ISSN : 2962-9195 E-ISSN : 2963-8992

Journal of Educational Management Research
Vol. 04 No. 05 (2025) : 1959-1972
Available online at https://serambi.org/index.php/jemr

The Effectiveness of Training to Improve Innovation in Banana Product Presentation on Human Resource Development by the Tourism, Youth and Sports Office

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DOI: https://doi.org/10.61987/jemr.v4i5.1180

Keywords:
Training, product innovation, human resource development

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ABSTRACT

Human Resource Development (HRD) is an effort to improve human capabilities in order to increase company productivity. This research aims to analyze the Effectiveness of Training for Innovation Improvement in Banana Product Presentation on Human Resource Development by the Department of Tourism, Youth, and Sports. In this study, it is found that the independent variable (innovation improvement training) has a positive and significant effect on human resource development. This is proven by the results of the t-test, where the calculated t-value is 13.498, while the critical t-value is 2.014. Thus, it can be concluded that t-calculated > t-table, and the significance level is below 0.000 < 0.05, which means the alternative hypothesis (Ha) is accepted. Therefore, it can be concluded that partially, innovation improvement training has a positive and significant effect on human resource development in Rajekwesi Village. This means that if the village community frequently receives training, human resource development will improve. Conversely, the less training the community receives, the more difficult it will be to develop their human resources. This research also contributes to education by emphasizing the importance of practical, skill-based training as part of non-formal education. The findings highlight that targeted innovation training can enhance critical thinking, creativity, and entrepreneurial capacity key competencies in 21st-century learning.

Article History:
Received: May 2025; Revised: June 2025; Accepted: July 2025

Please cite this article in APA style as:
Fatmala. K., Fahrudin. (2025). The Effectiveness of Training to Improve Innovation in Banana Product Presentation on Human Resource Development by the Tourism, Youth and Sports Office. *Journal of Educational Management Research, 4*(5), 1959-1972.

INTRODUCTION

Human Resource Development (HRD) plays a vital role in enhancing the quality and capacity of individuals to support national productivity and competitiveness, especially within sectors that utilize local resources such as tourism and Micro, Small, and Medium Enterprises (MSMEs). In today's

globalized world, human resources must not only possess basic skills but also be adaptive, innovative, and creative. MSMEs contribute 60.5% to Indonesia's GDP, yet only around 20% of MSME actors have received formal innovation training. This indicates a substantial skill gap. Therefore, HRD becomes a strategic effort by government institutions to foster skill improvement through targeted programs, including managerial and innovation-based training, particularly in rural or underdeveloped areas where access to resources is limited.

Rajekwesi Village in Situbondo Regency serves as a relevant example where natural and human resources are abundant, yet innovation remains underutilized. Local banana-based products such as fried bananas and banana chips still dominate, lacking diversity in presentation, flavor, and added value. Despite high banana production, product variations like banana pudding, banana cake, or banana bolen remain largely absent. In response, local government interventions, particularly through the Department of Tourism, Youth, and Sports (Disparpora), are necessary to initiate change. These interventions can foster innovation in product presentation and processing to enhance the competitiveness of village MSMEs in wider markets, while also promoting sustainable economic empowerment.

Previous studies have demonstrated the positive impact of innovation training on human resource performance and economic development. Lestari and Nugroho (2021) emphasize that innovation-based training enhances MSME productivity and product diversification. Sari et al. (2022) found that local innovation significantly improves product competitiveness and value addition. Furthermore, Wulandari and Hidayat (2020) report that structured training encourages entrepreneurial thinking and creativity in rural communities. Thus, there remains a gap in the literature regarding the integration of local potential, innovation, and HRD in rural economic development initiatives particularly in the food product sector.

This study presents a novelty by focusing on innovation training for banana product presentation as a means of developing human resources in Rajekwesi Village. Unlike generic capacity-building efforts, this research examines a specific, skill-based intervention targeting the transformation of local resources through creative approaches. The training was conducted by Disparpora Situbondo through its Creative Economy division over a three-day program held at the Rajekwesi Village Hall. It involved local participants and focused on developing banana-based product variations with market potential.

The main objective of this research is to analyze the effectiveness of innovation training in improving human resource development in Rajekwesi Village. Using a quantitative method, the study measures the relationship between innovation training and HRD outcomes. The expected results include

an increase in individual creativity, product quality, and the capacity of local communities to compete in broader markets. The study also aims to highlight the importance of targeted, context-specific training in enhancing local economic potential. By linking innovation to HRD, this research provides insights into how structured programs can address the rural innovation gap and offer practical models for other regions with similar characteristics.

Product innovation training is not just about transferring technical knowledge, but a strategic tool to support long-term human capital growth. In the context of rural tourism and creative economy development, it serves as a bridge between local resources and modern market demands. Empowering communities through innovation creates opportunities for value-added production, economic independence, and sustainable livelihoods. This study contributes to the broader discourse on HRD by emphasizing the critical intersection of education and local economic empowerment in rural settings.

RESEARCH METHOD

This study used a quantitative approach with a survey method. The study population consisted of all committee members, participants, and community members who attended the training, totaling 47 people. The sampling technique used saturated sampling due to the relatively small population. The research instrument was a questionnaire with a five-point Likert scale, which included indicators of two main variables: innovation enhancement training (X) and human resource development (Y).

Data collection was conducted through questionnaire distribution and interviews with the training committee. The collected data were then analyzed using SPSS version 22 software. The analysis included instrument validity and reliability tests, classical assumption tests (normality, multicollinearity, heteroscedasticity), and simple linear regression tests to measure the influence of independent variables on the dependent variable.

RESULT AND DISCUSSION

Result

Data analysis

Validity Test

Validity testing is used to measure whether a questionnaire is valid if the questions in the questionnaire are able to reveal something that will be measured by the questionnaire. The general provisions for whether a questionnaire is valid or not in a validity test can be determined by the r value criteria.

a. If r count > r table then the statement is considered valid or legitimate.
b. If r count < r table then the statement is considered invalid or illegitimate.

For this study, the r table values obtained are as follows:

$$DF = N-2 = 47-2 = 45$$

From the calculation results of df = 45 with a significance level of 5% or 0.05, the r table value obtained in this study is 0.287. The results of the validity test that has been carried out can be seen in the table below:

Table 1. Results of the Validity Test of Innovation Enhancement Training Variables

Innovation Enhancement Training Variable Questionnaire	r Table	r Count	Information
X.1	0, 287	0.875	Valid
X.2	0, 287	0, 741	Valid
X.3	0, 287	0, 796	Valid
X.4	0, 287	0, 736	Valid
X.5	0, 287	0, 768	Valid
X.6	0, 287	0, 637	Valid
X.7	0, 287	0.681	Valid
X.8	0, 287	0, 810	Valid
X.9	0, 287	0.874	Valid
X.10	0, 287	0, 856	Valid

Based on table 1, it can be seen that the variable X (innovation improvement training) obtained a calculated r value for each item greater than the table r value, which is 0.287. Therefore, it can be said that each question of the innovation improvement training variable in the questionnaire meets the validity test requirements, so it can be concluded that all innovation improvement training variables can be said to be valid for use in this study.

Table 2. Results of the Validity Test of Human Resource Development Variables

Human Resources Training Variable Questionnaire	r Table	r Count	Information
Y.1	0, 287	0, 838	Valid
Y.2	0, 287	0, 872	Valid
Y.3	0, 287	0, 810	Valid
Y.4	0, 287	0, 857	Valid
Y.5	0, 287	0, 862	Valid
Y.6	0, 287	0, 873	Valid

Source: spss22 data

Based on the findings above in this study, the results of the validity test on the Y variable (human resource development) show that the calculated r value for each item is greater than the value of the r table. Thus, it can be said that each question of the human resource development variable in the questionnaire has met the validity test requirements, so it can be concluded that all questions are considered valid for use in this study.

Reliability Test

Reliability testing aims to determine whether a questionnaire used in this research data collection is reliable. If a research instrument's Cronbach's Alpha value is above 60%, or 0.6, it is considered reliable. The table below shows the results of the reliability test for two variables in this study.

Table 3. Reliability Test Results

Variables	*Cronbach's Alpha*	Criteria	Information
Innovation enhancement training	0, 779	0.6	Reliable
Human Resources Development	0, 808	0.6	Reliable

Data source: spss22 data

Based on the findings above, it can be seen that the Cronbach's alpha coefficient value for variable X (innovation improvement training) is 0.779 and variable Y (human resource development) is 0.808. So it can be concluded that all variables have a Cronbach's alpha coefficient value greater than 0.6, so it can be said that the questions in this research questionnaire are reliable and consistent.

Classical Assumption Test

Normality Test

The goal is to determine whether the independent, dependent, or both variables are normally distributed, approximately normal, or not. One method used to detect normality issues is the Kolmogorov-Smirnov test, which is used to determine whether the sample comes from a normally distributed population.

Table 4. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		47
Normal Parametersa,b	Mean	,0000000
	Standard Deviation	2.06946214
Most Extreme Differences	Absolute	,120
	Positive	,099
	Negative	-,120
Test Statistics		,120
Asymp. Sig. (2-tailed)		0.087c

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Based on Table 4, it can be explained that the results of the normality test using the Kolmogorov-Smirnov method with a sample size of 47 obtained a significance value of 0.087. In this study, by comparing the significance value

with the predetermined significance level of 0.05, it can be concluded that the significance value in this study is greater than the significance level value > 0.05, namely 0.087, so it can be said that the research data is normally distributed.

Multicollinearity Test

There are several ways to detect a high correlation between independent variables, including using the Tolerance and Variance Inflation Factor (VIF). To determine the presence of multicollinearity in a regression model, the tolerance and Variance Inflation Factor (VIF) values can be used. Data are considered to be free from multicollinearity if the VIF is <10 and the Tolerance is >0.10.

Table 5. Multicollinearity Test Results

Coefficientsa

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Innovation Enhancement Training	1,000	1,000

a. Dependent Variable: Human Resource Development

Data source: SPSS22 data

Based on the test results above, it is known that the innovation improvement training variable has a tolerance value of 1.000 and a VIF of 1.000. Therefore, it can be concluded that the data obtained does not experience multicollinearity because the independent variable has a tolerance value greater than 0.100 and a VIF less than 10.

Simple Linear Regression Analysis

This study used a simple linear regression analysis to measure the effectiveness or positive relationship between innovation training conducted by the Tourism, Youth, and Sports Office and human resource development. The results of the simple linear regression analysis are shown in the table below.

Table 6. Results of Simple Linear Regression Analysis Test

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1,058	1,787		,592	0.557
Innovation Enhancement Training	0.581	0.043	0.896	13,498	0,000

a. Dependent Variable: Human Resource Development

In Table 6, the results obtained show a constant value (a) of 1.058, while the value of innovation improvement training (b/regression coefficient) is 0.581. From these data, the following is the equation for the simple linear regression analysis model used in this study:

$$Y = a + bx$$
$$Y = 1.058 + 0.581$$

The results of this simple linear regression equation explain that the a value of 1.058 is a constant or a state when the HR development variable is not yet affected by the innovation-enhancing training variable. This means that if the innovation-enhancing training variable does not exist or has a value of 0, then the HR development variable does not experience any change (1.058).

For the results of the regression coefficient value of the innovation improvement training variable, it is positive (+) at 0.581, indicating that the improvement training variable has a positive influence on HR development, which means that every 1 unit increase in the innovation improvement training variable will affect HR development by 0.581, assuming that other variables not examined in this study have a fixed value. The results of the regression coefficient value are positive, so it can be said that the direction of the effective influence of innovation improvement training (X) on HR development (Y) is positive. Thus, based on the significance value obtained from the table above of 0.000 <0.05, it can be concluded that the innovation improvement training variable (X) has an effective influence on HR development (Y).

Hypothesis Testing

T-Test

The t-test in this study aims to determine the level of significance of the influence of the effectiveness of individual independent variables on the dependent variable by determining the null hypothesis and the alternative hypothesis. The t-test is a type of statistical test to determine whether there is a difference between the estimated value and the calculated value. The t-test criteria in this study are:

1) If the significance value is <0.05 or the calculated t value > the table t value, then Ho is rejected and Ha is accepted. This means that all independent variables partially have an effective and significant effect on the dependent variable.
2) If the significance value is > 0.05 or the calculated t < the table t, then Ho is accepted and Ha is rejected. This means that all independent or free variables partially do not have an effective and significant effect on the dependent or bound variable.

To find out the T-Table value, you can use the following formula:

t (a/2: n- k - 1

It is known that:

n = Sample
k = Number of Independent Variables
a = 0.05
answer: t (a/2:nk-1
= t (0.05/2:47-1-1
= t (0.025:45
=2,014

Table 7. Percentage Points of t Distribution

Df	t table a: 0.05	t table a: 0.025
44	1,680	2,015
45	1,679	2,014
46	1,678	2,013
47	1,677	2,012
48	1,676	2,011

To find out the t-value, look at the output table of the t-statistic test in SPSS 22 below.

Table 8. Results of the t-Test (Partial)

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	1,058	1,787		,592	,557
Innovation Enhancement Training	,581	,043	,896	13,498	0,000

a. Dependent Variable: Human Resource Development

Data Source: Spss22 Data

Based on Table 7, it is known that the calculated t value is 13.498, while the t table value is 2.014. This indicates that the calculated t value is > t table and the sig. value is 0.000 < 0.05. Therefore, in this study, the Ho hypothesis is rejected and the Ha hypothesis is accepted. So the innovation enhancement training variable has a positive and effective effect on human resource development. In other words, the more innovation increases, the more human resources develop in Rajekwesi.

R2 Test (Coefficient of Determination Test)

The coefficient of determination aims to measure the level of significance of the simultaneous influence of independent variables on the dependent variable. This test is used to determine the extent to which the variation of the independent variables can explain the dependent variable. The R2 value is between 1 and zero. If the R2 value approaches 1, the independent variable has an effective effect on the dependent variable. If the R2 value does not approach 1 or 0, then another variable has a more effective effect on the dependent variable.

Table 9. Results of the Determination Coefficient (R2) Test

Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	0.896a	0.802	,798	2,092

a. Predictors: (Constant), Innovation Enhancement Training

b. Dependent Variable: Human Resource Development

Data source: SPSS22 data

Based on Table 9, the coefficient of determination R square (R2) is 0.802 or 80.2%. Therefore, it can be concluded that there is an influence of the effectiveness of the innovation improvement training variable on the HR development variable of 80.2% with the remainder being influenced by other variables not examined in this research model, namely 19.8%. And to measure the degree of relationship between the independent variable (innovation improvement training) and the dependent variable (HR development), the R value in the table can be seen, namely 0.896, meaning the R value is included in the category (0.80 - 1.00), so the closeness of the relationship between innovation improvement training and HR development variables is classified as very strong.

Table 10. Interpretation of Correlation Levels

Interval	Relationship Level
0.00 – 0.19	Very weak
0.20 – 0.39	Weak
0.40 - 0.59	Strong Enough
0.60 – 0.79	Strong
0.80 – 1.00	Very strong

Discussion

Based on the results of the quantitative data analysis that have been presented previously, it is known that the training to improve innovation in serving banana products carried out by the Department of Tourism, Youth and Sports in Rajekwesi Village has a positive impact on the development of human

resources (HR). In this study, it is known that the independent variable (Training to improve innovation) has a positive and significant effect on HR development as evidenced by the results of the t test, namely t count of 13,498, while the t table value is 2.014, it can be concluded that t count> t table, and the significance level is below 0.000 <0.05, so that the hypothesis Ha is accepted.

Thus, it can be concluded that partially innovation enhancement training has a positive and significant effect on human resource development in Rajekwesi Village. This means that if village communities frequently receive training, human resource development will increase, and vice versa, the less training received by village communities, the more difficult it is to develop their human resources. This finding is in line with research conducted by Fahrudin, Sunarsih, and M. Idil Ghufron, which means that if business actors frequently receive training, creative economic growth will increase, conversely, the less training received by business actors, the more difficult it is to develop their culinary businesses. This indicates that the training materials provided are able to increase participants' insight and abilities in processing banana products into innovative dishes. This increase in knowledge is in line with the theory put forward by Sudjana that structured and interactive training will make it easier for participants to understand the material and apply it.

From the results of the determination coefficient analysis (R^2), it is known that the R square is 0.802. If this number is converted to a percentage, it means that the percentage of the effectiveness of innovation-enhancing training on human resource development in Rajekwesi Village is 80.2%, while the remaining 19.8% is influenced by other variables not examined in this study. To measure the degree of relationship between the independent variable (Innovation-enhancing training) and the dependent variable (Human Resource Development), the R value can be seen in the table, which is 0.896. This value is included in the very strong category (0.80 - 1.00), so the closeness of the relationship between innovation-enhancing training and human resource development is classified as very strong. Therefore, it can be concluded that the large influence of training on village communities is 80.3%. This correlation analysis strengthens the theory of human resource development by Mathis and Jackson which states that training is one of the main factors influencing the improvement of individual competence and performance.

However, several obstacles were encountered during the training, such as limited facilities and capital for banana product innovation practices, as well as challenges in marketing the resulting products. This demonstrates the need for ongoing support from the Tourism Office and related agencies to assist participants and the community in overcoming these obstacles so that the training outcomes can truly impact the welfare of the village community. Overall,

this training was effective in increasing the knowledge, skills, and motivation of participants in developing banana product innovations. Thus, the training facilitated by the Tourism, Youth, and Sports Office is an important strategy in human resource development and economic development based on local superior products in Rajekwesi Village.

CONCLUSION

The result of a simple regression equation with a Constant Coefficient of 1.058 means that if the value of X is zero (0), then if the innovation improvement training is zero (0), then human resource development has a value of 1.058. The regression coefficient for the innovation improvement training variable is 1.581. This means that every 1 point increase in the innovation improvement training variable will increase the creative economic growth value by 1.581, assuming other variables remain constant.

In the results of the hypothesis testing, the calculated t value is 13,496 sig 0.000 and the t table is 2.014. Because the calculated t value is 13,498 > t table 2.014 and the significance value is 0.000 < 0.05, it shows that Ho is rejected and Ha is accepted. So innovation improvement training has an effective and significant effect on HR development. And from the results of data analysis in the coefficient test table (R2) it can be seen that the R square is 0.802, meaning that the effect of the effectiveness of the independent variable (innovation improvement training) on the dependent variable (HR development) is 80.2%, while the remaining 19.8% (100% - 80.2%) is influenced by other variables not examined in this study. In this case, it shows that the innovation improvement training variable has an effective influence on HR development so that research needs to be conducted using other variables for innovation improvement training such as performance improvement variables, operational efficiency, reduction of skills gaps and others.

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