Application of MIDA Training Model in Processing Education Fashion Waste

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ABSTRACT

The issue of waste in environmental pollution is one of the unavoidable impacts of advancements in the current era of industrialization. This study aims to analyze the application of the Motivation, Innovative, Development, Achievement (MIDA) training model in fashion waste management education. This research is a quantitative descriptive study focusing on the application of the MIDA training model for fashion waste management. The effectiveness data of the model was obtained through the activities of the training participants, evaluation results, and participant responses measured using pre-test and post-test instruments given to 15 respondents, who are fashion tailors in Ujung Pandang District, Makassar City. The study results showed an increase in participants' knowledge after the application of the MIDA training model in fashion waste management education, indicated by an average pretest score of 43.21 and an average posttest score of 79.64, with a gain score of 0.53. In the performance test, out of 15 participants, 10 participants (66.67%) scored in the very high category, and 5 participants (33.33%) scored in the high category. This demonstrates that the participants' knowledge and performance test results meet the individual learning competence standards, which is 80%, with a minimum score of 70.00. Based on the study results, it can be concluded that the application of the MIDA training model in fashion waste management education is effective, as evidenced by the increased knowledge and skills of participants in producing various designs and creative products from fashion waste

Keywords: MIDA Training Model, Management, Fashion Waste

1. INTRODUCTION

The progress and development of science, technology and art (IPTEKS) has been able to bring and change human civilization on the surface of this earth. This progress certainly has various impacts in various dimensions of people's lives, both positive and negative. Positive impacts are certainly very much desired and have become the expectations of all mankind, in order to improve the quality of life and comfort of their lives. However, negative impacts are certainly not expected, and even efforts will always be avoided because they can reduce aspects of the quality of health and comfort of human life itself, society and the quality of its environment. One aspect of the environment that always gets important attention is related to the problem of waste.

The problem of waste in environmental pollution is one of the unavoidable impacts of progress in the industrialization era like today. The development of the industry has taken place in almost all countries in the world, both in developed countries and in developing countries. Several developing countries have based most of their industrial development on exports of ready-to-wear clothing, electronics and light manufacturing and others. Industries have increased, including the ready-to-wear industry has grown quite rapidly in Indonesia. This industry has a fairly large domestic market and a large export market, which is appreciated with a fairly good assessment abroad.

Based on data from government agencies, in this case Department of Industry, Trade, Cooperatives and Investment of Makassar City, that the number of ready-made clothing industries in the form of garment businesses, in Makassar City from 2002 to 2007, was 25 industries. However, based on the results of research conducted by Suryani [1], it was found that the number of garment industries not registered with the Makassar City Industry, Trade, Cooperatives and Investment Service was more than 50 garment industries

(confection). These industrial businesses are located in several sub-districts including Tamalate Sub-district, Tallo Sub-district, Mamajang Sub-district, Manggala Sub-district, Mariso Sub-district, Ujung Pandang Sub-district, Bontoala Sub-district, Wajo Sub-district and Makassar Sub-district.

In addition, based on the results of research in Bandung City in 2011, it was found that scrap fabric waste ranked 4th out of all existing waste. In this case, it can be described as follows; the percentage of waste is 6.36% in terms of weight and 5.1% in terms of volume. With the amount of daily waste reaching approximately 1000 tons per day, with an increase of around 3% to 5% per year [2]–[4].

This is also a topic of discussion not only in Indonesia. The issue of fashion industry waste is also one of the issues being discussed in the world. Seven IMF member countries in the Group of Seven (G7) have just held a general meeting with a focus on the global economy. One of the main topics discussed was the impact of clothing and shoe waste on increasing global temperatures. Therefore, the meeting was also attended by owners of the 32 largest companies in the fashion and sports sectors. Although the clothing industry makes a major contribution to the economies of these countries, it is undeniable that the amount of waste produced is also very significant. According to The Guardian, the emissions of exhaust gases and waste produced today are very large. If no action is taken, the fashion and sports industry is expected to contribute a quarter of the world's total carbon emissions by 2050.

Management that can provide added value must certainly receive certain treatment, which can be in the form of education or training that can improve skills and expertise. Training is one of the main activities in human resource development [5]. This is because the conditions and demands of the environment are always changing, as well as the development of science and technology, causing organizations or institutions to always have to adapt. For this reason, human resources in the organization must always be improved. Most human resource development activities are carried out through education and training programs, where the scope of the training can be organized and applied in community life. This is in accordance with the direction stated in the Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System, article 1 paragraph 16, that community-based education is the implementation of education based on social, cultural, and community potential characteristics that are realized for the benefit of the community itself.

One of the creative and normative efforts that can be done to reduce the negative impact of waste from the apparel industry is to use the reduce, reuse and recycle (3R) approach. Reduce is reducing waste generation at the source, Reuse is utilizing existing waste, either by changing its form or keeping it as it was, and Recycle is a waste processing process that can produce useful products [6], [7].

Robinson stated that training is teaching or providing experience to someone to develop knowledge, skills and attitudes in order to achieve something desired [8]. With training, it is hoped that there will be improvements in the behavior or conduct of training participants so that they can solve the problems they face in order to achieve a better standard of living [9]. This is in line with what Milkovich & Bodreua said that training is a systematic process to change the behavior, knowledge and motivation of employees to improve the suitability between employee characteristics and job needs [10], [11]. The core of a training is a learning process that culminates in changes in knowledge, attitudes and skills. The accuracy of the use of learning approaches and methods will greatly affect the success of a training. A training must be designed in such a way that overall it will be able to facilitate the occurrence of a learning process.

Based on the background above, empirically, fashion waste management training in improving the ability and skills that make fashion waste craft products for craftsmen is a training model concept that can be implemented in Makassar City. Where so far the management of fabric patchwork craft products in Makassar City still requires improvement in the form and design of fashion waste craft products. In this study, the training model that will be created is based on problems obtained through observations in the field and from previous studies, of course still based on existing phenomena, which will be used as a training model for craftsmen. The training model that will be applied is a training model called Motivation-Innovative-Development-Achievement (MIDA) in fashion waste management. Fashion waste in this study is waste that comes from the waste of the clothing industry that produces fabric patchwork waste

2. LITERATURE REVIEW

Waste is something that is useless, unused and must be thrown away so that it does not interfere with human survival. Waste is any material or substance that is temporarily no longer usable and must be thrown away or destroyed [12]. Waste or rubbish is a part of something that is not used, not liked or something that is thrown away, which generally comes from human activities and is solid [13]. Garbage is waste or discarded material that can consist of three forms of conditions, namely solid waste, liquid waste, and gas waste [14].

Waste management is very important in order to protect public health, maintain city cleanliness and maintain environmental quality [14]. Waste management worldwide is one of the first priorities that is important

for the protection of public health as well as the environment [15]. The concept of waste management that integrates the 3R principle (reduce, reuse, recycle) is waste management that starts from its source. Furthermore, Reduce is reducing waste generation at its source. Reuse is waste that is utilized according to its original function, either by changing its form or remaining as it was, while recycle is a waste processing process that can produce products that can be reused [6].

Fashion waste in this study is pre-consumer waste. The waste processed is the remaining production in the industry which includes raw materials to finished products that are ready to be marketed. This includes textile waste after cutting clothes in the form of patchwork. Management of industrial waste in the form of patchwork can be done by recycling. Various objects can be created from patchwork which was initially considered as trash, but this depends on the creativity of the maker, until the results can be used as an opportunity to open a business [16]. Patchwork sewing is a creative result of textile crafts made from fabric cuttings. This is formed specifically according to the needs desired by the craftsman, so that in the end it can function as a usable object or decorative object. Patchwork sewing can be interpreted as the activity of sewing or connecting pieces of cloth that are formed according to desire or need [17].

The process of managing scrap fabric waste does not only involve technical aspects, but what is much more important is social issues. This is in order to encourage changes in attitudes and mindsets of the community in managing the waste. Changes in attitudes and mindsets of the community can be done through a process of community empowerment through socialization, counseling, and training. In an effort to increase knowledge and skills about managing scrap fabric for these craftsmen, an effort is needed that must be implemented immediately. Therefore, they need to be given training so that they can increase their knowledge, skills and attitudes in managing scrap fabric waste.

Fashion waste management is an action taken against scrap fabric waste to plan, implement 3R, and produce craft products, so that it includes activities in social aspects, economic aspects and environmental aspects. Processing of industrial waste from ready-made clothing is that all industries will produce by-products that have no or less economic value which are called waste consisting of solid, liquid and gas waste [18]. Garment industry waste is solid waste from a business engaged in clothing production [1].

Training can be interpreted as an effort through a learning process that aims to improve the knowledge, skills, and attitudes of a person or group of people in a particular job task and is carried out in a relatively short time in a certain place. In community development, training is given as an effort to improve the ability of community members to face demands or changes in the surrounding environment. Providing training for the community aims to empower, so that community members become empowered and can actively participate in the process of change. Training can help people or communities to apply the knowledge and skills they have. Training can also cause changes in community work habits, changes in attitudes towards work, and in the information and knowledge they apply in their daily work.

The training is carried out in the community, which aims to improve the quality of the community such as knowledge or certain skills. One of the training models that can be applied in fashion waste processing is the MIDA training model because the concept of the MIDA training model is considered to be in accordance with the type and target group of this research. The Apparel Industry Waste Management Training Model with the MIDA Model is a training model that aims to provide motivation (Motivation), innovation (Innovative), development (Development) and achievement (Achievement) in improving the knowledge, skills and attitudes of craftsmen in managing garment industry waste in this case waste fabric scraps, so that the waste fabric scraps become a more promising business field in the future. The MIDA Training Model is a learning model that tends to be a training model that applies four elements of self-development, namely Motivation, Innovative, Development and Achievement. The learning components in the MIDA Training Model use five elements, namely syntax, social system, reaction principle, support system, instructional impact and accompanying impact, namely the results that will be achieved by training participants after taking the lesson. Overview of the syntax of the MIDA Training Model which will be applied can be seen in the following table:

Table 1. MIDA Training Model Syntax

Phase	Instructor Activities	*Output*	*Outcomes*
Phase-1 Motivation			
Delivery of goal-oriented performance and training goal orientation.	The instructor conveys the objectives to be achieved and motivates participants in following the training. The motivation mechanism is by showing the results of patchwork crafts that are different from those made by craftsmen.	Improvement of the results obtained from making patchwork crafts.	The number of patchwork craft results is more varied.
Phase-2 Innovative			
Developing self-ability, the value of innovation results and hopes obtained in making patchwork crafts.	The instructor introduces and demonstrates new knowledge and skills in making crafts from patchwork.	New designs of patchwork crafts.	New design of one model made by craftsmen.
Phase-3 Development			
Organizing training participants in developing patchwork craft products	The instructor motivates the training participants on how to develop patchwork products. Craftsmen produce more creative patchwork crafts by combining the models that have been taught.	Another form of utilizing patchwork fabric.	New forms of patchwork crafts.
Phase-4 Achievement			
Achievements include: affective, usefulness and transfer of knowledge and skills.	The instructor directs participants to create new shapes and models of patchwork crafts with the aim of using more patchwork waste so that zero waste is achieved.	Designs from the results of creativity that have been made by craftsmen.	A combination of new designs and shapes.

3. RESEARCH METHODS

The research method used is action research that focuses on the application of the MIDA training model for fashion waste processing. The subjects of this study were 15 tailors in Ujung Pandang District, Makassar City. This study was conducted by implementing four phases, namely: (1) Phase 1 - Motivation, (2) Phase - 2 Innovative, (3) Phase 3 - Development, (4) Phase 4 - Achievement. The data collection techniques used were observation techniques and test techniques. The instruments used to collect the data used observation sheets and performance test sheets. The data analysis technique used was in the form of descriptive statistical data analysis presented in the form of data presentation, tables and graphs.

4. RESULTS AND DISCUSSION

4.1. Research Results

4.1.1. Implementation of the MIDA Model

The development of this MIDA training model is based on the results of recycling from industrial waste from ready-made garments made into patchwork craft products by patchwork craftsmen in Makassar City. In general, craftsmen in Makassar City have never developed themselves in processing scrap fabric waste

into recycled products, never introduced or created something new (innovative) in making craft products from scrap fabric, there is no development that occurs because craftsmen have been doing the work for years, and there is no achievement from the results of the craft products that have been made by craftsmen. The results of observations on the implementation of the syntax components during the implementation of trial l can be seen in Table 2. Based on the table, it was obtained that the implementation of the syntax components, namely (a) Motivation Phase: Delivery of performance orientation of goals and orientation of training goals. The instructor's task in conveying training objectives and motivating training participants was carried out well; (b) Innovative Phase: The phase of delivering new knowledge and demonstrating knowledge and skills in managing scrap fabric waste was carried out well; (c) Development Phase: The phase of organizing training participants in developing patchwork craft products was carried out well; and (d) Achievement Phase: The achievement phase which includes: affective, utility and transfer of knowledge and skills was carried out well
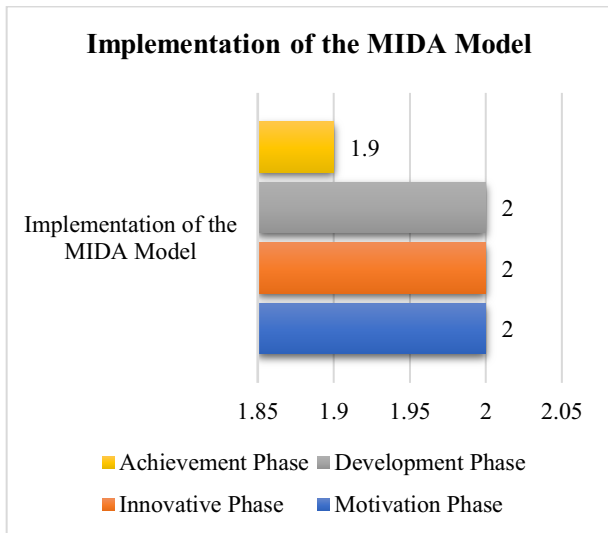
Implementation of the MIDA Model

Figure 2. Mean Implementation of the MIDA Model

Based on the description above and the results of the analysis in Figure 2, it shows that all phases of the syntax components can be implemented, although not all are implemented well. Based on the results of the observation, it has been agreed that the components of the MIDA Training Model support system were implemented with a percentage of agreement (PA) = 100%, and the average observation results (= 1.9). These results can be concluded that the components of the MIDA Training Model support system were implemented ($1.5 \leq M \leq 2.0$).

4.1.2. Participant Responses to the MIDA Model

Participants' responses to the implementation of the MIDA Training Model are divided into five aspects, namely: (1) response to training; (2) Response to materials, (3) Response to Modules; (4) Response to worksheets; and (5) Response to comfort. Results of the analysis of training participants' responses to the MIDA Training Model.
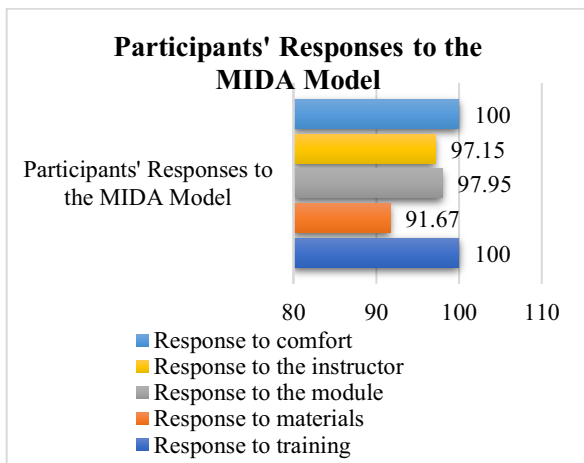
Participants' Responses to the MIDA Model

Figure 3.   Mean Participants' Responses to the MIDA Model

Based on the analysis results in Figure 3, it shows that the participants' responses to the implementation of the MIDA Model gave a positive response to the training, 91.67% gave a positive response to the training materials, 97.95% of participants gave a positive response to the training module, 100% gave a response to the worksheet, 97.15% of participants gave a positive response to the instructor, and 100% of instructors gave a positive response to the comfort of the training. Overall, the response of training participants to the training, materials, modules, worksheets, instructors, and the comfort of the learning atmosphere gave a positive response of 97.80%.

4.1.3. Knowledge Test Ability Results

Based on the analysis of the data from the pretest, participants' knowledge can be seen in Figure 4 below:

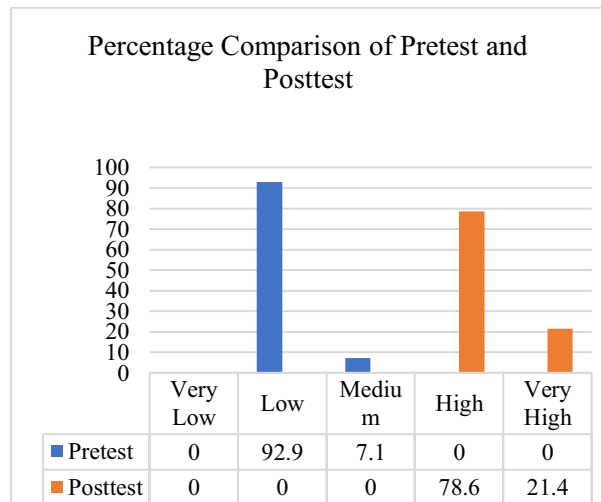## Percentage Comparison of Pretest and Posttest

Figure 4.   Pretest and Posttest Presentation of Participants' Knowledge

To find out the difference in the results of participants' abilities before and after the training, it can be analyzed descriptively using the Gain normality test. Based on the calculation results above, the average increase in normalized gain was obtained by 0.53 and was categorized as moderate. So it can be said that from the descriptive test data and the gain test conducted, the level of knowledge of MIDA Training Model participants is in the moderate criteria, which is indicated by the results of the participant knowledge test with an average pretest value of 43.21 and a post-test value of 79.64, and a gain test of 0.53 where the level of knowledge of MIDA model training participants is in the moderate criteria.

4.1.4. Performance Test Results

The assessment of performance capability is carried out by observing training participants in carrying out practice. The results of observations using performance assessment can be seen in table 2 below:

Table 2. Frequency Distribution of Performance Test Results

Criteria	Result Interval	F	Percentage (%)
Very High	85-100	10	66.67 %
High	65-84	5	33.33 %
Medium	55-64	0	0 %
Low	35-54	0	0 %
Very Low	0-34	0	0 %
Score		**15**	**100%**

Based on Table 2, it shows that out of 14 training participants, 10 participants (66.67%) obtained a score in the very high category, and 6 participants (33.33%) obtained a score in the high category. This proves that the practical ability of training participants has met the individual learning competency standards, namely 80% who obtained a minimum score of 70.00. For more details, see the graph below.
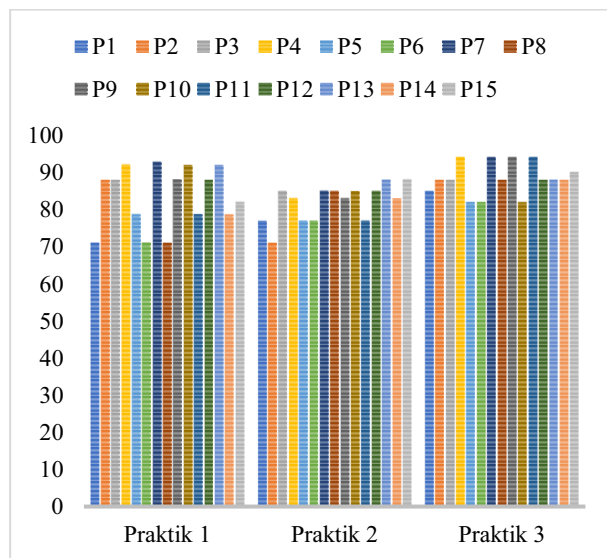
Figure 5. Bar Chart of Participant Performance Ability

4.2. Discussion

Based on the research results on the syntax components above, they can be discussed further from a theoretical discussion perspective as follows.

Phase-1 Motivation; is one of the very important syntaxes in the MIDA training model. In this phase, it has a role to clarify the learning objectives in training, which are closely related to the meaning of learning. Training participants will be interested in learning something, if what is learned can at least be known or its benefits can be enjoyed by training participants. The influence of motivation on a person depends on how much motivation is able to arouse a person's motivation to behave better. With great motivation, a person will do a job by focusing more on the goal, and will be more intensive in the process of working on it. In learning activities, motivation can be said to be the overall driving force within a person that gives rise to learning activities, which guarantees the continuity of learning activities and provides direction to learning activities, so that the goals desired by training participants can be achieved [19].

Phase 2 Innovative (innovative); this stage is used to provide training participants with the opportunity to gain new knowledge and skills in managing scrap fabric waste. Introducing something new to training participants in making scrap fabric craft products. This is in accordance with Okpara's that innovation can be interpreted as a new idea that is applied to improve a product or process and service. The output of this phase is to produce new designs or creations of scrap fabric craft results [20].

Phase 3. Development; at this stage is the stage of developing new knowledge obtained by training participants to make various patchwork craft products. The output of this phase is that training participants make more creative patchwork crafts by combining the models that have been taught or developing their own existing designs so that the results are more attractive. In this development phase, in accordance with what was stated by Smitt, the emphasis on effective training is to develop skills and anticipate and adapt to future needs [21].

Phase 4. Achievement; this stage is the final stage of the MIDA training model. The output of this stage is that training participants are expected to be able to design their own patchwork products by combining previous experiences and new knowledge gained during the training. The outcomes in this phase are a combination of new designs and forms of patchwork craft products.

The effectiveness of the MIDA training model is also seen from the learning outcomes of the training participants. The increase in the level of knowledge of the MIDA Training Model participants is indicated by the results of the participant knowledge test with an average pretest score of 43.21 and the posttest score of 79.64. The gain test result is 0.53. This shows that the level of knowledge of the MIDA model training participants is included in the moderate criteria. The results of the training participant performance test show that, out of 14 training participants, there were 9 participants (60%) who obtained scores in the very high category, there were 6 participants (40%) who obtained scores in the high category. This proves that the results of the knowledge test and the training participant performance test have met the individual learning competency standards, namely 80%, from a minimum score of 70.00

Based on the effectiveness criteria that have been produced, as an instructional impact of the MIDA training model, the mastery of the material in the training module for managing industrial waste from ready-made

clothing (fabric scraps), which relates to the achievement of basic competencies and indicators of achieving basic competencies, shows the continued impact of the involvement of participants who are quite dominant in the training process in efforts to create a pleasant training atmosphere, and foster a positive attitude of participants towards the training.

The results of fashion waste management training that fosters motivation, innovation, development and achievement (MIDA Training Model), can be used as a source of business. The results will be directly visible with changes in the craftsmen. This can be seen from the increasing knowledge and skills of craftsmen in producing various designs and creative products from the processing of scrap fabric waste. With the development of craftsmen's abilities, the craftsmen will have a permanent livelihood, which can be developed and by itself can increase the craftsmen's income. The results of the MIDA Training Model in managing scrap fabric waste, produce the Ecopreneurship concept. This ecopreneurship concept is a concept of entrepreneurship that is not only oriented towards profit or making a profit, but also cares about other aspects, especially the environmental aspect. Ecopreneurship is an entrepreneurial behavior that pays attention to or prioritizes the sustainability and sustainability of the environment in the future.

Ecopreneurship is a concept for developing the world of entrepreneurs in the future by considering aspects of sustainability, both ecological, social and economic aspects. The development of the ecopreneurship concept requires cooperation from several parties, each of which has its own role in developing the concept of ecopreneurship in society. The concept of ecopreneurship is expected to be a concept for developing the world of entrepreneurs towards a better direction in the future [22].

5. CONCLUSION

Based on the results of this study, it can be concluded that the application of the MIDA model in fashion waste management can improve the knowledge and creativity of respondents in this case tailors. The results of fashion waste management in Makassar City, based on learning outcomes, performance results and participant response results have met the effective criteria. Education on fashion waste management is interesting and easy for respondents to do, so it becomes one of the efforts to create products with a longer service life, which can also be a source of additional income for tailors.

AUTHORS' CONTRIBUTION

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