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THE EFFECTIVITY OF THE GATE FOR PERSONS WITH DISABILITIES SUCCESS (GENDIS) PROGRAM ON THE INDEPENDENCE OF PERSONS WITH DISABILITIES IN BANYUMAS REGENCY

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ABSTRACT

The increase in the growth of the number of employees with disabilities in Central Java Province was 4.9% while other provinces experienced a decrease in the number of employees with disabilities. The increase in the number of employees shows that the Provincial Government of Central Java is paying more attention to the government's responsibility to persons with disabilities through providing jobs and guarantees of a decent life for persons with disabilities in Central Java Province. The Government of Banyumas Regency held an innovative Gendis Program to improve the quality of life for persons with disabilities to make them more prosperous. This program became the Top 99 National Level Public Service Innovations. This study aims to determine the effect of the effectiveness of the Gendis program on the independence of persons with disabilities in Banyumas Regency. The study used quantitative research methods with data analysis techniques, Product Moment correlation test and Kendall Tau Correlation Test. Based on the results carried out, there is a positive and significant relationship between program effectiveness and disability independence where the better the program effectiveness, the better the independence of the disabled, and the results of the Kendall Tau Correlation there is a significant relationship between program effectiveness and independence variables. Variabel efektivitas program memiliki skor *Correlation Coefficient* sebesar 0,713 dengan kemandirian, yang berarti keeratan hubungan kedua variabel tersebut kuat dan arah hubungannya bernilai positif.

Keywords: *Disability, Effectiveness, Gendis Program*

ABSTRAK

Peningkatan pertumbuhan jumlah karyawan disabilitas Provinsi Jawa Tengah sebesar 4,9% ketika provinsi lain mengalami penurunan jumlah karyawan disabilitas. Peningkatan jumlah karyawan tersebut menunjukkan Pemerintah Provinsi Jawa Tengah sedang memberikan perhatian lebih dalam hal tanggung jawab pemerintah kepada penyandang disabilitas melalui penyediaan lapangan pekerjaan dan jaminan-jaminan kehidupan yang layak bagi penyandang disabilitas di Provinsi Jawa Tengah. Pemerintah Kabupaten Banyumas menyelenggarakan inovasi Program Gendis untuk meningkatkan kualitas kehidupan penyandang disabilitas agar lebih sejahtera. Program ini menjadi Top 99 Inovasi Pelayanan Publik Tingkat Nasional. Penelitian ini bertujuan untuk mengetahui pengaruh efektivitas program Gendis terhadap kemandirian penyandang disabilitas di Kabupaten Banyumas. Penelitian menggunakan metode penelitian kuantitatif dengan Teknik analisis data uji korelasi *Product Moment* dan Uji Korelasi Kendall Tau. Berdasarkan hasil yang dilakukan maka terdapat hubungan positif dan signifikan antara efektivitas program dengan kemandirian difabel dimana semakin baik efektivitas program, maka semakin baik pula kemandirian para difabel, serta hasil Korelasi Kendall Tau terdapat hubungan yang signifikan antara variabel efektivitas program dengan kemandirian. Variabel efektivitas program memiliki skor *Correlation Coefficient* sebesar 0,713 dengan kemandirian, yang berarti keeratan hubungan kedua variabel tersebut kuat dan arah hubungannya bernilai positif.

Kata Kunci : *Disabilitas, Efektivitas, Program Gendis*

INTRODUCTION

People with disabilities or Different Ability People, where people with different abilities. According to the 8 Year Law that humans with different abilities. According to Law 8 of 2016 concerning Persons with Disabilities, groups of people who have mental, physical, intellectual, and/or sensory disorders who cannot function normally for a long time are known as persons with disabilities.

In interacting with the environment, persons with disabilities often experience obstacles and difficulties in participating fully and effectively with other citizens based on equal rights (Law Number 8 of 2016 concerning Persons with Disabilities). According to (Sholehah, 2017) the main problems faced by persons with disabilities are limited access to education, employment, health, transportation, and political participation or justice services. Persons with disabilities often face barriers to participating in every aspect of social life. Barriers can occur in various forms, including in relation to the physical environment, information and communication technology, legislation and implementation of programs that are not yet effective, and societal attitudes that discriminate against persons with disabilities.

People with disabilities in Central Java, especially in Banyumas Regency, are often attached to the stigma of being considered less independent, dependent on other people and even considered a disgrace by their families. So that people with disabilities often have limited access to information and networking so that it is difficult for people with disabilities to find work because they are still seen as weak and powerless individuals so that institutions from the government and private parties do not provide work opportunities for people with disabilities. Because in every individual to survive need an independence.

According to (Gilmore, 1974) independence is an aspect of personality that must be achieved in individuals to face challenges and achieve success in life which is shown by being free, responsible, having consideration, feeling safe when different from others and creativity. In short, independence implies a situation where a person who has a competitive desire to advance for his own good, is able to make decisions and initiatives to overcome problems faced and has confidence in carrying out his duties, is responsible for what

he does.

Independence is the individual's ability to behave according to his wishes, according to (Steinberg, 2002) independence is the individual's ability to behave independently and independence can be seen with the right individual attitude based on self-principles so that they behave according to their wishes, make their own decisions, and be held accountable for their behavior.

Based on this statement, persons with disabilities are expected to have self-confidence and the ability to take initiative in solving problems so that they can become independent individuals and are no longer attached to the stigma that persons with disabilities are weak individuals who depend on their families and the help of others. This is in line with the linkages in public administration.

In public administration, public policy is an important focus of public administration policy science. (Caiden, 1968) explains that the discipline of public administration is essentially a scientific discipline that responds to public affairs. So that the main function of public administration is to solve problems that develop in society with the aim of improving people's welfare. The state responds to developing public problems by giving birth to decisions made in order to solve public problems, this mechanism then gave birth to the term public policy.

The Government of Banyumas Regency through the Social Services Agency has created an innovative program for persons with disabilities, namely the Successful Disability Gate (Gendis) program. The Gate of Successful Persons with Disabilities (Gendis) from the Office of Social Affairs and Village Community Empowerment (Dinsospermades) of Banyumas Regency itself has successfully entered the Top 99 National Level Public Service Innovations. This innovation, which has been implemented since 2016, has been quite successful in empowering people with disabilities of productive age in Banyumas Regency. Gendis is trying to change the mindset of the types of work of people with disabilities, who previously liked to be beggars or buskers to become disabled people who have life skills and decent jobs. Gendis facilitates persons with disabilities through fostering independence, skills training, entrepreneurship training, and providing capital. This innovation has provided capital assistance and business facilities for disabled groups such

as Independent Business Groups, Handycrafts, Healthy Massage Clinics, Complete Business Facilities. In its implementation, Gendis uses a partnership model. This partnership consists of elements from the government, the private sector (private sector), disability social activists, and disability assistants. This is included in innovation in a public policy.

Public policy is a study of public administration, according to (Dye, 1969) that public policy is what the government chooses to do or not do. Meanwhile, according to (Rendal B. and Grace A. Franklin Ripley, 1986) public policy is a process by looking at the process in a simple model to be able to understand the correlation between actors and the interactions that occur within it. Meanwhile, Puspitasari and Nugroho (2021) state that public policy is a strategy to guide society in its early stages, enter society during a transitional period, to get to the society it aspires to. This definition is included in the classification of management processes because there is an action process as a main element and in it there are two main functions, namely compliance and what happens. In the policy context, of course there is an outcome where the effectiveness of a public policy is seen.

Effectiveness is a key element in achieving the goals set in every organization. In the opinion of (Keon, 2023) suggests that effectiveness is the achievement of targets that have been mutually agreed upon, the level of target achievement shows the level of effectiveness. In addition, Gempirara and Suspendi (2021) state that effectiveness is a benchmark that provides an explanation of the realization of a policy that has been made, be it organizational policies, programs or other activities.

This study aims to determine the effect of the Effectiveness of the Success Gate Program for Persons with Disabilities (Gendis) on the Independence of Persons with Disabilities in Banyumas Regency.

RESEARCH METHODS

This research uses quantitative research methods. Quantitative Research Methods, namely research conducted by collecting data in the form of numbers, or data in the form of words or sentences that are converted into data in the form of numbers (Martono, 2010). The data analysis

technique was the Product Moment Correlation Test and the Kendall Tau Correlation Test to determine the effect of the Gendis program's effectiveness on the independence of persons with disabilities in Banyumas Regency. This study used Propotionate stratified random sampling according to (Sugiyono, 2013) by taking a total sample of 52 respondents from 110 populations with disabilities.

Tabel 1. Research Respondents

No	The name of the Banyumas Regency disability training group	Number of disabilities	∑ respondents (10% of total employees)
1.	The first visual disability massage training group	25	11,8 = 12
2.	Kelompok pelatihan pijat disabilitas netra kedua	30	14,1 = 14
3.	Tasbih making training group	30	14,1 = 14
4.	Tasbih making training group	25	11,8 = 12
Amount		110	52

The collection of data used in this study is by using a questionnaire distributed to all employees who are respondents in this study. The measurement was carried out using a Likert scale (summated rating), which is a scale that is widely used by asking respondents to mark the degree of approval or disapproval of each of a series of questions regarding the stimulus object.

RESULTS AND DISCUSSION

Correlations		Efektifitas	Kemandirian
Efektifitas	Pearson Correlation	1	.853**
	Sig. (2-tailed)		.000
	N	52	52
Kemandirian	Pearson Correlation	.853**	1
	Sig. (2-tailed)	.000	
	N	52	52

** . Correlation is significant at the 0.01 level (2-tailed).

Tabel 2. Research Respondents

Based on the table above, it is known that the correlation value obtained between program effectiveness and independence is 0.853. The correlation value is positive which indicates that the relationship that occurs between the two is unidirectional. Where the better the effectiveness of the program, the independence of disabilities will be better. Based on the interpretation of the correlation coefficient, the value of 0.853 is included in the very close relationship category, in the class interval between 0.81 – 1. If you look at the sig. (2-tailed) is 0.000 less than 0.05 according to the provisions meaning that there is a positive and significant correlation between the effectiveness of the Gendis program and disability independence in Banyumas Regency.

Tabel 2. Research Respondents

		Correlations	
		Efektifitas	Kemandirian
Kendall's tau_b	Efektifitas	1.000	.713**
	Correlation Coefficient		
	Sig. (2-tailed)		.000
Kemandirian	Efektifitas	.713**	1.000
	Correlation Coefficient		
	Sig. (2-tailed)	.000	
	N	52	52

** . Correlation is significant at the 0.01 level (2-tailed).

Based on Table 4.15 sig (2-tailed) shows that the results of the effectiveness variable with the independence variable have a significance of 0.000, which means that the score is smaller than the significance of the 5% error (0.05), these results can mean that there is a strong relationship significant relationship between the effectiveness of the program and the independence of people with disabilities. The closeness and direction of the relationship between program effectiveness variables and the independence of people with disabilities can be seen in the Correlation Coefficient with a value of 0.713**. Because there is a significance number of 0.01, the relationship formed is significant. And a positive coefficient value means that the direction of the relationship between program effectiveness and the independence of people with disabilities is positive (unidirectional).

Effect of the Effectiveness of the Gendis program on the Independence of Persons with Disabilities in Banyumas Regency

From the results of the analysis that has been carried out in the study, it shows that there

is a positive relationship between program effectiveness and disability independence. This means that the better the effectiveness of the program, the better the independence of persons with disabilities. The first test in this study was carried out with the pearson/pearson product moment correlation test and obtained a simple correlation value of 0.853. This shows that there is a positive and significant relationship between program effectiveness and disability independence.

Based on the results of the Kendall Tau correlation test in table 4.15, it is known that the relationship between program effectiveness and independence variables has a significance score of 0.000, which means there is a significant relationship between program effectiveness and independence variables. The program effectiveness variable with independence has a Correlation Coefficient score of 0.713, which means that the relationship is strong and the direction of the relationship is positive (unidirectional). When viewed from the closeness of the relationship between variables, as shown in Table 4.16, it can be seen that the R Square Number or the Coefficient of Determination is 0.728 (derived from 0.853×0.853). This means that 0.728 or 72.8% of the variation in disability independence can be explained by variations in the independent variable, namely the effectiveness of the Gendis program. While the rest ($100 - 72.8 = 27.2$) or 27.2% is influenced by other causes.

CONCLUSION

Based on the results and discussion that has been done, it can be concluded that the effectiveness of the Gendis program on the Independence of Persons with Disabilities in Banyumas Regency. The perception of the results of the effectiveness of the gendis program that was carried out and implemented was able to provide training and make persons with disabilities independent in surviving to work and life. Through the gendis program, people with disabilities by conducting trainings show positive and significant results in the independence of the disabled, in indicators of self-confidence, problem solving, high initiative and a sense of responsibility. The implication of this research is that the empowerment or coaching carried out by the Office of Social and Community and Village Empowerment in Banyumas Regency for people with disabilities has very good goals, many

disabled people are already active in trying to prove themselves by participating in society.

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