than the poverty rate in cities. This rate happened before the monetary crisis of 1997-1998, to be precise in 1980-1990. In that decade the poverty rate in the village was in the range of 28.4% to 14.3%. Meanwhile, the poverty rate in the city is in the range of 29% to 16.8%. This data shows that the food self-sufficiency program in the New Order era was quite successful in improving the welfare of rural areas, which were dominated by people who worked as farmers. Efforts to eradicate the stigma of being backward in villages need to start by improving village socio-economic indicators, at least indicators of poverty, education, and human development. The government, which often campaigns for the development of underdeveloped areas, equal distribution, and acceleration of development outside Java and similar slogans, needs to prove these various slogans with achievements so that, in the end, it doesn't appear to be just a means of branding.

The central government's national infrastructure development program should not only focus on building large infrastructure such as toll roads, airports, and ports, but also need to pay attention to development projects oriented towards improving socio-economic conditions in villages such as

basic infrastructure (electricity and water), educational infrastructure, health infrastructure, agricultural infrastructure, and information technology in villages. Modernization can be realized by changing village infrastructure to be different from that in cities. Village modernization is about advancing the mindset and welfare of village residents without abandoning the definition of villages as agricultural areas and natural resource management. The condition of farmers who are far from being prosperous is also eroding the interest of village youth in farming. LIPI research results show that the high flow of rural youth migration to cities is causing a farmer regeneration crisis. The long-term decline in the number of farmers, accompanied by a significant reduction in agricultural land, could threaten a domestic food crisis in the future.

One of the programs that the government has implemented in order to develop villages is disbursing quite large Village Funds. In 2021, the government has budgeted IDR 68 trillion for the 2022 village fund budget. Unfortunately, the large amount of village fund budget disbursed has not had a significant impact on the village's progress. According to the Ministry of Villages, Development of Disadvantaged Regions and Transmigration, entering the era of village funds, village conditions have mostly stayed the same. The effectiveness of the use of village funds still needs to be optimized. Village officials, together with the regional government and central government, need to allocate village funds to programs that have a large multiplier effect. The government needs to ensure that the allocation of village funds is right on target according to village needs and potential so that village funds can function optimally. From all the available data, the reality is that conditions in the village have yet to make any progress among young people to make their village even better. With Community Service, YARSI University provides training to young people in Kadumanuh Village regarding Soft Skills. From this activity, young people will gain soft skills so that they can find the best jobs and have businesses that can make their villages progress.

2. Method

The method of implementing activities that will be used in this program to achieve the objectives is the seminar and workshop method. The seminar method is a lecture method that the presenter will later deliver. According to Durahman et al. (2019), a seminar is a mass meeting attended by many people who discuss an opinion based on a study topic involving a discussion process and providing scientific solutions. Meanwhile, according to the Big Indonesian Dictionary in Wibawa (2017), a seminar is a meeting or trial to discuss an issue under the leadership of the chairman of the session (professor or an expert). In general, seminar activities are a meeting that aims to discuss a problem scientifically Nugroho and Supriyono (2019).

According to Arribathi et al. (2019), a more general definition of a seminar is a form of teaching given specifically to discuss a particular topic. The seminar can be carried out by a professional institution or another commercial organization. It is carried out by implementing an academic teaching system, where this activity is carried out like a lecture class for the participants. In general, a seminar will discuss a special topic where participants can participate actively in the discussion.

The workshop method is a method that involves participants doing direct practice in a training activity. According to Arribathi et al. (2019), A workshop is defined as an activity or event where several people who have expertise in a certain field gather to discuss certain problems and teach the participants. Workshops can also be interpreted as exercises where participants work individually or in groups to complete work related to actual tasks to gain experience. Thus, the workshop is a combination of theory and practice. In a workshop, a group of people who have the same interest or concern and expertise in a particular field gather, where their activities will be under the direction of several experts to explore one or several specific aspects of a problem discussion. "The following are details of the implementation method and event content of the Community Service program, "Building Soft Skills for Youth in Kadumaneuh Village, Pandeglang Regency:

Table 1. Details of Community Service Program Implementation Methods

No	Implementation Method	Content
1	Seminar	The Urgency of Building Soft Skills
2	Seminar	Basics of self-motivation
3	Seminar	Human Resource Management
4	Workshops	Digital work locker

With this method of implementing activities, it is hoped that the objectives can be achieved so that the entrepreneurial spirit grows in the Kadumaneuh Village community so that the community can improve their economic welfare. Implementation of Community Service (PKM) activities uses seminar and workshop methods. The seminar method is a lecture method that the presenter will later deliver.

3. Results

This service activity focuses on young people in Kadumaneh Village, Pandeglang Regency, as the program targets the aim of young people getting soft skills so they can find the best jobs and have businesses that can make their villages progress. Implementation of activities and, seminars and workshops were held in Kadumaneuh Village, Pandeglang Regency. The implementation was carried out on October 31, 2023, and was attended by young people in Kadumaneuh Village, Pandeglang Regency. In this activity, the implementation method that will be used in this program to achieve the objectives is the seminar and workshop method.

**Figure 1. Implementation of Digital Locker Search**



Figure 2. Urgency Seminar on building soft skills and delivering material



Figure 3. Human Resources Management Seminar

Based on Figure 3, the participants are taking part in a seminar on soft skills development. Before the seminar was held, the young women of Kadumaneuh Village may have needed more knowledge and skills, especially those related to innovation, technology, and the local economy. With inspiration and enlightenment about the potential that can be achieved, the motivation of young people to actively participate in village development may be high. Before the training, young people may have worked individually with little collaboration or networking with external parties who could help with village development. Low soft skills can also hinder their ability to lead projects or inspire change in the village.



Figure 4. Implementation of a Self-Motivation Seminar

Learning soft skills has many benefits for the youth of Kadumaneuh Village in Pandeglang Regency. Soft skills include interpersonal and intrapersonal abilities that are important for personal and career development. The following are some of the main benefits of learning soft skills for youth in Kadumaneuh Village, including: 1) improving communication skills, young people in Kadumaneuh Village will be more able to communicate effectively, both orally and in writing. This is important for interacting with various parties, including the government, community, and parties outside the village. 2) leadership development: With good leadership skills, youth can lead various activities in the village, such as community empowerment programs, social projects, and other activities. 3) work readiness: many companies are looking for employees with good soft skills. By developing soft skills, Kadumaneuh Village youth will be better prepared to enter the world of work and compete in the job market. With these various benefits, learning and developing soft skills is very important for the youth of Kadumaneuh Village. This skill not only helps them individually but also contributes to the progress and well-being of the village community as a whole.



Figure 5. Photo with Kadumaneuh Village Participants

Based on Figure 5, seminars and workshops have been carried out in Kadumaneuh Village. After attending seminars and workshops, young people in Kadumaneuh Village have increased their knowledge and skills, young people have a better understanding of various techniques and strategies to improve their skills. They also gain knowledge about access to financing, marketing local products, and the use of digital technology to increase efficiency and productivity. Village development, such as modern agricultural technology, business management, and entrepreneurship. Seminars and workshops can provide new motivation and inspiration, raising enthusiasm to contribute to the development of villages actively. This improvement in soft skills helps young people work more effectively in teams. After gaining new knowledge and skills, young people may begin to initiate new projects such as small businesses, cooperatives, or environmental programs that contribute to village development, lead initiatives, and manage projects better.

4. Discussion and Benefits

Having seminars and workshops on soft skills that young people in Kadumaneuh Village, Pandeglang Regency must-have can help them advance Kadumaneuh village in a better direction. By taking part in this Community Service activity, there are many benefits, especially for young people in advancing a village, such as increasing employability. Kadumaneuh Village youth who master soft skills such as communication, leadership, and teamwork will find it easier to get jobs, which in turn can reduce unemployment in the village. Kadumaneuh, with negotiation, time management and Decision making skills. Youth can run effective small businesses or manage village economic projects that improve the economic well-being of the community. Soft skills such as work ethics and social responsibility help village youth to become more responsible citizens and contribute positively to village sustainable development. By improving opportunities and the

quality of life in villages, young people may be more inclined to stay and contribute in their villages rather than migrate to cities. The results of activities carried out in Kadumaneuh Village, Pandeglang Regency, related to seminars and workshops on developing soft skills targeting young people in the village, went well and smoothly.

5. Conclusion

Community Service Activities in the form of seminars and workshops for young people in Kadumaneuh Village, Pandeglang Regency, have been carried out well by the Service Team of the Faculty of Economics and Business, YARSI University. Based on the evaluation of the implementation of community service, the following can be concluded: participants understand the importance of building soft skills, can understand the basics of self-motivation, and can manage human resources well.

Managerial implications regarding the development of soft skills for youth in Kadumanuh Village in Pandeglang Regency involve various management aspects and strategies to ensure that youth can acquire, develop, and apply these skills effectively. The following are managerial implications that can be taken: 1) training program: The village government needs to initiate a soft skills training program that is structured and sustainable. This program can include training in communication, leadership, teamwork, and other interpersonal skills. 2) youth activity facilities, providing space and facilities for training activities and youth meetings so that they have a conducive place to learn and interact. 3) use of technology, utilizing technology to provide access to soft skills training through e-learning platforms and webinars, especially for youth who may have difficulty attending training in person.

Recommendations

Suggestions for the young people of Kadumaneuh Village after this activity are to be able to implement the knowledge gained and apply the skills learned during the seminar in daily life and community activities. Build a Collaboration group or community that focuses on various village development projects. This program could include small business groups, environmental teams, or educational groups. Jalin collaborates with non-governmental organizations, local governments, and other communities to obtain additional support and resources. Suggestions for the young generation of Kadumaneuh Village, Pandeglang Regency, to realize the importance of building soft skills, have the provisions to motivate themselves, be able to manage human resources to progress and look for the best jobs and have a business that can make their village progress.

Suggestions for Kadumaneuh Village: continuous support for youth development by holding regular seminars, workshops, and training. Provide space and facilities for youth to gather, discuss, and innovate. Improving infrastructure and access to technology. Improving village infrastructure, including internet access, to support learning activities and technology-based business development. Strengthening village institutions and increasing village institutional capacity by involving youth in village government so that they can contribute to decision-making and development planning.

Acknowledgment

The Community Service team expresses deep gratitude for the extraordinary support and cooperation to Kadumaneuh Village, Pandeglang Regency, and the people of Kadumaneuh Village during the implementation of the community service program related to seminars and workshops on soft skills development. This program will be an important milestone in the Community Service team's efforts to understand, overcome, and provide education to the people of Kadumaneuh Village regarding the development of soft skills for young people to be able to advance Kadumaneuh Village in a better and prosperous direction economically.

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