

The Influence of Training on Good Governance Implementation of “Koperasi Binaan” (Auspices Cooperative) In Cooperative and SMEs Office of Sumatera Utara With Knowledge Sharing as the Moderating Variable

Viranda Vrizka, A. Rahim Matondong, Nazaruddin

Master of Management, Universitas Sumatera Utara, Indonesia

Corresponding Author: Viranda Vrizka

ABSTRACT

Cooperative is a business entity consisting of people or cooperative legal entities which conduct its activities based on cooperative principles as well as a people's economic movement on the basis of kinship principle. Cooperative is one of the institutions that are following community development to empower the people's economy. This is because cooperatives have the principle of togetherness and a sense of family. But in reality, there are a lot of cooperatives that have failed in Indonesia, especially in Sumatera Utara Province. This is caused by several factors, difficulties of implementing good cooperative governance (Good Governance) within the cooperative itself is one of the factors. One form of efforts by the government to create qualified cooperatives is to provide training to cooperatives in Indonesia. Likewise, the Office of Cooperatives and SMEs in Sumatera Utara Province always provides regular training in order to support cooperatives in implementing good governance to achieve qualified cooperatives. Then the researchers also added knowledge sharing as a moderating variable to find out whether with knowledge sharing able to help the training provided by the government improve the implementation of good governance. The study was conducted on cooperatives under the auspices of the Office of Cooperatives and SMEs in Sumatera Utara Province as the population. The sample of respondents was 78 (seventy-eight) managers who attended the training at the Cooperative and SME Training Center. By using SPSS 25 as a data processing tool, it can be concluded that simultaneously there is a positive and significant effect between training consisting of training objectives, trainers, training materials, training methods and training participants on the implementation of good governance. Partially, it was identified that goals and objectives had a positive and significant effect on the implementation of good governance, trainers had no positive and significant effect on the implementation of good governance, training materials had a positive and significant effect on the implementation of good governance, training methods had a positive and significant effect on the implementation of good governance and trainees do not have a positive and significant effect on the implementation of good governance. The conclusion is knowledge sharing can moderate by strengthening the relationship between training and the implementation of good governance.

Keywords: Training, Implementation of Good Governance, Knowledge Sharing

INTRODUCTION

Pursuant to Law Number 25 of 1992 concerning Cooperatives, the general

understanding of cooperatives is a business entity consisting of cooperative persons or legal entities by basing their activities on the

principle of cooperatives as well as a people's economic movement based on the principle of kinship. Cooperative is one of the institutions that are in accordance with community development in an effort to empower the people's economy. This is because cooperatives have the principle of togetherness and a sense of family. Based on article 33 of the 1945 Constitution, the construction of cooperatives is an instrument in creating the distribution of ownership and increasing community access to economic resources. Structured and sustainable empowerment of cooperatives is expected to be able to harmonize the structure of the national economy, accelerate national economic growth, reduce the unemployment rate, reduce poverty, dynamize the real sector, and improve the distribution of public income.

The fact that often occurs for cooperatives in Indonesia is that there are still many communities that form cooperatives but do not understand the true meaning of cooperatives, which results in cooperatives that have been formed to run incompatible with the principles of cooperatives. Many cooperative management are also wrong in managing cooperatives and cannot shows that the cooperative is very useful for the community which ultimately makes people reluctant to cooperate. Where cooperatives should have a very important role in economic development by providing various advantages to members and the wider community who can take advantage of the business of the cooperative. In addition, cooperatives actually have a very noble goal of advancing the welfare of members in particular and the community in general in order to create an advanced, just and prosperous society based on Pancasila and the 1945 Constitution and these things are also already listed in the principles of cooperatives.

Then other problems that also often occur in the communities that form cooperatives are not implementing good governance in cooperatives so that

cooperatives cannot last long since the formation period. According to Chibanda, et al (2009) that governance problems are closely related to the voting system, low levels of education, lack of training in production and management skills, weak marketing arrangements and consequently low returns to members as protectors or investors. Good cooperative governance encourages discipline, transparency, independence, accountability, responsibility, justice and social responsibility. For this reason, the researchers made questions for the initial survey survey of 10 active Koperasi Binaan (Auspices Cooperative) in Cooperative and SMEs Office of Sumatera Utara to find out whether active cooperatives have been able to implement good governance or not. The researcher categorizes the values by using the interval line according to Arikunto (2010), calculating the value of the percentage range is $100\% - 20\% = 80\%$.

Tobing (2011) opinion that the benefits of knowledge sharing is the maximization of knowledge exploitation because knowledge can be owned and spread throughout all parts and organizational members are not only owned by certain parts or members, besides that knowledge sharing activities will open up opportunities for the creation of new knowledge that is beneficial to innovation and effectiveness of the company. Then in research Fong, et al (2011) concluded that training and development had a positive and significant effect on knowledge sharing. Which means that the training that has been given by the Koperasi Binaan (Auspices Cooperative) in Cooperative and SMEs Office of Sumatera Utara can encourage knowledge sharing among cooperatives.

So the question is whether the training provided by Cooperative and SMEs Office of Sumatera Utara really influences the implementation of good governance of the cooperatives that are built? And can knowledge sharing be a bridge in strengthening the influence of the role of training in implementing good governance?

So it is very interesting to study about how the implementation of good governance cooperatives fostered by the Cooperative and SMEs Office of Sumatera Utara, how much influence the training has on the implementation of good governance in cooperatives built by the Cooperative and SMEs Office of Sumatera Utara by using knowledge sharing as a moderating variable.

LITERATURE REVIEW

Good Governance

According to Muljono (2012), good governance is a set of rules that explain the relationship between all parties that affect an organization both internal and external.

This rule sets out what are the rights and obligations of the party or the system that directs and oversees the activities of the organization to create added value for the organization. Meanwhile, according to Syakhroza in Prijambodo (2012) good corporate governance (GCG) is an organizational governance mechanism that properly manages organizational resources efficiently, effectively, economically and productively, using open, accountable, accountable, and independence and fairness, in order to achieve organizational goals.

Training

According to Sikula in Mangkunegara (2013) what is meant by training is a short-term educational process utilizing systematic and organized procedures, where non-managerial personnel learn technical skills and knowledge for limited purposes. Training is also a systematic process for changing employee behavior, which is directed towards achieving organizational goals. Training is more related to the skills and abilities of the current job so the orientation is current and helps employees master specific skills and abilities to succeed at work.

Knowledge Sharing

According to Tobing (2011) knowledge sharing is a systematic process

in sending, distributing, and disseminating multidimensional knowledge and contexts between individuals or between organizations through various methods or media. Knowledge sharing can also be defined as a culture of social interaction, which includes the exchange of knowledge, experience, and skills, between employees through an entire department or organization (Lin, 2007).

RESEARCH METHODS

Types of Research

This type of research used in this research is associative research, namely research that aims to determine the relationship between two or more variables (Sugiyono, 2012). The variables connected in this study are training (independent variables), implementation of good governance (dependent variables) and knowledge sharing (moderating variables).

Research Location and Time

This research was conducted at the Cooperative and SMEs Office of Sumatera Utara located on Jalan Jendral Gatot Subroto Km 5,5 No.218 Medan and at the Cooperative and SMEs Office of Sumatera Utara Training Unit located at Jalan Jendral Gatot Subroto Km 8.5 Pasar V Gang Koperasi and held in April 2019 until July 2019.

Population and Sample

Population is all members or groups that form objects subject to investigation by researchers (Sinulingga, 2018). The population in this study were all active cooperatives fostered by the North Sumatra Province Cooperative and UKM Office in the last year with a total of 336 cooperatives.

Total number of cooperatives that is 336. Researchers used the Slovin formula to determine the number of samples in this study of 78 respondents.

Data Analysis Method

The data analysis method used in this study is multiple regression analysis (Sugiyono, 2014). Therefore the research formulation in the path analysis framework only revolves around the independent variable (X_1, X_2, \dots, X_k) influencing the dependent variable Y, or how much direct, indirect, and total influence or simultaneous set of independent variables (X_1, X_2, \dots, X_k) to the dependent variable Y. In addition, it uses moderated regression analysis (MRA). Which is an interaction test or a special application of linear multiple regression where the regression equation contains interaction elements (Ghozali, 2016).

RESEARCH RESULT

Analysis of Multiple Linear Regression

Multiple linear regression analysis is used to determine the effect of two or more independent variables on one dependent variable.

Moderating Regression Analysis (MRA)

This regression test is used to determine the effect of the independent variables on the dependent variable. Moderation variables are variables that can strengthen or weaken the influence of independent variables on the dependent variable. Interaction test or often called regression moderation analysis (MRA) is a special application of multiple linear regression where, in the regression equation, it contains elements of interaction, namely the multiplication of two or more independent variables.

Table 1 Partial Test (t test)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	54,264	7,346		7,387	,000
	Goals and Objectives	1,106	,429	,343	2,323	,048
	Trainers	,155	,475	,048	,327	,745
	Materials	1,246	,628	,291	1,985	,050
	Methods	1,124	,449	,356	2,504	,015
	Participants	,700	,537	,199	1,305	,196

a. Dependent Variable: Implementation of Good Governance

Source: Primary Data Processing Using SPSS

Based on Table 1 it can be seen that:

- 1.The significance of the goals and objectives is $0.048 < 0.05$, which means that the goals and objectives have a positive and significant effect on the implementation of good governance.
- 2.The significance of trainers is $0.745 > 0.05$, which means that the trainers not have a positive and significant effect on the implementation of good governance.
- 3.The significance of training materials is found to be $0.05 = 0.05$, which means that training materials have a positive and significant effect on the implementation of good governance.
- 4.The significance of the training method is $0.015 < 0.05$, which means that the training method has a positive and significant effect on the implementation of good governance.
- 5.The significance of training participants is known to be $0.196 > 0.05$ which means that the training participants have no positive

and significant effect on the implementation of good governance.

Table 2 Simultaneous Test (F Test)
ANOVA^a

Model	F	Sig.
1 Regression	2,462	,041 ^b

a. Dependent Variable: Implementation of Good Governance
b. Predictors: (Constant), Participants, Methods, Goals and Objectives, Materials, Trainers

From the results of Table 2, it is known that the calculated F value is 2.462 with a significance value of 0.041. While the F table value is 2.34. It can be concluded F count > F table ($2,462 > 2.34$) and the significance value is smaller than the significant level $\alpha = 0.05$ ($0.041 < 0.05$). Thus, the hypothesis is accepted that goals and objectives, trainers, training materials, training methods, training participants have a significant effect simultaneously on the implementation of good governance.

CONCLUSION AND SUGGESTION

CONCLUSION

Based on the results of research and discussion that has been carried out in this study, the researchers draw the following conclusions:

1. Training which consists of goals and objectives, trainers, training materials, training methods, training participants has a positive and significant effect on implementation of good governance on the Koperasi Binaan (Auspices Cooperative) in the Cooperative and SMEs Office of Sumatera Utara.
2. Goals and objectives and objectives have a positive and significant effect on implementation of good governance on the Koperasi Binaan (Auspices Cooperative) in Cooperative and SMEs Office of Sumatera Utara.
3. Trainers do not have a positive and significant effect on implementation of good governance on the Koperasi Binaan (Auspices Cooperative) in Cooperative and SMEs Office of Sumatera Utara.
4. Training materials have a positive and significant effect on implementation of good governance on the Koperasi Binaan (Auspices Cooperative) in Cooperative and SMEs Office of Sumatera Utara.
5. Training methods have a positive and significant effect on implementation of good governance on the Koperasi Binaan (Auspices Cooperative) in Cooperative and SMEs Office of Sumatera Utara.
6. Training participants do not have a positive and significant effect on implementation of good governance on the Koperasi Binaan (Auspices Cooperative) in Cooperative and SMEs Office of Sumatera Utara.
7. Knowledge sharing is able to moderate the influence of training consisting of goals and objectives, trainers, training materials, training methods, training participants on implementation of good governance on the Koperasi Binaan (Auspices Cooperative) in Cooperative and SMEs Office of Sumatera Utara.

SUGGESTION

Based on the results and discussion, there are several suggestions that can be delivered:

1. For the Cooperative and SMEs Office of Sumatera Utara

It is hoped that this research can help provide information related to training that has been routinely provided to cooperatives under the guidance of the Cooperative and SMEs Office of Sumatera Utara. Then in order that the Cooperative and SMEs Office of Sumatera Utara should be able to improve the quality of training starting from the aspect of improving material in order to increase quality general and specific knowledge, conduct training evaluations, bring trainers from various sources, upgrade materials without changing essence, apply new training methods to make it more interesting and not boring for the training participants, as well as the expansion of participants who took part in the training so that those who attended the training were not only the same cooperatives so that all cooperatives could participate in the training from the Cooperative and SMEs Office of Sumatera Utara.

2. For Koperasi Binaan (Auspices Cooperative) in Cooperative and SMEs Office of Sumatera Utara

It is expected that cooperatives under the guidance of the Cooperative and SMEs Office of Sumatera Utara can be implemented in good governance and always follow the training invitations held. Not only that, cooperatives themselves do play a very important role in the implementation of good governance, therefore for this reason, cooperative members must always always share knowledge with other cooperative members or even to other cooperatives. As stated in the principle of cooperatives that cooperatives must be able to provide knowledge, training and information to their members and cooperatives must be able to cooperate with other cooperatives. Examples of forms of knowledge sharing that can be applied are by providing training

to cooperative members, workshops, or even by relaxing sharing between cooperative members and other cooperatives.

3.For Further Researchers

This research is expected to be a reference and for further research it is possible to develop this research. In this study using training as an independent variable and implementation of good governance as the dependent variable. My suggestion for the next researcher is to be able to replace the independent variables in this study with other variables in order to find new variables that are more influential on the implementation of good governance.

REFERENCES

- Arikunto, S. 2010. *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- Chibanda, M. et.al. 2009. *Institutional and Governance Factors Influencing The Performance of Selected Smallholder Agricultural Cooperatives in Kwazulu-Natal*. Published by Routledge.
- Fong, et.al. (2011). *HRM Practices and Knowledge Sharing: an Empirical Study*. International Journal of Manpower, 32(5/6), 704–723. Retrieved from Emerald Group Publishing Limited Database.
- Ghozali, Imam. 2016. *Aplikasi Analisis Multivariate dengan Program SPSS 23, Edisi Delapan*. Semarang: Badan Penerbit Universitas Diponegoro.
- Lin, Hsiu-Fen. 2007. *Knowledge Sharing and Firm Innovation Capability: an Empirical Study*. International Journal of Man Power, 28(3/4), p. 315-318. Retrieved from Emerald Group Publishing Limited Database.
- Mangkunegara, Anwar P. 2013. *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Remaja Rosdakarya.
- Muljono, Joko. 2012. *Buku Pintar Strategi Bisnis Koperasi Simpan Pinjam*. Yogyakarta: Andi.
- Prijambodo. 2012. *Tata Kelola yang Baik pada Koperasi (Good Governance Cooperative) Satu Kebutuhan Peningkatan Kualitas SDM Koperasi*. Jakarta: Kementerian Koperasi dan UKM.
- Sinulingga, Sukaria. 2018. *Metode Penelitian, Edisi 3*. Medan: USU Press.
- Sugiyono. 2014. *Metode Penelitian Kualitatif*. Bandung: CV. Alfabeta.
- Tobing. Paul L. 2011. *Manajemen Knowledge Sharing Berbasis Komunitas*. Bandung: Knowledge Management Society Indonesia (KMSI)

How to cite this article: Vrizka V, Matondong AR, Nazaruddin. The influence of training on good governance implementation of “Koperasi Binaan” (auspices cooperative) in cooperative and SMEs office of Sumatera Utara with knowledge sharing as the moderating variable. International Journal of Research and Review. 2019; 6(11):86-91.
