

## ABSTRAK

Satu kelompok penenun dan sekaligus keluarga dari pekerja migran tradisional dari suku Palue secara alamiah mendirikan koperasi. Sejarah mencatat koperasi mampu membuat kelompok penenun miskin menjadi berdaya. Penelitian ini bertujuan untuk menggali dan memformulasikan teori pemberdayaan dari perspektif proses yang mengintegrasikan pemberdayaan psikologis dan pemberdayaan struktural pada level individu dan organisasi di dalam konteks koperasi, membuktikan koperasi sebagai organisasi berdaya yang menghasilkan agen-agen perubahan bagi komunitas dalam mengatasi masalah kemiskinan, serta menggali dan memformulasikan bentuk pengaruh koperasi terhadap perubahan pada komunitas, dan cara koperasi menciptakan kerja sama sistematis antara organisasi dalam komunitas untuk mengatasi masalah kemiskinan.

Metode penelitian menggunakan pendekatan *Action Research* dengan tiga tahapan studi. Studi I yaitu *assessment* terhadap kemiskinan dan pemberdayaan komunitas pengungsian Hewuli, melibatkan 50 responden dan 15 penenun. Studi II merupakan intervensi pada para penenun *Mbola so* dengan merevitalisasi koperasi yang sudah berhenti beroperasi, melibatkan 15 orang penenun. Studi III bertujuan untuk melihat dampak proses pemberdayaan koperasi pada komunitas pengungsian Hewuli melibatkan 15 orang penenun dan 9 informan. Pengambilan data dilakukan dengan *Focus Group Discussion* (FGD), wawancara, observasi, skala. Analisis data dilakukan secara campuran, data FGD, observasi, wawancara, diolah dengan pendekatan kualitatif memakai bantuan software MAXQDA 20. Data kuantitatif dikategorikan dan dibandingkan dengan hasil analisis data kualitatif.

Hasil penelitian menemukan konsep koperasi sebagai *empowering organization* yaitu “wadah” pemberdayaan melalui proses pengaturan *formal power*. Pengaturan tersebut membuat koperasi memberikan varian *opportunity* (warna alam, penjualan, cara berorganisasi) kepada anggota dengan membuka akses informasi, dukungan dan *resources* kepada anggota, dan dapat mengatur *informal power*. Wadah koperasi menjadi *locus* terwujudnya koperasi sebagai roh atau spirit kerja sama dari para penenun dan digambarkan dalam motif ikat tenun “*Loka Mbola so*”. Proses perubahan koperasi membuat persepsi anggota terhadap pemberdayaan struktural ( $t = -4.461$ ;  $p = 0.00$ ) dan psikologis meningkat ( $t = -6.465$ ;  $p = 0.00$ ). Proses dalam organisasi dan *outcome* pada individu dan komunitas tersebut terjadi dengan syarat koperasi menjadi *learning organization* dan memiliki *viability*. Anggota berdaya pada koperasi menjadi agen perubahan bagi pemberdayaan komunitas (Pemberdayaan Intrapersonal-emosional,  $t = -3.493$ ;  $p = 0.00$ ; Pemberdayaan Interaksional-kognitif,  $t = -6.141$ ;  $p = 0.00$ ; Perilaku berdaya,  $t = -7.342$ ;  $p = 0.00$ ). Koperasi sebagai organisasi berdaya yang memberikan dampak pada komunitas melalui anggotanya dalam bentuk para suami tidak merantau, menjadi *pioneer* menenun warna alam, mewariskan tradisi ikat tenun warna alam kepada anak, menciptakan destinasti wisata, membentuk aliansi. Koperasi membentuk cara kerja sama formal antara kelompok dengan memperluas interaksi belajar sehingga mulai menjadi *empowered organization*.

Kata kunci: *pemberdayaan individu, pemberdayaan organisasi, empowering organization, empowered organization, koperasi, penenun tradisional, pekerja migran tradisional, pengentasan kemiskinan, suku Palue.*

## ABSTRACT

*A group of traditional weavers who belong to families of migrant workers from the ethnic of Palue organically founded a cooperative. History recorded that cooperatives were able to make groups of poor weavers more powerful. This study aimed to explore and formulate the theory of empowerment from the perspective of the process that integrates both psychological and structural empowerment at the level of individual and organization in the context of cooperative and to prove that cooperative can create agents of change in communities to overcome poverty. It explored and formulated the forms of the influence of their cooperative on changes in the community and how the cooperative creates systematic collaborations among organizations in the community to overcome poverty problems.*

*The method of this study used the Action Research approach with three stages of study. Study I consisted of an assessment of poverty and empowerment of the community of Hewuli refugees, involving 50 respondents and 15 weavers. Study II was an intervention to weavers of Mbola so by revitalizing their cooperative that had stopped operating, involving 15 weavers. Study III aimed to see the impacts of the process of empowerment of the cooperative, involving 15 weavers and 9 informants. Data were collected through Focus Group Discussion (FGD), interviews, observation, and scaling. The data were analyzed in a mixed manner and processed with a qualitative approach using MAXQDA 20 software. The quantitative data were categorized and compared with the results of the qualitative analysis.*

*The study found that cooperative conceptually is an empowering organization through a process of formal power regulation. Such regulation makes a cooperative able to provide its members with opportunities by opening access to information, support, and resources, and regulating informal power. Cooperative has become the locus of it being the spirit of cooperation among the weavers as depicted in the "Loka Mbola so" motifs of their woven fabrics. The changing in the cooperative increased the members' perception of structural empowerment ( $t = -4.461$ ;  $p = 0.00$ ) and psychological empowerment ( $t = -6.465$ ;  $p = 0.00$ ). The process in the organization and outcome in the individuals and community take place as long as a cooperative becomes a learning organization and has viability. The empowered members of cooperatives were agents of change for community empowerment (Intrapersonal-emotional Empowerment,  $t = -3.493$ ;  $p = 0.00$ ; Cognitive-Interactional Empowerment,  $t = -6.141$ ;  $p = 0.00$ ; Empowered Behavior,  $t = -7.342$ ;  $p = 0.00$ ). Cooperatives as an empowered organization that has an impact on their community by having their husbands not going abroad, becoming pioneers in weaving natural colors, passing on the tradition of weaving natural colors to children, creating tourist destinations, and forming alliances. Cooperatives form a formal way of cooperation among groups by expanding learning interactions so that they begin to become an empowered organization.*

**Keywords:** *Individual empowerment, organizational empowerment, empowering organization, empowered organization, cooperative, traditional weavers, migrant workers, poverty eradication, Palue ethnic.*