



PELATIHAN PENGEMBANGAN SDM PADA SANTRIWATI PONPES TAHFIDZUL QUR'AN CIPUTAT

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Abstrak

Program yang mengintegrasikan penguatan akademik, kepemimpinan, kemandirian ekonomi, dan karakter dianggap strategis untuk menyiapkan kontribusi positif santriwati pada keluarga dan masyarakat. Metode kegiatan melibatkan pelatihan SDM partisipatif untuk 45 santriwati dengan pembagian dalam kelompok kecil; materi mencakup perencanaan bisnis mikro, pengembangan soft skill (komunikasi, kerja tim, manajemen waktu, layanan pelanggan), dan keterampilan produksi pangan rumah tangga (pembuatan nugget tempe, hygiene, pengemasan). Pendampingan teknis oleh instruktur dan praktisi serta penyebaran informasi dan evaluasi formatif dan sumatif melengkapi pelaksanaan. Hasil menunjukkan seluruh peserta mampu menerapkan pengetahuan menjadi praktik usaha: empat kelompok usaha memproduksi dan memasarkan nugget tempe secara langsung dan daring dengan capaian penjualan masing-masing 21, 17, 23, dan 20 paket. Kegiatan meningkatkan keterampilan teknis, kemampuan perencanaan usaha, efektivitas kerja tim, dan kepercayaan diri santriwati serta memberi pemahaman praktis tentang dinamika pasar dan manajemen kas sederhana. Rekomendasi meliputi penguatan program berkelanjutan berupa modul pelatihan terstandar, pendampingan lanjutan pasca-pelatihan, pengembangan jejaring alumni untuk pemasaran dan mentoring, serta digitalisasi administrasi dan pemasaran untuk meningkatkan skala usaha. Selain itu, integrasi nilai-nilai keagamaan seperti keikhlasan dalam kurikulum kewirausahaan perlu dipertahankan guna membentuk SDM yang kompeten sekaligus berkarakter.

Kata kunci: Pelatihan, Santriwati, Pondok Pesantren

Abstract

Programs that integrate academic strengthening, leadership, economic self-reliance, and character development are considered strategic to prepare the students to contribute positively to their families and communities. The activity methods involved participatory HR training for 45 students divided into small groups; the curriculum covered micro business planning, soft-skill development (effective communication, teamwork, time management, customer service), and household food production skills (tempeh nugget preparation, hygiene, and simple packaging). Technical mentoring by instructors and practitioners, information dissemination, and formative and summative evaluations complemented implementation. Results show all participants were able to translate knowledge into business practice: four business groups produced and marketed tempeh nuggets both directly and online, achieving sales of 21, 17, 23, and 20 packages respectively. The activity improved technical skills, business planning ability, team effectiveness, and the students' self-confidence, while providing practical understanding of market dynamics and basic cash management. Recommendations include strengthening a sustainable program through standardized training modules, continued post-training mentoring, developing alumni networks for marketing and mentoring, and digitalizing administration and marketing to scale up businesses. In addition, integration of religious values such as sincerity (ikhlas) into the entrepreneurship curriculum should be maintained to form HR that is both competent and characterful.

Keywords: Training, Santriwati (female students), Islamic Boarding School (Pondok Pesantren)

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