

## **CHAPTER III**

### **FINDING AND DISCUSSION**

In this chapter, the results of research conducted by the author in Kebonagung Tourism Village, Imogiri, Bantul are described and the author met directly with the Tourism Awareness Group (Pokdarwis) administrators. Pokdarwis is a group formed by the government that has a function and purpose in managing the potential of natural resources and consists of people who have high awareness and concern for their environment by making it a tourist area.

To find out whether the optimization of human resource management through Pokdarwis has been optimal or not, it will be explained by the indicators used namely human resource development and maintenance of human resources.

#### **3.1 Development of Human Resource Through Pokdarwis Tambak Tegal Agung in Kebonagung Tourism Village**

The theory used in this study according to (Zaenuri, 2015) as explained in the operational definition namely to measure the development of human resources by using four important elements namely increase productivity, improve the quality, attract and hold good labor, and support personal growth.

##### **3.1.1 Increase productivity of human resource through Pokdarwis Tambak Tegal Agung in Kebonagung Tourism Village**

Increased productivity is one of the main factors in the development of human resources and has a very important role in the good or bad performance of a person. The factors that influence the increase in productivity (Zaenuri, 2015)

namely: continuous improvement, improved quality of work, empowerment of human resources, good workplace conditions, and feedback.

In an effort to increase productivity, the first thing that can be done is to gather parties involved in managing tourism villages. As the results of the interview with Mr. Bachrony as Chairman of Pokdarwis Tambak Tegal Agung who stated that:

“We always hold gatherings one in a month to be exact every Tuesday Pon. And the meeting was combined with a regular social gathering (arisan) with the aim that many people would be there.” (interviewed on January 9, 2019. At 10:00 to 11:00 am).

“Kami selalu mengadakan kumpul setiap 1 bulan sekali lebih tepatnya setiap Selasa pon. Dan pertemuan tersebut digabung dengan acara arisan dengan tujuan supaya masyarakat banyak yang ikut hadir.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB).

Based on the statement above, it can be said that Pokdarwis always holds meetings and once every month, i.e. every Tuesday Pon. The meeting was combined with a social gathering with the hope that more people would attend the meeting. In addition, the meeting was held to find out what was lacking in terms of managing the potential of natural resources and in increasing the productivity of services for tourist visitors. Moreover, routine meetings are held once a month to know what is lacking in human resources in terms of developing tourism potential as well as for continuous improvement every month.

Routine meetings held every one month were attended by several parties who were involved in the meeting with the aim of being able to give advice and

opinions to each other with a common goal in improving the management of tourist villages, as stated by Mr. Bachrony as Chairman of Pokdarwis Tambak Tegal Agung below.

“The meeting was attended by the board of Pokdarwis, the people of Kebonagung, young people or Karang Taruna and also Head of Kebonagung Village. They are always invited in each meeting as a party from the government apparatus who could give advice and input to the management of Kebonagung Tourism Village.” (interviewed on January 9, 2019. At 10:00 to 11:00 am).

“Pertemuan ini dihadiri oleh pengurus Pokdarwis, masyarakat Kebonagung, anak-anak muda atau dari Karang Taruna dan juga Lurah Desa Kebonagung selalu kami undang dalam setiap rapat sebagai pihak dari aparatur pemerintah yang dapat memberi saran maupun masukan terhadap pengelolaan desa wisata Kebonagung.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB).

As explained above, the meeting was held once a month and was attended by administrators of Pokdarwis, the people of Kebonagung and Karang Taruna as representatives of young people. In addition, Pokdarwis also invited Head of Kebonagung Village as a party from the government apparatus. With the invitation of the government officials, it is hoped that they can provide advice and input to Pokdarwis in developing human resources in Kebonagung Tourism Village. However, parties from Head of Kebonagung Village were almost never present at each meeting. This is in accordance with the opinion of Mr. Bachrony as Chairman of Pokdarwis, namely:

“We have invited the Village Government in each meeting, but they almost never attended the meetings. Likewise with the management of

the Pokdarwis itself, it was still difficult for them to attend every meeting.” (interviewed on January 9, 2019. At 10:00 to 11:00 am)

“Kami sudah mengundang Lurah Desa dalam setiap rapat, namun hampir tidak pernah hadir. Begitupun dengan pengurus Pokdarwis itu sendiri masih susah untuk hadir dalam setiap pertemuan.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

In addition, Mr. Dalhari as the administrator of Pokdarwis revealed that:

“In every meeting held every Tuesday Pon, besides to the management of Pokdarwis, the community and young people were present at the meeting. From us (Pokdarwis), we also invited the Village Government, but they almost never attended the meeting.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Dalam setiap pertemuan yang diadakan setiap Selasa Pon, selain pengurus Pokdarwis, masyarakat, dan anak muda yang hadir dalam rapat. Dari kami (Pokdarwis) juga mengundang Lurah Desa namun hampir tidak pernah hadir dalam pertemuan.” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

As explained above, in each meeting Head of Kebonagung Village was invited. However, he almost never attended the meetings. In fact, the presence of Head of Kebonagung Village at the meeting will help Pokdarwis and the community to get advice and opinions regarding the management of the tourism village. The management of Pokdarwis itself in each meeting still feel difficult for them to attend the meetings, even though they are important parts of managing the tourism village in the future. Besides, actually they it can find solution together in dealing with any problems faced by Pokdarwis in managing tourism villages.

Moreover, in increasing the productivity of human resources in Kebonagung Tourism Village, of course a series of activities are needed in the management of tourist villages. Based on the results of observations and interviews that the researcher did in Kebonagung Tourism Village there were several activities in the form of various types of tour packages offered to tourists. This is as explained by Mr. Bachrony as Chairman of Pokdarwis, namely:

“In Kebonagung Tourism Village, we offer various types of tour packages such as agricultural tourism packages, crafts, culture, and arts.” (interviewed on January 9, 2019. At 10:00 to 11:00 am)

“Di Desa Wisata Kebonagung ini, kami menawarkan berbagai jenis paket wisata seperti paket wisata pertanian, kerajinan, budaya, dan kesenian.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

Mr. Dalhari as Pokdarwis administrator also stated that:

“What distinguishes Kebonagung tourist village from other tourist villages are if other tourist villages only offer tourist objects, here we offer tour packages so that tourists not only enjoy tourism but, get learning and knowledge such as how to plant rice until later harvesting, make handicrafts, cook regional food.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Yang membedakan desa wisata Kebonagung dengan desa wisata lain, kalau desa wisata lain hanya menawarkan objek wisata saja mas. Kalau disini kami menawarkan paket wisata sehingga wisatawan tidak hanya menikmati wisata namun, mendapatkan pembelajaran dan pengetahuan seperti bagaimana cara menanam padi sampai nanti panen, membuat kerajinan tangan, masak makanan daerah.” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

Based on the explanation above, Kebonagung Tourism Village has a difference in offering tours to visitors. For other tourist villages, they only offer tourism objects to visitors. Then, after visitors return to their homes, they do not get a moment of learning related to the tourist objects visited. Unlike the case with Kebonagung tourist village which offers various types of tour packages including agricultural tour packages, craft tour packages, cultural tourism packages, and art tourism packages.

First, for agricultural tour packages, tourists can learn about the process of how to process the right soil until the harvest process. Secondly, craft tourism packages are such as learning to make pottery, learning about handicrafts of batik, and learning how to craft coconut leaf decor. Third, cultural tourism packages are such as learning the customs of Wiwitan and adat Gendurian. Fourth, art tourism packages which in this case tourists learn various types of arts including karawitan, jathilan, gejog lesung, etc. The types of tour packages offered at Kebonagung Tourism Village include.

Table 3. Type of Tour Packages

<b>No.</b>	<b>Type of Tour Packages</b>	<b>Information</b>
1.	Agricultural Tour Package	Agricultural (plowing, planting rice until harvesting)
2.	Craft Tourism Package	Batik, make pottery, decor from coconut leaf, etc.
3.	Cultural Tourism Package	Gendurian, Wiwitan, etc
4.	Art Tourism Package	Gejog Lesung, Jathilan, Karawitan, , etc.

In addition, as for the details of the price of the package offered in Kebonagung Tourism Village are shown in this picture:



PACKAGE DEALS	
1. Adi Unggun	Rp. 15.000
2. SKJ	Rp. 15.000
3. Kue Cemplon	Rp. 15.000
4. Telur Asin	Rp. 15.000
5. Hiking	Rp. 15.000
6. Kue Adem	Rp. 15.000
7. Memancing Ikan	Rp. 20.000
8. Ngeger	Rp. 25.000
9. Outbond	Rp. 25.000
10. Gejog Lesung	Rp. 30.000
11. Seni Tari Jathilan	Rp. 30.000
12. Pertanian	Rp. 30.000
13. Onthel	Rp. 30.000
14. Janur	Rp. 35.000
15. Karawitan	Rp. 35.000
16. Cetak Gerabah	Rp. 35.000
17. Gendurian	Rp. 35.000
18. Capping	Rp. 50.000
19. Balok Kayu	Rp. 50.000
20. Mematik	Rp. 50.000
21. Tubing Oya River	Rp. 150.000
22. Homestay	Rp. 150.000

Picture 1. Package Deals in Kebonagung Tourism Village

There are additional tours offered in the tourist village of Kebonagung, as expressed by Mr. Yulianto, Pokdarwis administrator, namely:

“In addition to agricultural tourism packages, crafts, culture, arts, here there are additional tours, like outbound activity. However, there is still a lack of outbound facilities for children.” (interviewed on January 17, 2019. At 08.30-09.30 am)

“Selain paket wisata pertanian, kerajinan, budaya, kesenian. Disini ada wisata tambahan mas, seperti outbound. Cuman, masih kekurangan sarana outbound untuk anak-anak” (wawancara, 17 Januari 2019. Pukul 08.30-09.30 WIB)

Based on the statement above, it is explained that Kebonagung Tourism Village has additional tourism, namely outbound activities. It's just that in terms of facilities for children there are still shortcomings such as outbound tourism equipment is still not fully available. In addition, there are still shortcomings regarding agricultural land used for tourism activities, as expressed by Mr. Dalhari as a Pokdarwis administrator below:

“We use cash farms from the village, namely two plots. When the number of visitors who arrived increased, it turned out that we could not use the fields because they were not sufficient. We asked for the addition of paddy fields to the eastern village of approximately two plots but until now they have not been given. Actually there was a response from the village but, because the guest was not always be there for a month and if it was not planted, it would be loss.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Kami menggunakan lahan kas dari desa yaitu dua petak. Ketika jumlah pengunjung yang datang meningkat, ternyata sawah itu tidak bisa kami gunakan karena tidak mencukupi. Kami meminta penambahan lahan sawah ke desa sebelah timur kira-kira dua petak tapi sampai sekarang belum dikasih. Sebetulnya ada respon dari desa tapi, ya itu karena tamunya dalam sebulan tidak mesti ada dan tidak ditanami rugi.” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

From the explanation above, it is explained that there are still obstacles in the management of tourist villages related to workplace conditions. In addition to the lack of outbound facilities for children, there are obstacles regarding the lack of agricultural land to be used in tourism activities. Because when the number of visitors to the Kebonagung Tourism Village increased, the agricultural land provided by the village was only as big as two plots and that was not enough. Then, from Pokdarwis they have been proposed for the addition of agricultural



land in the amount of two plots east of Kebonagung Village but were not given by the village. That is because the number of visitors who come to Kebonagung Tourism Village are not always there every month. Therefore, the village do not provide additional agricultural land to Pokdarwis in the management of tourist villages.

The responses from some visitors who have been to the Kebonagung Tourism Village are related to the tourism activities offered there. As revealed by Tomi as a visitor of the Kebonagung Village tourism who stated that:

“Kebonagung Tourism Village is one of the tourist villages that has long been exist in Yogyakarta and here it offers a variety of tour packages such as agriculture, cooking, etc. I was participating in agricultural and cooking activities. It's just that there are still shortcomings when explaining the activity which is still complicated and the people cannot use English because, at that time I visited with several foreign friends.” (Interviewed on January 30, 2019. 12.00-00.30 pm)

“Desa Wisata Kebonagung ini salah satu desa wisata yang sudah lama ada di Jogjakarta dan disini ternyata menawarkan berbagai macam paket wisata seperti pertanian, masak, dll. Saya waktu itu ikut kegiatan wisata pertanian dan memasak. Hanya saja masih terdapat kekurangan seperti dalam menjelaskan suatu kegiatan masih berbelit-belit dan belum bisa menggunakan bahasa inggris karena, pada saat itu saya berkunjung dengan beberapa teman asing.” (wawancara, 30 Januari 2019. Pukul 12.00-12.30 WIB)

This is in line with what Yolanda expressed as visitor in the Kebonagung Village below.

“At that time my friends and I take part in agricultural and cooking activities. In tourism activities, I do not see the involvement of young

people, the ones who tend to be involved in tourism activities are actually old people.” (Interviewed on January 31, 2019. At 03.00-03.30 pm)

“Waktu itu saya dan teman-teman mengikuti kegiatan wisata pertanian dan memasak. Dalam kegiatan wisata berlangsung saya tidak melihat adanya keterlibatan anak muda, cenderung yang terlibat dalam kegiatan wisata itu justru masyarakat yang sudah tua.” (wawancara, 31 Januari 2019. Pukul 15.00-15-30 WIB)

Based on the exposure of tourist visitors above, it is explained that Kebonagung Tourism Village is one of the long-established tourist villages in Yogyakarta. In addition, the Kebonagung Tourism Village has tourism potential that offers a variety of activities in the form of tour packages such as agriculture, arts, culinary, and crafts. As for some of the shortcomings during the tour activities, as revealed by Tomi and Yolanda, the explanation of tourism activities are still convoluted and less attractive therefore the excitement when the activities take place is created by the visitors themselves. In addition, parties from Kebonagung Tourism Village in explaining the activities still cannot use English, meanwhile tourist visitors are not only domestic but also foreign tourists. Furthermore, people who are involved in the management of tourist villages are mostly old people and there is no involvement of young people.

Meanwhile, based on the results of the research, there is a correspondence with the theory of productivity improvement, namely there were several efforts made by Pokdarwis Tambak Tegal Agung such as meeting every month to discuss management and the importance of tourism villages in improving the local economy, and the presence of new innovations in the form of providing the types

of tour packages offered to visitors to the Kebonagung Tourism Village. This is an effort to answer the problems that the author has described on the background of research problems, namely the level of participation and knowledge of the people of Kebonagung Village towards the importance of tourism villages in an effort to improve the local economy is still low.

### **3.1.2 Improve the of human resource through Pokdarwis Tambak Tegal Agung in Kebonagung Tourism Village**

The second indicator in the development of human resources is improved quality. With indicators of quality improvement, it can be seen how optimal human resource management is through Pokdarwis in developing tourism potential in Kebonagung Village. In improving the quality of human resources in Kebonagung Tourism Village, the parties involved are the management of Pokdarwis Tambak Tegal Agung and the people of Kebonagung Village. It is because both parties have an important role in the management of tourist villages, as explained by Mr. Yulianto as the administrator of Pokdarwis, namely:

“If what is done by the management or internal party is empowering activity like the training that we have done, especially the guiding certification, and every year we have a guiding certification. We try to involve the management and register a minimum license in Jogja first. It was held by the Department of Tourism and Culture, sometimes we are invited by NGOs related to tourism or here the model of the Forkom (Communication Forum) tourism usually are held in Bantul.” (Interviewed on January 17, 2019. At 01.30-02.30 pm)

“Kalau yang dilakukan oleh pengurus atau internal yaitu pemberdayaannya dulu seperti pelatihan-pelatihan yang pernah kita lakukan terutama sertifikasi pemandu. Dan kita setiap tahun kan ada

sertifikasi pemandu mas, kita berusaha melibatkan pengurus dan daftarkan yang lisensinya minimal Jogja dulu. Itu yang mengadakan Dinas Pariwisata dan Kebudayaan mas, kadang diundang LSM yang berhubungan dengan wisata atau kalau disini modelnya Forkom (Forum Komunikasi) pariwisata biasa mengadakan yang ada di seluk Bantul.” (wawancara, 17 Januari 2019. Pukul 13.30-14.30 WIB)

The opinion is in line with the explanation according to Mr. Bachrony as Chairman of Pokdarwis.

“Besides, there is HR management training, especially for managers, we do not hold it ourselves but invite the Tourism Department and we take part in the program. It is related, for example, when there is a competition and later when there is every tourist village competition, we are ready to join.” (interviewed on January 9, 2019. At 10:00-11:00 am)

“Disamping itu, ada pelatihan manajemen SDM terutama untuk pengelola dulu, kita tidak mengadakan sendiri tapi mengundang Dinas Pariwisata dan kita mengikuti program dari Dinas. Itu berkaitan misalnya ketika ada lomba ya mas, dan nanti ketika setiap ada lomba desa wisata kita siap.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

Based on the explanation above, it can be explained that in an effort to improve the quality of human resources from Pokdarwis, empowerment must first take the form of trainings conducted by the management or internal party. The training that was attended by Pokdarwis management was the guiding certification training. The training was intended to make Pokdarwis administrators get guidance and knowledge related to procedures to be qualified guides and have certification as proof of qualification. Guidance certification training was held by Departement of Tourism and Culture of Bantul Regency, sometimes they also

were invited by NGOs that are related to tourism, as well as the Communication Forum (Forkom) tourism which is always held in the Bantul area.

Besides participating in guiding certification training, there were also human resource management trainings that were attended by Pokdarwis administrators. As with guiding certification training, human resource management training was held by Departement of Tourism and Culture of Bantul Regency. The training was attended by Pokdarwis management because every year there was a tourist village competition and when participating in the competition Pokdarwis administrators were ready. This is as expressed by Mr. Yulianto as follows.

"Every year there are tourism village competitions in Bantul Regency or all provinces and even National. And we have participated several times at the Bantul Regency level even in the Province. Later, the competition will be tiered after the regency level, the first and second place winners will join the Yogyakarta provincial level and then the national level." (interviewed on January 17, 2019. At 08.30-09.30 am)

“Setiap tahun ada lomba desa wisata se-Kabupaten Bantul atau se-Provinsi bahkan nanti sampai Nasional. Dan kami sudah pernah mengikuti beberapa kali ditingkat Kabupaten Bantul bahkan Provinsi. Nanti itu, lombanya berjenjang setelah tingkat Kabupaten yang juara 1 dan 2 nanti ikut tingkat provinsi Jogjakarta setelah itu ke tingkat nasional.” (wawancara, 17 Januari 2019. Pukul 08.30-09.30 WIB)

From the explanation above, it is known that the tourist village competition is an annual competition, starting from the Regency, Province, to the National level. For those who win first and second at the regency level, they will be representatives to attend the Yogyakarta Provincial level and those who win at

the provincial level will join the National level. Besides training for Pokdarwis administrators, there was also training for Kebonagung Village community, as stated by Mr. Dalhari as Pokdarwis management that:

“For residents, we hold a kind of homestay training, such as how to manage a homestay, how to receive guests, how to cook and what kind of food for standard guests.” (interviewed on January 17, 2019. At 08.30-09.30 am)

“Untuk warga kita mengadakan semacam pelatihan homestay mas, seperti bagaimana cara pengelolaan homestay, cara menerima tamu (service), cara memasak dan menu makanan untuk tamu yang standar seperti apa.” (wawancara, 17 Januari 2019. Pukul 08.30-09.30 WIB)

Then, there is harmony related to the training followed by the community as expressed by Mr. Dalhari, the Pokdarwis administrator, below.

“For training like culinary, I involve women who have homestays. Therefore, later when the guest some they can know such as how to serve food and this training is held by Hotel 101.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Untuk pelatihan seperti kuliner saya libatkan ibu-ibu yang memiliki homestay. Supaya nanti bisa menerapkan waktu kedatangan tamu seperti cara menyajikan makanan dan pelatihan ini diadakan oleh Hotel 101.” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

This is reinforced by Mr. Yulianto as Pokdarwis administrator who stated that:

“In addition to training from Hotel 101, we also collaborate with several tertiary institutions such as UST and UNS.” (interviewed on January 17, 2019. At 08.30-09.30 am)

“Selain adanya pelatihan dari Hotel 101, kami juga bekerjasama dengan beberapa perguruan tinggi mas seperti UST dan UNS.”  
(wawancara, 17 Januari 2019. Pukul 08.30-09.30 WIB)

Based on the explanation above, it is explained that in addition to holding training for Pokdarwis administrators in the management of tourist villages, there was also training that could be followed by the community. The training was attended by the people of Kebonagung Village namely homestay training which activities were such as how to manage a good homestay, how to receive guests with hospitality, and how to cook a standard food menu for a homestay. The training was organized by the Hotel 101 and from Pokdarwis there was already cooperation with the hotel with the aim of improving the quality of tourism village development. In addition to training from the Hotel, Pokdarwis Tambak Tegal Agung also collaborated with several universities including Sarjanawiyata Tamansiswa University (UST) and Sebelas Maret University (UNS) with management related objectives in developing superior tourism villages in the future.

In addition, it can be explained that there is conformity with the above theory that in developing the quality carried out by Pokdarwis Tambak Tegal Agung, namely the holding of education and training such as guiding certification, human resource management, and homestay. The purpose of this activity was to increase the knowledge and abilities of the Kebonagung community to be more involved in the management of tourist villages which was one of the problems in this study.

### **3.1.3 Attract and hold good labor in Pokdarwis Tambak Tegal Agung**

In developing human resources, of course, individuals who have good performance are needed. As in terms of attracting and holding good labor, it is one indicator of human resource development. Likewise, in the management at Pokdarwis Tambak Tegal Agung, Kebonagung Village must have a member of the management who has good performance. Because, if members of the management have good performance, they will be able to improve tourism development in Kebonagung Village. Mr. Bachrony as Chairman of the Pokdarwis revealed that:

“As the name implies, namely Tourism Awareness Group. Therefore, we invite anyone who wants to get involved in the management and has awareness and a high sense of caring for the environment to be managed. After the management has been formed, we make the basic calculation and bylaw that have been agreed upon.” (Interviewed on January 9, 2019. At 10:00 to 11:00 am)

“Sesuai dengan namanya yaitu Kelompok Sadar Wisata. Jadi, kami mengajak siapa saja yang mau ikut terlibat dalam kepengurusan dan memiliki kesadaran juga rasa peduli yang tinggi terhadap lingkungan untuk dikelola. Setelah kepengurusan terbentuk, kami membuat anggaran dasar dan anggaran rumah tangga yang telah disepakati.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

Based on the explanation above, it can be explained that those involved in the management of Pokdarwis are people who have a high awareness and concern for their environment. Because of this, those involved in the management of Pokdarwis already have a desire to develop their environment for the better. Management that has good performance can be started from the desire of each



individual who wants to advance the area. To have better performance, of course a series of trainings related to the development of human resources is needed, as researcher has explained in the previous discussion.

After the formation of the management of Pokdarwis, a formulation was made regarding the drafting of the basic calculation and bylaw that had been agreed by all Pokdarwis administrators to implement tourism village development programs. The number of members of Pokdarwis Tambak Tegal Agung are 16 people with each having their main duties according to their position in the management structure. It is known that at this time Pokdarwis has challenges that must be faced in matters of management. Indeed this has an influence on the development of future resources, therefore efforts are needed to overcome them. Mr. Bachrony as Chairman of Pokdarwis revealed that:

“We have 5 years length of service but for three times no one wants to replace the position as chairman. At old age I want to rest, but others ask me not to leave because no one is ready to replace the position. What is clear is that we are trying our best in the development of this tourism village, hopefully it can be enjoyed and in the future it will continue to be more prosperous.” (interviewed on January 9, 2019. At 10:00-11:00 am)

“Kami ini masa baktinya 5 tahun tapi sudah tiga kali ini tidak ada yang mau menggantikan posisi sebagai ketua. Sudah tua begini inginnya istirahat, tapi yang lain meminta saya untuk jangan ditinggalkan dulu karena belum ada yang siap menggantikan bapak. Yang jelas kami berupaya yang terbaik dalam pengembangan desa wisata ini, mudah-mudahan dapat dinikmati dan kedepannya terus makin sejahtera.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

Based on the explanation above, it is explained that the tenure of the management of Pokdarwis is for 5 years. However, there have not been anyone who has been willing to replace Mr. Bachrony as Chairman of Pokdarwis for these three periods. That is because, the community still gives trust to Mr. Bachrony in managing tourist villages. However, the members of Pokdarwis management based on interviews that the researcher did on average were over 40 years old and some were even 60 years old. Even though they are old, the enthusiasm for developing a tourist village to be more developed should be appreciated because they hope that the Kebonagung Tourism Village can be enjoyed by visitors and in the future all communities can prosper.

On the other hand, there are still a number of constraints on youth involvement of Karang Taruna in the management as expressed by Mr. Yulianto as Pokdarwis administrator that:

“We are constrained by the younger generation who do not care about the management of tourist villages, such as when we hold IT training, however, there has been no response from Karang Taruna. Maybe their reason is from the income, because they need a steady income. In addition, time and work must be adjusted, because there are still many who have to go to school.” (interviewed on January 17, 2019. At 08.30-09.30 am)

“Kita terkendala dengan generasi muda yang belum peduli terhadap pengelolaan desa wisata seperti ketika kita mengadakan pelatihan IT namun, belum ada respon dari Karang Taruna. Mungkin alasan mereka dari pendapatan, karena mereka membutuhkan pendapatan yang tetap. Selain itu juga terkait waktu dan pekerjaan harus menyesuaikan, karena masih banyak juga yang sekolah.” (wawancara, 17 Januari 2019. Pukul 08.30-09.30 WIB)

From this explanation, it can be seen that the involvement of the younger generation in Kebonagung Village was still low. That is because there was no sense of concern to be involved in the management of tourist villages, even though the younger generation is a generation that is expected to continue the spirit of the older generation in managing tourism villages in the future. For example, when there was training related to technology and information, there was no response from Karang Taruna as a young generation regarding the training. Based on the explanation from Mr. Yulianto, it is likely that they have not been fully involved in the management of tourist villages namely because of income matters because the income will be obtained depending on the presence or absence of visitors to study related to the tourist villages.

Therefore, according to the younger generation of Karang Taruna, the income from tourist visits to Kebonagung Village has not yet become a fixed income. In addition, it is difficult for them to be involved in the management of tourist villages because of the suitability of time and work. Many young people are still student and makes it difficult to adjust their time to be involved in managing tourism villages.

Based on the explanation above, it can be explained that there is a compatibility between the above theories and the findings that the authors did, namely in attracting members of Pokdarwis that those involved are people who have a high awareness and concern for their environment. In addition, in holding good labor in Pokdarwis that currently the majority members of Pokdarwis are old people. It is because the role of younger generation is still low to involved in

management of tourist village. Therefore, the participation or involvement of the young generation of Kebonagung Village is still low as explained in the background of the research problem.

#### **3.1.4 Support personal growth of Kebonagung Tourism Village community**

Furthermore, another indicator in the development of human resources is supporting personal growth. These indicator has an important role in the development of human resources in Kebonagung Tourism Village. Supporting personal growth in Kebonagung Village can be influenced by the presence of tourist villages. The presence of a tourist village can bring tourists to come and learn about the tourism potential in Kebonagung Village. In the management of tourist villages, of course, it is inseparable from the role of Pokdarwis which contributes to the development of tourism potential.

The role of Pokdarwis in managing human resources in Kebonagung Tourism Village is to increase knowledge and tourism insight. In addition, making the tourism sector is as part of efforts to increase the growth of the local economy. With the presence of tourist villages, it has a good influence on the people of Kebonagung Village including the emergence of creative industries and small businesses among the people. The kinds of creative industries and businesses in Kebonagung Tourism Village include Batik Gumregah, Souvenirs, Pottery Crafts, culinary endeavors, etc. This is as expressed by Mr. Dalhari both as a manager of Pokdarwis and the owner of Gumregah Batik.

“Yesterday, we launched Batik Kembang Duri. Until now we have not produced it because it is said that there is a patent from the Regency that Batik Kembang Duri which is owned in Kebonagung. The Regent himself had worn the Batik Kembang duri when the exhibition he bought two cloths from me. However, until now we have not yet confirmed that the patent has come down.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Kemarin sudah launching Batik Kembang Duri sampai sekarang kami belum produksi karena katanya mau ada hak paten dari Kabupaten bahwa Batik Kembang Duri yang memiliki hanya Kebonagung. Bapak Bupati sendiri sudah memakainnya baju Batik Kembang duri ketika waktu pameran membeli dua kain dari saya. Namun, sampai sekarang kita belum ada konfirmasi bahwa hak paten itu sudah turun.” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

One of the creative industries in Kebonagung Village is Batik Gumregah. As for some of the works produced by the Batik Gumregah are namely Batik Kembang Duri fabric, fauna-themed batik fabric and there are also batik fabrics with the theme of abstract paintings. One of the batik by Batik Gumregah was used by the Regent of Bantul at the time of the exhibition when at that time he bought two fabrics from Batik Gumregah. At the launch of Batik Kembang Duri at the exhibition there will be patents from the Bantul Regency government. The patent was granted for Batik Kembang Duri as a typical batik from Kebonagung Village.

However, until now there are not certainly related to the patent rights of Batik Kembang Duri yet. Therefore, Batik Gumregah cannot able to produce the batik until the decision regarding the patent rights of Batik Kembang Duri exists. Here are some works from Batik Gumregah:



Picture 2. Batik Kembang Duri



Picture 3. Batik Theme Fauna



Picture 4. Batik Theme Abstract

Meanwhile, there are also efforts in the culinary field in Kebonagung Village, as expressed by Mrs. Novi as food stall owner who said that:

“Since the making of Kebonagung Village as a tourist village, visitors have begun to come here for tours. I opened this food stall in 2013. Because of the many tourist visitors, the existence of food stalls like this can be a culinary place. Just for a few years, there are just very few visitors who come. I don't know maybe it's because of the lack of promotion from Pokdarwis or also from the village headman.”  
(Interviewed on January 29, 2019. At 09.00-09.30 am)

“Semenjak dijadikannya Desa Kebonagung sebagai desa wisata, mulai berdatangan pengunjung untuk wisata kesini. Saya buka warung makan ini tahun 2013 mas. Karena banyaknya pengunjung wisata jadi, adanya warung makan seperti ini bisa jadi tempat kuliner. Cuma, untuk beberapa tahun ini pengunjung jadi sedikit yang datang mas. Ga tau karena kurangnya promosi dari pokdarwis atau juga dari lurah desa.”  
(wawancara, 29 Januari 2019. Pukul 09.00-09.30 WIB)

Mrs. Novi said that since the establishment of Kebonagung as a tourist village, visitors began to arrive each year to learn about the unique tourism in Kebonagung such as Tegal Dam. In 2013, Mrs. Novi began to open a business in the culinary field especially for tourist visitors to Kebonagung and the surrounding community in general. The location of Mrs. Novi's stall is adjacent to the tourist attraction of Tegal Dam as an icon of the Kebonagung Tourism Village. It's just that starting in the next few years until now, the number of tourist visits to Kebonagung Village has declined. Mrs. Novi explained that this was due to the low level of promotion carried out by Pokdarwis and the Village Head. Further Mrs. Novi as the food stall owner said that:

“Especially for myself, there is no influence, although in recent years the number of tourist visits has been reduced because, I have my own customers here. They are precisely consumers who are interested to come here to eat, then they were wondering and just found out if there is a tourist village here.” (Interviewed on January 29, 2019. At 09.00-09.30 am)

“Khusus saya sendiri tidak ada pengaruh meski beberapa tahun ini jumlah kunjungan wisata semakin sedikit karena, saya punya konsumen sendiri disini. Justru konsumen yang tertarik kesini untuk makan, kemudian mereka tanya-tanya dan baru tau kalau ada desa wisata disini.” (wawancara, 29 Januari 2019. Pukul 09.00-09.30 WIB)

Based on the statement above, it is explained that despite the decline in the number of visits to the Kebonagung Tourism Village in recent years, there was no such influence in her business. That is because Mrs. Novi's food stall already has consumers from the past and precisely, some of these consumers just found out



that there is a tourist village in that place. Then, Ms. Novi explained about Kebonagung Tourism Village and the types of tour packages offered.

Meanwhile, based on the explanation above, it can be explained that there is a related between the results of the study with the theory, namely with the presence of tourist village, it has a good influence on the people of Kebonagung Village including the emergence of home industries and small business such as pottery crafts, food business or culinary, souvenirs, batik gumregah, and homestay.

### **3.2 Maintenance of Human Resources Through Pokdarwis Tambak Tegal Agung in Kebonagung Tourism Village**

In human resource management, efforts must be made to preserve human resources. Maintenance of human resources is the second indicator in this study because it can be used as a measure of whether or not function in human resource management, as explained in the operational definition that refers to theory (M.Nur, 2017) in measuring the maintenance of human resources using two main indicators namely communication and welfare.

#### **3.2.1 Internal and external communication in Pokdarwis Tambak Tegal Agung**

Communication is done as a way to exchange messages made by two or more parties. Communication is an important indicator in maintaining human resources with the aim of developing tourism potential in Kebonagung Village. In this case, the researcher divides two forms of communication, namely internal

communication and external communication. The first is internal communication, as expressed by Mr. Dalhari as a Pokdarwis administrator that:

“Every month we gather Pokdarwis administrators and invite the Village Head. As if now we gather because tomorrow there will be visitors, we discuss the activities and the readiness. Then we discuss the evaluation of visitors who have come, that yesterday we lacked and whatever the advantages. Then, we apply it to future visitors. For example, the field coordinator in the agricultural section is not good enough and we admonish him yesterday that there was a problem or lack. Then, we improve it better and apply it to future visitors.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Kita setiap bulan ada kumpul pengurus Pokdarwis dan mengundang Lurah Desa. Seumpama sekarang kita kumpul karena besok akan ada pengunjung, kita bahas kegiatan untuk besok dan kesiapan ketika ada pengunjung besok. Kemudian kita membahas evaluasi pengunjung yang sudah datang, bahwa kemarin itu kita kekurangan dan kelebihan apa saja. Kemudian, kita terapkan di pengunjung yang akan datang. Misalnya, koordinator lapangan dibagian pertanian kurang bagus dan kita tegur bahwa kamu kemarin ada masalah atau kekurangan. Lalu, kita perbaiki lebih baik lagi dan diterapkan untuk pengunjung yang akan datang.” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

Internal communication as explained by Mr. Dalhari is always held by Pokdarwis management by meeting and inviting Head of Kebonagung Village. However, from Head of Kebonagung Village as explained in the previous discussion that he is always invited to the meeting but not necessarily present. Instead, the discussion at the meeting conducted by Pokdarwis included such as the arrival of visitors in Kebonagung Tourism Village in the next few days. In the meeting, the administrators discussed the activities to be carried out and readiness to welcome visitors later. In addition, an evaluation was done regarding previous

visitors if there any shortcomings and strengths. For example, when there was a visit, the field coordinator handling agriculture had problems and shortcomings in its implementation. Then, he was reminded and were given input regarding problems in the implementation. After that, it was improved to be better and then be applied to future visitors.

The external communication is carried out by Pokdarwis, as stated by Mr. Bachrony that:

“We from Pokdarwis have been collaborating with external parties such as the Ministry of Tourism, the Department of Tourism and Culture, the Village Government, Universities and travel agencies.” (interviewed on January 9, 2019. 10:00-11:00 am)

“Kami dari Pokdarwis selama ini sudah ada kerjasama dengan pihak-pihak luar seperti Kementrian Pariwisata, Dinas Pariwisata dan Kebudayaan, Pemerintah Desa, Kampus dan juga bekerjasama dengan biro perjalanan atau agensi travel.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

This is in line with what was conveyed by Mr. Dalhari as the Pokdarwis administrator.

“In addition to training from the Departement of Tourism and Culture, there is also a training program from the Hotel such as how to manage homestay, how to cook, how to welcome guests and those who attend preferably the women of homestay owners.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Selain pelatihan dari Dinas, ada juga program pelatihan dari pihak Hotel seperti cara pengelolaan homestay, masak, menerima tamu dan yang mengikuti lebih diutamakan ibu-ibu pemilik homestay.” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

Based on the explanations above, it can be said that the communication established by Pokdarwis with outside parties has been excellent. This is proven by to the holding of trainings from various agencies and institutions. The communication formed with outside parties is in the form of cooperation with the Ministry of Tourism, the Departement of Tourism and Culture, the Village Government, Hotel, Universities, and also the travel agency. With the communication with internal or external parties, it will increase the success in developing tourism villages in the form of training programs and financial assistance.

Therefore, the communication formed between Pokdarwis and the Kebonagung Village community must remain intact. The community has an important role in the development of tourism villages because they are the ones who know best about the state of the area. In addition, the community became the determinant of the development or absence of Kebonagung Tourism Village because those are the ones who directly involve in welcoming visitors who come.

Another communication between Pokdarwis and government agencies was related to data reports on Kebonagung Tourism Village visits, as stated by Mr. Dalhari as the Pokdarwis administrator below.

“The Tourism Departement itself only asked for a report of how many visitors this month. From the Tourism Departement, definitely ask for it. The report is actually every month, but we only report once every 3 months and it's okay.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Dinas itu sendiri cuman meminta laporan bahwa bulan ini ada pengunjung yang datang berapa. Dari Dinas Pariwisata pasti mintanya itu. Laporan itu sebetulnya tiap bulan, tetapi kita melaporkan 3 bulan sekali tidak apa-apa” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

Data on tourist visits in Kebonagung Village can be found based on the data below.

Table 4. Data on the Number of Kebonagung Tourism Village Visitors

No.	Tourist	Year				
		2014	2015	2016	2017	2018
1.	Domestic	3.218	1.510	612	635	553
2.	Foreign	205	110	194	78	48
	Total	3.423	1.620	806	713	601

*Source: Recapitulation of data on the number of the Kebonagung Tourism Village Visitors*

Based on the table above, it can be seen the number of visitors to Kebonagung Tourism Village from 2014 to 2018 has decreased. This is because more new tourist destinations are emerging in Bantul. In addition, these new tourist destinations have unique attractions to visit such as Bego Hill, Seribu Batu Songgo Langit, etc.

The report related to the data on the number of visitors to Kebonagung Tourism Village is given every month but reporting it every three months is not a problem because there has been a prior agreement with the Departement of

Tourism and Culture of Bantul Regency. As for the report on the village government by Mr. Dalhari as the Pokdarwis administrator expressed that:

“From the Village Government, they never asked for even a report. It is actually more active for the Departement that often asks for reports.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Kalau dari Pemerintahan Desa, mereka tidak pernah menanyakan bahkan minta laporan mas. Justru lebih aktif dari Dinas yang sering menanyakan laporan.” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

From the presentation it can be seen that those who were actively involved in the development of Kebonagung Tourism Village starting from the frequent training sessions and asking for visitors' reports was the Departement of Tourism and Culture of Bantul Regency, meanwhile the involvement of the Kebonagung Village Government was still inactive. This can be explained that the role of the Kebonagung Village Government is still low in the involvement of developing the tourist village of Kebonagung. However, the present Head of the Village Head of Kebonagung Village has concern and enthusiasm for the development of the Kebonagung Tourism Village, as expressed by Mr. Bachrony as Chair of the Pokdarwis who stated that:

“For the current village head she has enthusiasm in building the tourist village of Kebonagung. When invited to every meeting we do every month, she would be there or his staff. Starting in 2019, we and the Village Head have plans such as the construction of a new secretariat near Tegal Dam, a culinary market place in one location, dam, new parking lots, rabbit cars and substations.” (interviewed on January 9, 2019. 10:00-11:00 am)

“Untuk Lurah yang sekarang ini memiliki semangat dalam membangun desa wisata Kebonagung. Ketika diundang dalam setiap pertemuan yang kami lakukan setiap bulan sudah mau hadir, baik itu Lurah Desanya sendiri atau staffnya. Mulai tahun 2019 ini, kami dan Lurah Desa sudah ada rencana seperti dibangunnya sekretariat baru dekat Bendung Tegal, tempat pasar kuliner dalam satu lokasi, embung, lahan parkir baru, mobil kelinci, dan gardu.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

This is in line with what was conveyed by Mrs. Novi as a food stall owner who said that:

“Right now the village wants to be involved in the management so that the promotion goes up, if not it will be missed far from other villages. The new village head is good that he wants to be involved, unlike the previous one. There are already plans for 2019 like dam and culinary market.” (Interviewed on January 30, 2019. At 09.00-09.30 am)

“Sekarang ini desa mau terlibat dalam pengelolaan biar promosinya naik kalau nggak, akan ketinggalan jauh dari desa lain. Lurah yang baru ini bagus mau terlibat, kalau Lurah yang sebelumnya tidak ada. Sudah ada rencana untuk 2019 ini seperti embung, pasar kuliner.” (wawancara, 30 Januari 2019. Pukul 09.00-09.30 WIB)

Based on the explanation above, it can be explained that the Head of Kebonagung Village now has enthusiasm and is involved in the management of tourist villages. This can be seen from his participation in each meeting held by Pokdarwis regarding the management of tourist villages. In addition, there have been plans in 2019 to develop tourism potential such as the construction of a new secretariat near Tegal Dam, relocating to the culinary market in one location, dam, substation, rabbit car, and parking area. With the involvement of the Village

Government now through these programs, it is expected to be able to improve the management of tourist villages and increase the number of visitors each year.

Meanwhile, based on the explanation of the results of the above research there is a conformity with the theory used, namely in communication carried out by Pokdarwis Tambak Tegal Agung both internally and externally. Internally, communication was carried out in the form of monthly meetings to discuss management and programs or activities that will be carried out in the future. Externally, as explained in the background of the research problem that the involvement of the Kebonagung Village Government is still low in the management of tourist villages. This was evidenced by the decreasing number of visitors to Kebonagung Tourism Village every year and participation in each meeting conducted by Pokdarwis Tambak Tegal Agung is almost never present.

### **3.2.2 Welfare in Kebonagung Tourism Village community**

Welfare, which is one of the next important indicators in maintaining human resources, can be used as a benchmark for success or failure in developing tourism potential in Kebonagung Village. If the management of the tourist village has been going well and proven by the many visitors to study related to the tour packages offered in Kebonagung Village, then it will directly increase the income of the community to become prosperous. However, if the visitors who come to Kebonagung Village turn out to be a little, it has an impact on people's income which makes their welfare level low.



Therefore, the author used this indicator to determine the level of welfare of the people of Kebonagung Village. In knowing the level of welfare of the community, it can be seen from their own income whether they can meet their daily needs or not, as expressed by Mrs. Ratna as homestay owner who said that:

"I used to be a homestay owner but now I'm not. Because the homestay is rarely used. In one year it can be counted just two or three visits and only for one day. In the past 2014 there were many visitors who arrived for a week at the homestay." (interviewed on January 29, 2019. At 09.00-09.30 am)

"Dulu saya pelaku homestay tapi sekarang sudah engga. Karena, jarang juga dipake homestaynya. Dalam satu tahun bisa dihitung dua atau tiga kali kunjungan dan itupun gak lama cuma satu hari. Kalau dulu tahun 2014 lagi banyak pengunjung ada yang sampe seminggu di homestay." (wawancara, 29 Januari 2019. Pukul 09.00-09.30 WIB)

From the explanation above, it is explained that Mrs. Ratna is no longer using her home as a homestay since 2017. This is because the number of visits to the Kebonagung Tourism Village is decreasing every year. The homestay of Mrs. Ratna in a year is only two or three times used by visitors. It was different in 2014 which was experiencing an increase in the number of visitors and even visitors who stayed there were up to a week. The income from homestay as expressed by Mrs. Ratna as homestay owner was:

"For the nightly rate received by homestays, which is IDR 25,000 / person, the meal menu is IDR 12,000 / person every meal and the average homestay visitor eats three times a day. And for income from the homestay itself is not enough. Sometimes the cost of eating is taken from homestay money." (interview on January 29, 2019. At 09.00-09.30 am)

“Untuk tarif permalam yang diterima homestay yaitu Rp.25.000/orang, kalau menu makannya itu Rp.12.000/orang setiap kali makan dan rata-rata pengunjung homestay makan tiga kali sehari. Dan untuk pendapatan dari homestay itu sendiri tidak cukup. Kadang untuk biaya makan saja nombok dari uang homestay” (wawancara, 29 Januari 2019. Pukul 09.00-09.30 WIB)

Based on the explanation above, it was explained that from the homestay fee and food menu obtained by the homestay owner it was still not enough and even for the meal menu costs were sometimes taken from the homestay fee. It can be explained that the higher the number of visitors to the Kebonagung Tourism Village, it also affects the increase in community income. Vice versa, the decreasing number of visits to the Kebonagung Tourism Village will also affect the decline in income. This is in line with was stated by Mr. Bachrony as Chairman of Pokdarwis.

“We don't exactly get 100 thousand in one month, if there are no guests like this, then there is no income. Because, the income is if there are guests from rice field activities. For example, for 900 thousand packages, there are many people, that is our advantage and we must have cash, etc.” (interview on January 9, 2019. At 10:00-11:00 am)

“Kami dalam satu bulan belum tentu dapat 100 ribu kalau tidak ada tamu seperti ini tidak ada pemasukan. Karena, pemasukannya kalau ada tamu ini dari kegiatan sawah. Umpama 900 ribu itu paketnya orang banyak, itu keuntungan kami bagi dan kita harus punya kas, dsb.” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

From the explanation above, it can be explained that in one month the community and Pokdarwis administrators did not necessarily have income even if only one hundred thousand. This is because there will be income if there are

visitors who come to the tourist village of Kebonagung. For example agricultural tour packages with the price of a tour package of 870 thousand, the profits from the money are then divided and some are included for cash as a future need in the development of tourism villages. This was made clear by Mr. Bachrony as the Chair of Pokdarwis as follows.

“If there is a guest I will get 50 thousand, ohh ... instead I pay. If there are 10 guests homestay section will guide the visitors for example, visitors want to make pottery that can be used by the potter instead of us (Pokdarwis). Then for homestay visitors, who can also income for homestay owners too.” (interview on January 9, 2019. At 10:00-11:00 am)

“Apakah kalau ada tamu saya pasti dapat uang 50 ribu, ohh.. tombok saya. Datang tamu cuman 10, monggo seksi homestay bimbing maunya pengunjung seperti apa, silahkan. Misal, pengunjung ingin buat gerabah yang dapat (uang) kan tukang gerabahnya bukan kami (Pokdarwis). Kemudian pengunjung homestay, yang dapat tentunya pemilik homestay juga” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

Based on the statement above, it is explained that every visitor who wants to learn about the tourism in Kebonagung like a visitor learning how to make pottery crafts at a cost of 35 thousand, later on who can get the income is the pottery maker. Then, visitors who stay at one of the residents' homestays later, then the homestay owner's own the income. Therefore, from Pokdarwis there is no income. Only, from each of these benefits there will be income for cash. Then, the cash is used for the development of tourist villages or for other needs such as when there is a visit from the Departement of Tourism and Culture, the money

will be used. Thus, the income from the results of tourism villages is still not enough. This is expressed by Mr. Dalhari as a Pokdarwis administrator.

“Actually, because in the village we cannot depend on the results of tourist villages, it is just an addition. Of course, for income, we don't have enough, but clearly it can help at least. For example, in a month there are three times visit, one month I can pay electricity. Just as helping so the term can't be for the principal, because our visitors are not necessarily there every day.” (interviewed on January 16, 2019. At 01.30-02.30 pm)

“Sebetulnya ini mas, karna di desa kita tidak bisa menggantungkan dari hasil desa wisata, itu hanya sebagai tambahan saja. Tentu saja untuk penghasilan memang kurang mas, tapi yang jelas paling tidak bisa membantu. Misalnya dalam sebulan ada tiga kali pengunjung, yang satu bulan itu saya bisa membayar listrik. Hanya sebagai membantu mas, jadi istilahnya gabisa untuk pokok. Karena pengunjung kita belum tentu ada setiap hari.” (wawancara, 16 Januari 2019. Pukul 13.30-14.30 WIB)

From the explanation, according to Mr. Dalhari, it was said that the people in Kebonagung Village could not depend on income from the tourism village. Income from village tourism yields only as additional income because it was still lacking or not yet able to become a basic income. For example, in one month there were visitors to Kebonagung Village to study educational tours three times, the income from the visit for one month is enough to pay for electricity or other necessities, only to help alleviate living expenses. However, it still cannot be used as basic income, because visitors to Kebonagung Village do not necessarily exist every day.

Instead, the Village of Kebonagung received aid funds related to the development of tourist villages. This is as expressed by Mr. Bachrony as Chairman of Pokdarwis that:

“In 2009, 2010 and 2011 there was a PNPM program from the government, we submitted it. Alhamdulillah, other villages get one time and we can get three times aid.” (interview on January 9, 2019. 10:00-11:00 am)

“Pada tahun 2009, 2010 dan 2011 ada program PNPM dari pemerintah, kami mengajukan itu. Alhamdulillah, desa-desa lain dapat satu kali dan kami bisa dapat tiga kali bantuan” (wawancara, 9 Januari 2019. Pukul 10.00-11.00 WIB)

Based on the explanation above, it was explained that since 2009 the government held a National Program for Community Empowerment (PNPM). The program was then responded by Pokdarwis Tambak Tegal Agung and they proposed to the government to develop the Kebonagung Tourist Village. Pokdarwis Tambak Tegal Agung submitted a proposal regarding funding assistance and received a response from the government. Other tourist villages only received one grant, meanwhile Kebonagung Village received funding three times, namely in 2009, 2010 and 2011. This can be explained as in the table below:

Table 5. Kebonagung Tourism Village Funding Data

No.	Year	Source of Funds	Incoming Funds	Information
1.	2009	PNPM	IDR 50.000.000,00;	art training, homestay, and making flying fox.
2.	2010	PNPM	IDR	Home renovation,

			60.000.000,00;	making earthquake monuments, office supplies.
3.	2011	PNPM	IDR 100.000.000,00;	Home renovation, homestay equipment (mattresses, showers, etc.)

*Source: Researcher's results*

Based on the table above, it can be seen that Kebonagung Tourism Village received funding from the National Community Empowerment Program (PNPM) three times. In 2009 it received assistance from PNPM of 50 million and the funds were used to develop various types of training and development of tourism facilities. The trainings carried out include training in gejug lesung, jathilan, language, and cooking. In addition, the aid fund was used for the development of tourist facilities, namely the making of a flying fox attraction. Then, in 2010 the second grant was 60 million. The donation was used to carry out some renovations to houses that had been damaged due to the earthquake in 2006. Then, PNPM aid funds were used to make earthquake monuments to commemorate that in the village of Kebonagung there had been a fairly large earthquake. In addition, aid funds were used to spend office supplies as a support in managing tourism villages.

In 2011, Kebonagung Village received the third aid fund from PNPM for the development of tourist villages and the grant amounted to 100 million. The utilization of the funds was used for the renovation of several houses that were still damaged by the earthquake because the assistance in the previous year was still not enough. Then, the remaining aid funds that were still available were used

to buy homestay needs that have been damaged and replace them with new ones such as mattresses, toilets, showers, chairs.

Based on the explanation above, it can explained that there is related between the results and the theory above, namely the income obtained by the Kebonagung Village community from the results of the management of tourist villages still cannot be used as basic income. This is because the income obtained by the Kebonagung Village community depends on the number of tourist visits. In addition, it was proven based on data on the number of visits in the Kebonagung Tourism Village which had decreased annually.