

CHAPTER IV

CONCLUSION AND SUGGESTION

1.1 Conclusion

Based on the research that author did in the optimization of human resource management through Pokdarwis in the development of tourism potential in Kebonagung Tourism Village there are conclusions as follows:

1. Delevopment of human resource in Kebonagung Tourism Village
 - a. In increasing productivity there are several activities carried out by Pokdarwis in which meetings are held monthly and innovations in the form of various tour packages offered to visitors such as agricultural tourism packages, crafts, arts and culture. This is an effort to increase the awareness of the Kebonagung Village community to be more involved in the management of tourist villages and increase the number of tourist visits.
 - b. In improving the quality of human resources, empowerment is carried out internally and externally. Empowerment internally, namely, conducting training for Pokdarwis administrators are such as guiding certification and human resource management training. The external empowerment followed by the community are such as homestay training (how to manage homestay, how to welcome visitors) and culinary (presentation of food menu according to homestay standards) which is followed by homestay owners. These

activities were carried out to increase the knowledge and abilities of the Kebonagung Village community in the management of tourist villages.

- c. In attracting and holding a good labor in Pokdarwis Tambak Tegal Agung, the involvement of the younger generation in Kebonagung Village is still low, therefore the management only relies on old people in the management of tourist villages.
- d. In supporting personal growth in Kebonagung Village it can be influenced by the presence of the tourist village which led to the emergence of a home industry or culinary business from the arrival of tourists to Kebonagung Village for a vacation.

2. Maintenance of human resource in Kebonagung Tourism Village

- a. The communication is carried out internally and externally by Pokdarwis. Internal communication only involves among the Pokdarwis management regarding programs and activities in the management of tourist villages. Then, external communication involves the Government Agencies (Ministry of Tourism, Departement of Tourism and Culture of Bantul Regency, Universities, and Kebonagung Village Government), private sector (The Hotel 101, travel agency), and also the people of Kebonagung Village.
- b. In terms of welfare in Kebonagung Tourism Village, income from the management of tourist villages is only as additional income. This

is because visitors to the Kebonagung Tourism Village do not always come every day and therefore cannot be used as basic income.

1.2 Suggestions

The following are some suggestions to provide input as a follow-up of the results of research that author did in the optimization of human resource management through Pokdarwis in the development of tourism potential in Kebonagung Tourism Village.

1. Kebonagung Village community is expected to increase participation in various activities in the management of tourist villages, especially for the younger generation. It is hoped that the younger generation will be more involved in every activity such as during meetings with Pokdarwis, Information and Technology training, and being involved in the management of Pokdarwis.
2. Pokdarwis Tambak Tegal Agung can approach personally the younger generation. Therefore, so that the regeneration and involvement of the younger generation in the management of Pokdarwis is active.
3. It is expected to increase cooperation between Pokdarwis Tambak Tegal with various government agencies, Universities and also the private sector in developing tourism villages.
4. Kebonagung Village Government can play an active role and be more involved in the development of tourist villages morally and materially.