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KUD Members' Participation Development through Society Education

Prof. Dr. Arief Subyantoro, MS Khoirul Hikmah, SE, M.Si
Economic Faculty, UPN "Veteran" Yogyakarta, SWK Street. No104 Ring Road Utara, Condong Catur, Sleman, Yogyakarta 55283, Indonesia
Email:ariefsubyantoro@yahoo.com;khoirulhikmah@ymail.com

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Abstract
This research conducted based on the weak participation of KUD members. KUD members' participation is very determined by the members' habits. The weak participation of KUD members will affect the weak of KUD activities. Therefore, the benefits that is gotten by members also low which affects the prosperousness of the members that most of them are live in a small village. Bantul district was chosen as the field of the research because after the earthquake years ago, the participation of the KUD members are getting weak. In Bantul, almost 50% of the KUDs are non-active KUDs. This study is intended to produce a model in a form of "guidance" for KUD, therefore it might be used to develop the KUD activities in Indonesia. The first year research was funded by Dikti grant competition 2013 found that KUD participation was weak, then many KUDs went bankrupt because KUD could not rise. In this second year of research, the researcher emphasized the research on KUD members' habits and provided support and training to them assumed that their participation as the members would rise and rise the KUD activities.The total respondents for this second research was 116 respondents. The instrument used in this research was PLS (Partial Least Square) to investigate the habits factor which has influence in KUD members' participation. The data gathering technique used in this research is questioner, while the sampling gathering technique is judgment sampling. The result of this research indicates that Biographical Characteristic, Learning Process and Ability give direct positive influence and significant to Organization Commitment. Learning Process gave direct positive influence and significant to Organization Commitment, Organization Commitment gave direct positive influence and significant to Members' Participation, Members' Participation gave direct positive influence and significant to benefits received by the members. The result of this research also proves that support and training for KUD members must be conducted continually and increase the KUD members' participation. Based on the result of this research, the researcher intended that the government should give better attention to KUD by providing support and training continually, therefore KUD might rise. Limitations of this study, only covers an area of one of the districts in Bantul Yogyakarta. The future research could include a wider area. Hopefully the results of the research can be applied in all regions in Indonesia and other countries that have such organizations KUD.
Keywords: biographical characteristic, learning process, ability, organizational commitment, members' participation

A. Introduction

One way to increase the village society's prosperousness is by forming KUD (*Koperasi Unit Desa*). It is expected that KUD can be a place where the villagers may own and govern their own economic activity, therefore they can also rise their prosperousness level (Subyakto, Harsoyono,1986). However, the fact shows that KUD have not achieve the completely goal yet. This is caused by the weak condition of KUD members' participation.

Bantul district in Yogyakarta as the area which got the worst effect of earthquake in 2006 shows that the KUD members' participation getting weak. Therefore, there must be a way to increase the consciousness, enthusiasm, and ability of Bantul society to have cooperative activities through cooperative learning process in order to increase the villagers' participation in KUD.

KUD members' participation is an important thing to achieve good KUD activities. The more KUD members' participation, the easier way for KUD to be developed. Subyantoro, Arief (2006) and Subyantoro & Khoirul (2013) shows that KUD and non KUD members' participation in Yogyakarta is weak. It can be seen by looking through their participation in RAT (*Rapat Anggota Tahunan*) or yearly members' meeting, voluntary reserved activity, and unit activity using participation that still least.

Besides those cases above, KUD has an important role in National Development, especially in villagers' development. It shows that KUD members' participation as an important indicator in the KUD successness is still in a weak condition, therefore in the first year of this research tried to find the factor that affected villagers in KUD participation. The first research found that: 1) the society habit, the low consciousness of the society and the KUD members' motivation development through continually training cause the weak of

KUD members' participation. However, those things are needed to increase the members' commitment which will increase their participation. 2) Doing continually learning is to increase the members' and the committee's ability, so that members' commitment to KUD also increase (Subyantoro & Khoirul , 2013).

Based on the first year research, the second year research was done to develop the KUD participation through the right participation method (Mayoux, Linda & Chamber, 2005). In this research, the research did the same research which emphasized on habit factor, did extension and training to help KUD in increasing their active participation, and also made model of KUD members' participation development to rise and build KUD participation.

B. Review of related literature

1. Member's participation

Hersey, Paul (1993) shows that:

KUD members' participation can be divided into two dimensions based on the members' dual identity:

a. Member in position as the owner

In this case, KUD member gives contribution to the cooperative growth and formed in a form of economic contributions as: infestation participation, reserve forming, and reserve itself. In a position as the owner, member also take a role in: setting the goal, controlling process, decision making to the cooperative living.

b. Member in position as the owner/ customer

In this case, cooperative's member takes benefits in many chances prepared by cooperative to support the needs.

2. Biographical Characteristic

Biographical characteristic can be analyzed through (Mar'at, 1981).: age, sex, marital status, number of dependents, and tenure. To understand how big the effect of biographical characteristic is to the participation, it must be connected to: *productivity, absence, turn over,* and *satisfaction.*

3. Personality

Luthans, 1994 at Kreitner Robert and Kinicki Angelo, 1995 states that personality as a dynamic organization in the individual psychological system will decide the unique consideration to his environment. If somebody is able to organize the ability of personality makers, then he will rise up with the complete personality.

Robbins (2003) states that personality as a dynamic organization in the individual to physic-psychology determines the unique adaptation regarding the society. The personality of a men is decided by: heredity, environment and situational.

4. Perception

Luthans, 1994 at Kreitner Robert and Kinicki Angelo, 1995 states perception is a cognition process experienced by individual in understanding his environment through his sight, hearing, instilling, feeling and smelling.

Robbins (2003) defines perception as a process where individual organize and interpret his sensory impressions in order to give meaning to his environment. According to Robbins (2003), perception is influenced by: *perceiver, target*, and *situation*.

5. Attitudes

Robbins (2003) states that attitude is an evaluation question about an object, person, or event that is showed through happy feeling or unhappy feeling. Therefore, attitude show somebody's feeling to something. In understanding an individual attitude to an organization can be measured through: *Job Satisfaction* and *Job Involvement.*

6. Motivation

Steens at Schermerhorn, et.al, 1994, states that motivation is an individual interest power to be involved in activities which give direction to a work life. This is not a relative feeling, satisfaction, of a job, but a feeling of willingness to work to reach the job goal. Thoha at Subyantoro (2006) states that basically, individual consideration is determined by the willingness to reach a goal. That feeling is the motivation.

Robbins (2003) defines motivation as a real effort to reach a goal, according to the ability, to satisfy the individual and organization needs. Therefore, those opinions can be summarized whether motivation and perception affect individual in involving himself in a work and his organization participation.

7. Learning Process

Robbins (2003) states that learning process is relatively permanent change in behavior that occurs as a result of experience.

In learning process, there are important elements:

- change : learning covers a behavior changing
- permanent : behavior changing should be permanent, therefore there will be learning.
- experience : different form of experiences are needed in learning process.

Therefore, learning is very influence somebody's involvement in a job organization participation.

8. Ability

Robbins (2003) defines ability as individuals' capacity to perform the various teaches in a job, or individual

ability to do many duties in his job. Therefore, individual will use his abilities and his physic. Based on that definition, it can be conclude that ability affects learning process and individual involvement in his job and his organization participation. It is shown as follows:

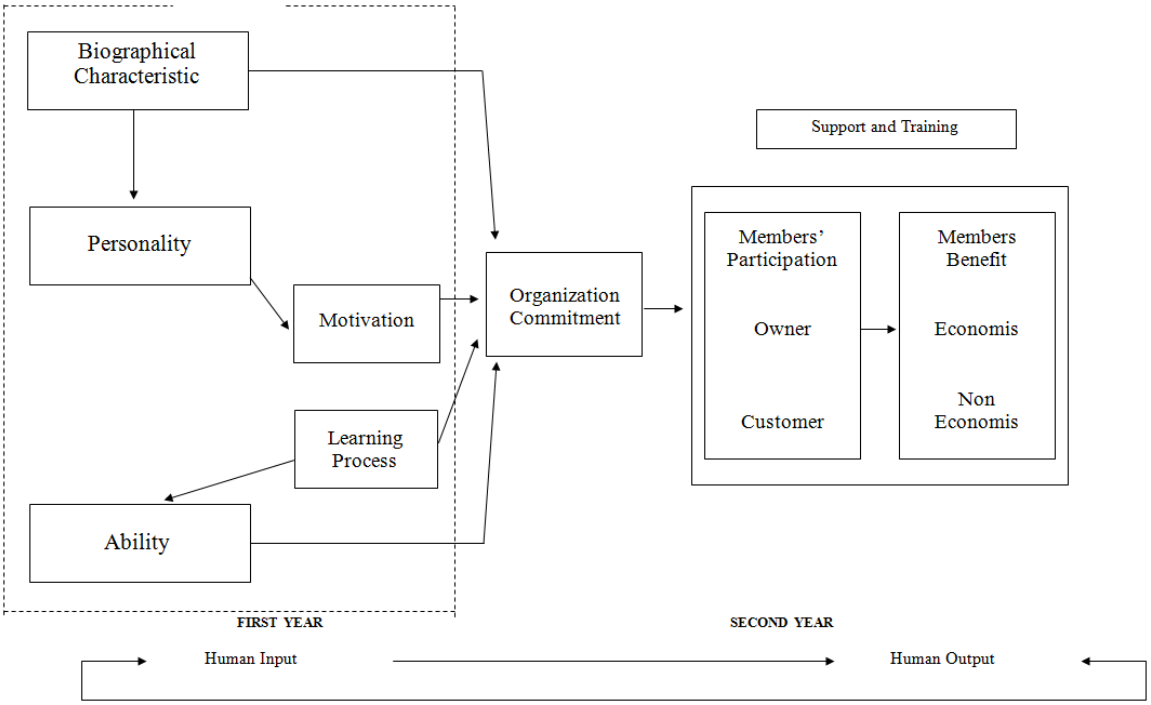


Figure 1. Scematic Thinking Structure

C. Methodology

1. Population and Sample

In this research, the population was KUD's members in Bantul, Daerah Istimewa Yogyakarta. The samples selection were conducted through *judgment sampling*. The use of *judgment sampling* had an aim to make the chosen sample is appropriated to them who has the characteristic of the population such Bantul's people. They are registered as KUD's member in Bantul.

The determination of the sample size was based on practical instruction (*rule of thumb*) which was given by Roscoe (Roscoe, 1997, at Sekaran, 2003), was for the *multivariate* research. The *sample size* of multivariate research had to be several times (ten times or more) from the number of variable research. This happened because there were seven variables in this variable research, so the samples which were taken 150 respondents only could be proceed for 116 respondents. This research used The KUD's objects in Bantul.

2. Data Gathering Method

The data gathering method was conducted by distributing the questionnaire on KUD's members in Bantul,.

3. Analysis Method

a. Validity Test

The validity of the model was evaluated by the convergent and discriminant validity of the indicator.

The validity index diskriminat

Diskriminat validity index was measured by using a cross loading and correlation comparison AVE square root of the latent constructs. Diskriminat validity index is seen from the cross loading factors can be seen in Table 1 as follows:

Tabel 1 *Cross Loading*

	A	B	C	D	E	F	G	K
A1	**0.716**	0.118	0.381	0.292	0.317	0.232	0.375	0.142
A2	**0.537**	-0.008	0.341	0.242	0.279	0.223	0.286	0.033
A3	**0.963**	0.362	0.452	0.412	0.423	0.139	0.349	0.014
B1	0.171	**0.660**	0.264	0.195	0.235	0.055	0.114	0.049
B2	0.323	**0.901**	0.172	0.192	0.139	0.180	0.139	-0.105
C1	0.166	0.266	**0.403**	0.326	0.315	0.235	0.229	-0.054
C2	0.356	0.167	**0.823**	0.555	0.430	0.198	0.533	0.061
C3	0.419	0.050	**0.831**	0.523	0.491	0.267	0.560	0.098
C4	0.407	0.342	**0.729**	0.394	0.453	0.315	0.416	0.229
D1	0.298	0.168	0.535	**0.766**	0.508	0.425	0.536	-0.033
D2	0.332	0.160	0.472	**0.714**	0.378	0.187	0.487	0.206
D3	0.311	0.300	0.335	**0.666**	0.366	0.300	0.353	0.096
D4	0.308	0.113	0.497	**0.778**	0.429	0.365	0.537	0.151
E1	0.427	0.219	0.385	0.478	**0.807**	0.363	0.404	0.101
E2	0.266	0.129	0.434	0.414	**0.827**	0.353	0.422	0.204
E3	0.344	0.158	0.563	0.471	**0.727**	0.373	0.467	0.077
F1	0.140	0.106	0.294	0.428	0.451	**0.880**	0.509	0.171
F2	0.030	0.131	0.151	0.237	0.280	**0.805**	0.377	0.146
F3	0.255	0.159	0.330	0.313	0.297	**0.597**	0.430	-0.063
G1	0.250	0.062	0.478	0.489	0.447	0.420	**0.711**	0.064
G10	0.301	0.271	0.445	0.522	0.382	0.464	**0.671**	0.253
G11	0.236	0.132	0.285	0.372	0.160	0.409	**0.602**	0.300
G12	0.255	-0.098	0.462	0.420	0.319	0.288	**0.676**	0.204
G13	0.364	0.175	0.423	0.444	0.463	0.307	**0.628**	0.298
G14	0.251	0.185	0.380	0.281	0.439	0.262	**0.567**	0.038
G2	0.255	0.087	0.368	0.422	0.211	0.529	**0.687**	0.179
G3	0.212	0.059	0.417	0.423	0.284	0.301	**0.661**	0.139
G4	0.110	0.146	0.296	0.254	0.273	0.416	**0.514**	0.168
G5	0.207	0.124	0.396	0.419	0.404	0.291	**0.579**	0.030
G6	0.358	0.161	0.426	0.477	0.462	0.473	**0.736**	0.164
G7	0.262	0.056	0.391	0.498	0.255	0.375	**0.678**	0.132
G8	0.206	-0.005	0.491	0.462	0.464	0.365	**0.641**	0.147
G9	0.267	0.089	0.344	0.416	0.218	0.350	**0.633**	0.189
K1	0.014	-0.074	0.071	0.097	0.099	0.120	0.223	**0.881**
K2	-0.011	0.079	-0.006	0.074	0.095	0.094	0.066	**0.646**
K3	0.091	-0.064	0.166	0.149	0.181	0.099	0.247	**0.887**

Source: Primary Data Processed, 2014

Based on the cross loading values in Table 1 is apparent that the loading of items of each construct has a value greater than the value of the loading indicator of other constructs. This indicates that the item has a good diskriminat validity. While the validity of the index diskriminat seen from the correlation value AVE square root of the latent constructs as follows:

Tabel 2 Korelasi akar kuadrat AVE

	A	B	C	D	E	F	G	K
A	**0.759**							
B	0.329	**0.790**						
C	0.484	0.253	**0.718**					
D	0.423	0.237	0.640	**0.732**				
E	0.440	0.214	0.591	0.579	**0.788**			
F	0.184	0.165	0.341	0.440	0.463	**0.770**		
G	0.399	0.159	0.632	0.664	0.551	0.579	**0.644**	
K	0.056	-0.060	0.126	0.139	0.161	0.125	0.253	**0.813**

Source: Primary Data Processed, 2014

Based on Table 2 it can be seen that the value of the square root of AVE (in bold) is higher than the correlation between variables other then the variable is said to have good validity diskriminat.

Convergent validity

Convergent validity of the measurement model with reflexive indicators based on the correlation between the value of the item scores to construct a score that is calculated by using PLS. Convergen validity index measured by AVE, comunality and loading factor. Results AVE index, and comunality can be seen in the following table:

Tabel 3 AVE, dan *communality*

Variabel	AVE	Communality
A	0.576	0.576
B	0.624	0.624
C	0.516	0.516
D	0.536	0.536
E	0.621	0.621
F	0.593	0.593
G	0.415	0.415
K	0.660	0.660

Source: Primary Data Processed, 2014

Based on the 3 table can be seen that the value AVE dam comumality study variables have values greater than 0.5 so that these variables have validity convergen good value. Especially for the variable G (organizational commitment) has AVE dam comumality slightly smaller than 0.5 so that it can be said that the variable has convergen poor validity. Convergen validity index as measured by the value of the loading factors can be seen in Table 4 as follows:

Tabel 4 Nilai *Loading factor*

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T Statistics (|O/STERR|)	Sig.
A1 ← A	0.716	0.724	0.172	0.172	4.154	0.000
A2 ← A	0.537	0.572	0.197	0.197	2.722	0.008
A3 ← A	0.963	0.912	0.101	0.101	9.495	0.000
B1 ← B	0.660	0.649	0.153	0.153	4.320	0.000
B2 ← B	0.901	0.886	0.080	0.080	11.303	0.000
C1 ← C	0.403	0.417	0.156	0.156	2.589	0.011
C2 ← C	0.823	0.817	0.047	0.047	17.688	0.000
C3 ← C	0.831	0.829	0.041	0.041	20.342	0.000
C4 ← C	0.729	0.728	0.054	0.054	13.451	0.000
D1 ← D	0.766	0.764	0.039	0.039	19.449	0.000
D2 ← D	0.714	0.718	0.047	0.047	15.100	0.000
D3 ← D	0.666	0.669	0.070	0.070	9.556	0.000
D4 ← D	0.778	0.772	0.043	0.043	18.189	0.000
E1 ← E	0.807	0.811	0.039	0.039	20.505	0.000
E2 ← E	0.827	0.830	0.033	0.033	25.032	0.000
E3 ← E	0.727	0.720	0.058	0.058	12.491	0.000
F1 ←F	0.880	0.875	0.030	0.030	28.905	0.000
F2 ← F	0.805	0.795	0.066	0.066	12.205	0.000
F3 ← F	0.597	0.595	0.143	0.143	4.173	0.000
G1 ← G	0.711	0.714	0.046	0.046	15.312	0.000
G10 ← G	0.671	0.670	0.049	0.049	13.789	0.000
G11 ← G	0.602	0.598	0.069	0.069	8.704	0.000
G12 ← G	0.676	0.668	0.058	0.058	11.684	0.000
G13 ← G	0.628	0.622	0.060	0.060	10.548	0.000
G14 ← G	0.567	0.571	0.065	0.065	8.758	0.000
G2 ← G	0.687	0.678	0.062	0.062	11.045	0.000
G3 ← G	0.661	0.665	0.057	0.057	11.545	0.000
G4 ← G	0.514	0.511	0.094	0.094	5.466	0.000
G5 ← G	0.579	0.584	0.068	0.068	8.474	0.000
G6 ← G	0.736	0.734	0.043	0.043	17.309	0.000
G7 ← G	0.678	0.681	0.050	0.050	13.625	0.000
G8 ← G	0.641	0.640	0.068	0.068	9.358	0.000
G9 ← G	0.633	0.630	0.059	0.059	10.773	0.000
K1 ← K	0.881	0.831	0.151	0.151	5.840	0.000
K2 ← K	0.646	0.626	0.168	0.168	3.846	0.000
K3 ← K	0.887	0.859	0.112	0.112	7.925	0.000

Source: Primary Data Processed, 2014

Based on Table 4 can be seen that there are still some items that have an outer loading value <0.7; so it is necessary to test the significance of the outer loadings. Loading outer significance test shows all items have a smaller significance level of α (0.05) so that all items can be declared to have good validity convergen index.

b.Uji Reliability

Test results can be seen on the reliability of Cronbach's alpha and composite reliability can be seen in Table 5 as follows:

Tabel 5 Nilai *cronbach's alpha* dan *composite reliability*

	Composite Reliability	Cronbachs Alpha
A	0.794	0.780
B	0.764	0.423
C	0.800	0.664
D	0.822	0.714
E	0.831	0.693
F	0.810	0.647
G	0.908	0.891
K	0.851	0.772

Source: Primary Data Processed, 2014

Based on Table 5 can be seen that the value of Cronbach's alpha and composite reliability has a value of more than 0.7. This indicates that the variable can be declared reliable research.

c. Analysis Technique

It used *Partial Least Square (PLS)*, Amos program. Partial least squares regression (PLS regression) is a statistical method that bears some relation to principal components regression; instead of finding hyperplanes of minimum variance between the response and independent variables, it finds a linear regression model by projecting the predicted variables and the observable variables to a new space (Tenenhaus, M, 2005). Because both the *X* and *Y* data are projected to new spaces, the PLS family of methods are known as bilinear factor models. Partial least squares Discriminant Analysis (PLS-DA) is a variant used when the Y is categorical.

PLS is used to find the fundamental relations between two matrices (*X* and *Y*), i.e. a latent variable approach to modeling the covariance structures in these two spaces. A PLS model will try to find the multidimensional direction in the *X* space that explains the maximum multidimensional variance direction in the *Y* space. PLS regression is particularly suited when the matrix of predictors has more variables than observations, and when there is multicollinearity among *X* values. By contrast, standard regression will fail in these cases (unless it is regularized) (Tenenhaus, M., 2005).

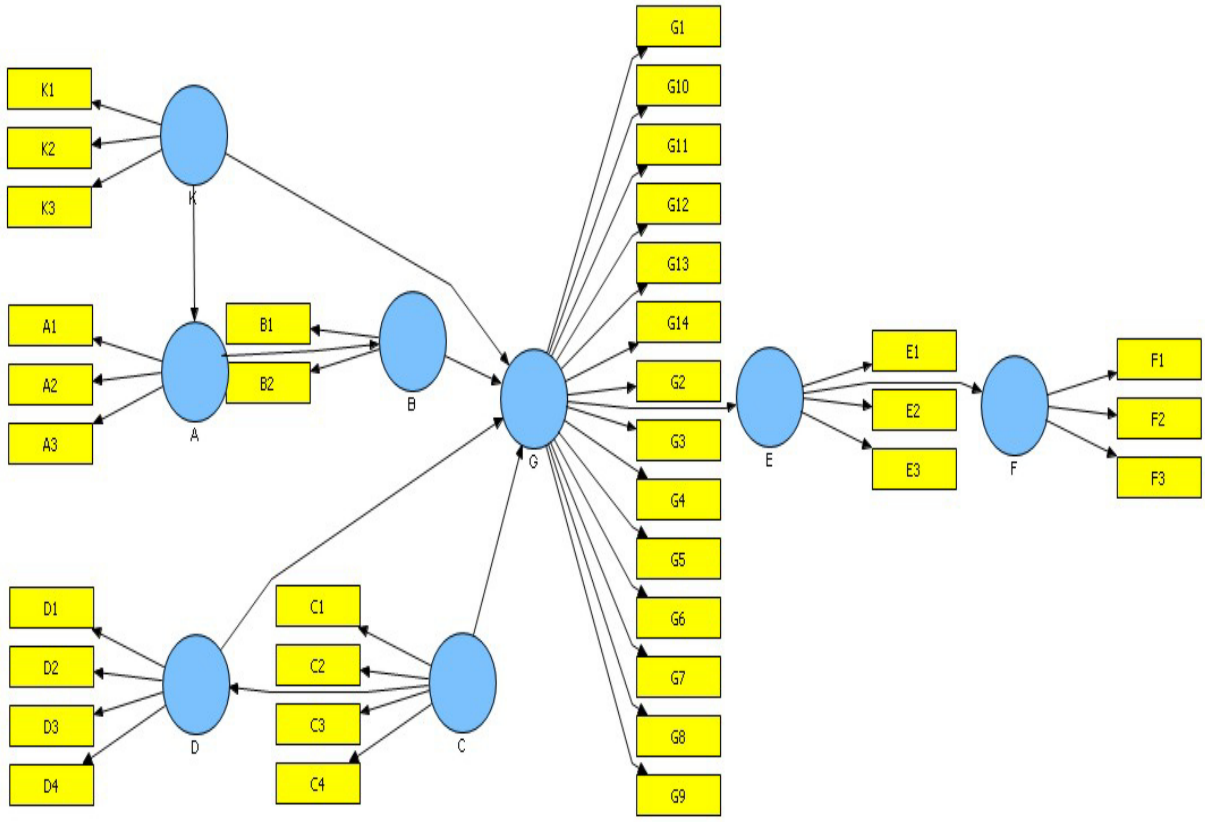
The PLS algorithm is employed in Partial least squares path modeling, (Tenenhaus, M., 2005 & Vinzi, V.; Chin, W.W.; Henseler, J. et al., 2010) a method of modeling a "causal" network of latent variables (causes cannot be determined without experimental or quasi-experimental methods, but one typically bases a latent variable model on the prior theoretical assumption that latent variables cause manifestations in their measured indicators). This technique is a form of structural equation modeling, distinguished from the classical method by being component-based rather than covariance-based (Tenenhaus, M., 2008).

Partial least squares was introduced by the Swedish statistician Herman Wold, who then develop ed it with his son, Svante Wold. An alternative term for PLS (and more correct according to Svante Wold (Wold, S; Sjöström, M.; Eriksson, L. ,2001) is *projection to latent structures*, but the term *partial least squares* is still dominant in many areas. Although the original applications were in the social sciences, PLS regression is today most widely used in chemometrics and related areas. It is also used in bioinformatics, sensometrics, neuroscience and anthropology. In contrast, PLS path modeling is most often used in social sciences, econometrics, marketing and strategic management.

D. Result and discussion

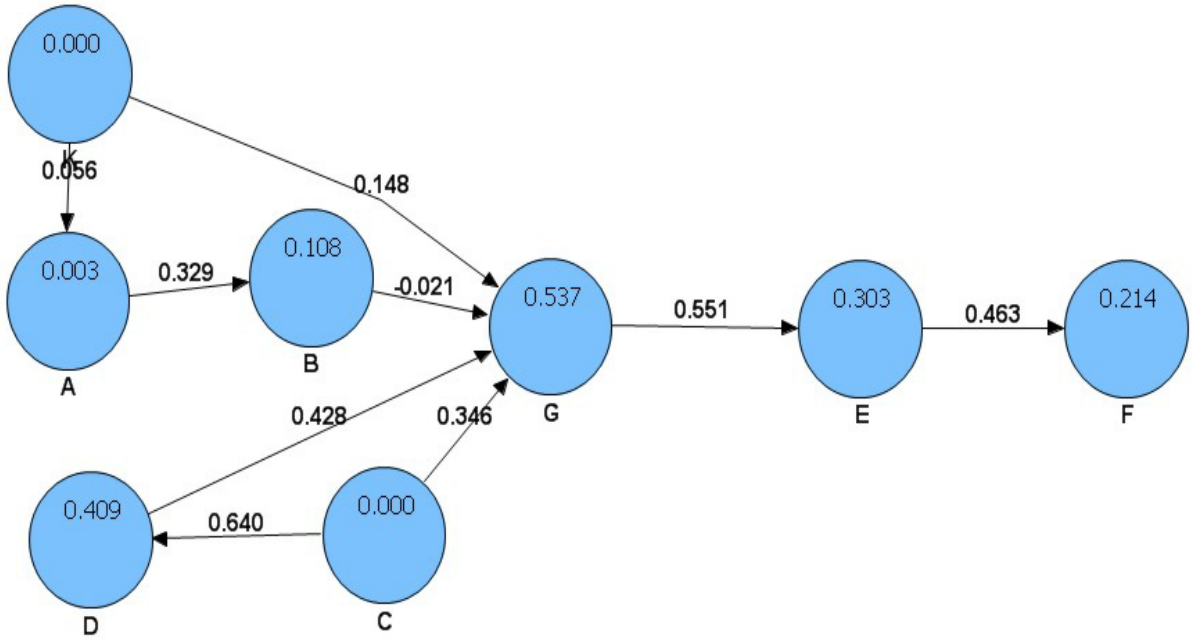
This research was conducted on the entire of KUD in Bantul district which is still active. In this research, some members of KUD were the employed sample. The data gathering process obtained 116 of the respondents.

The hypothesis in this research was conducted by analyzing the needed data relation also the relation between the exogenous and the endogenous variable with the statistic test of *Partial Least Square* (PLS). The result of the analysis was provided as follow:



Source: Primary Data Processed, 2014

Figure 2. Research Model



Source: Primary Data Processed, 2014

Figure 3. The Result of Coefficient Path

Table 6 Coefficient Path of Research Variable

Line	Coefficient Path	t-statistic	Compatibility
→ A	0,056	0,787	0,433
→ G	0,148	2,232	0,028
→ B	0,328	3,850	0,000
→ G	-0,021	0,521	0,603
→ D	0,640	11,505	0,000
→ G	0,346	4,321	0,000
→ G	0,428	4,624	0,000
→ E	0,551	9,140	0,000
→ F	0,463	7,000	0,000

Source: Primary Data Processed, 2014

Based on the previous table, it can be concluded that:

a. The effect of respondent's characteristic to personality:
In coefficient path, it is found that the effect of the respondent's characteristic to personality was 0.056. The t-statistic was 0.787 with the 0.433 of the compatibility level and it is higher than 0.05. It shows that the variable of the respondent's characteristic didn't significantly affect the personality. Therefore, the first hypothesis which states the respondent's characteristic affect the personality is **not proven**.

b. The effect of respondent's characteristic to organizational commitment
In coefficient path, it is found that the effect of the respondent's characteristic to organizational commitment was 0.148. The t-statistic was 2.232 with the 0.028 of the compatibility level and it is smaller than 0.05. It shows that variable of the respondent's characteristic significantly affects the organizational commitment. Therefore, the second hypothesis which states the respondent's characteristic affect the organizational commitment is **proven**.

c. The effect of respondent's characteristic to motivation
In coefficient path, the effect of the respondent's characteristic to motivation was 0.328. The t-statistic was 3.850 with the 0.000 of the compatibility level and it is smaller than 0.05. It shows that variable of the respondent's characteristic significantly affects the motivation. Thus, the third hypothesis which states the respondent's characteristic affect the motivation is **proven**.

d. The effect of motivation to organizational commitment.
In coefficient path, the effect of motivation variable to organizational commitment was -0.021. The t-statistic was 0.521 with the 0.623 of the compatibility level and it is higher than 0.05. It portrays that the motivation variable didn't significantly affect the organizational commitment. Thus, the fourth hypothesis which states the motivation significantly affects the organizational commitment is **not proven**.

e. The effect of learning process to ability
In coefficient path, the effect of learning process variable to ability was 0.640. The t-statistic was 11.505 with the 0.000 of compatibility level and it is smaller than 0.05. It can be seen that the learning process variable significantly affects the ability. Thus, the fifth hypothesis which states the learning process significantly affects the ability is **proven**.

f. The effect of learning process to organizational commitment
In coefficient path, the effect of learning process to organizational commitment was 0.346. The t-statistic was 4.321 with the 0.000 of the compatibility level which is smaller than 0.05. It shows that the learning process variable significantly affects the organizational commitment. Hence, the sixth hypothesis which states the learning process significantly affects the organizational commitment is **proven**.

g. The effect of the ability to organizational commitment
In coefficient path, the effect of ability variable to organizational commitment was 0.428. The t-statistic was 4.624 with the 0.000 of the compatibility level which is smaller than 0.05. It can be seen that the ability variable significantly affects the organizational commitment. Hence, the seventh hypothesis which states the ability significantly affects the organizational commitment is **proven**

h. The effect of organizational commitment to member's participation
In coefficient path, the effect of organizational commitment variable to member's participation was 0.551. The t-statistic was 9.140 with the 0.000 of the compatibility level which is smaller than 0.05. It can be seen that the organizational commitment variable significantly affects the member's participation. Hence, the eighth hypothesis which states the organizational commitment significantly affects the member's participation is **proven**

i. The effect of member's participation to member's benefit
In coefficient path, the effect member's participation variable to member's benefit was 0.463. The t-statistic was 7.000 with the 0.000 of the compatibility level which is smaller than 0.05. It shows that the member's

participation variable significantly affects the member's benefit. Hence, the ninth hypothesis which states the member's participation significantly affects the member's benefit is **proven**

F. Conclusions and suggestions

1. Conclusions

a. The member of KUD life history characteristics do not affect significantly to the personality of KUD members.
b. The KUD members' life history characteristics affect significantly to the KUD members' organizational commitment.
c. The KUD members' personality affect significantly to the KUD members' motivation.
d. The KUD members' motivation do not affect significantly to the KUD organizational commitment.
e. The KUD members' learning process affect significantly to the KUD members' ability.
f. The KUD members' learning process affect significantly to the KUD organizational commitment.
g. The KUD members' ability affect significantly to the KUD organizational commitment.
h. The KUD organizational commitment affects signigicantly to the KUD members' participation.
i. The KUD members' participation affect significantly to the benefits received by the KUD members.

2. Suggestions

a. From the members' behavior aspect, it can be seen that the members' ability is low. Thus, the continuously learning process is needed.
b. The administrators or members' biography characteristic is commonly above 50 years of age. Thus, the leadership regeneration is needed.
c. Since KUD is involved in common activities, the basic of KUD formation is needed to be revised in order to keep the values and principles of cooperation.
d. Most of KUD member do not know their right and obligation. Therefore, they need to be reminded in order to make them critical and participative in KUD activities
e. Many of KUD members have too high hopes to their KUD. Thus, the members of KUD need to be given clear and right information about the condition of the KUD.
f. The management of KUD gives too many promises to the members. It it difficult to completed if the condition of KUD is not good.
g. The management of KUD must have a bravery to reject the members who have much debt.
h. Ownership of KUD infrastructure and facilities adapted to the needs so as not to result in high maintenance costs.
i. There are so many KUD which are nott ready to face modern technology. Therefore, the facilities and work method modernization are needed in order to adapt to globalization.
j. Sometimes KUD is just a merely members gathering. Thus, member empowerment, training, and ability are needed to be given to KUD members in order to make them more participative.
k. KUD needs to give a good compensation to the management, so that the work and achievement of the management can be improved.
l. Sometimes, the management of KUD is not open-minded so that it raises members' untrustworthiness.
m. Most of KUD have a limited modal so that it need to weave a good cooperation with the third party
n. KUD needs to hire professional manager in order to grow bigger. (can be from hired from outside KUD who has good competency).

3. Recommendation

In order to get high participation from the member of KUD, KUD member's ability need to be improved through learning and mentoring process to all of KUD's members continuously. The Modul of KUD members' participation improvement and the active role of government are needed to do the mentoring process.

4. Research limitations and implications future

Limitations of this study, only covers an area of one of the districts in Bantul Yogyakarta. The future research could include a wider area. Hopefully the results of the research can be applied in all regions in Indonesia and other countries that have such organizations KUD.

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First A. Author
Prof. Dr. Arief Subyantoro, MS; Male; Born in : Yogyakarta / 18 Juli 1957; Home; Angsa Street No. 77 Pasekan, Maguwoharja, Sleman, Yogyakarta; Office: UPN "Veteran" Yogyakarta SWK Street No 104 (Lingkar Utara), Condongcatur, Sleman, Yogyakarta 55283 The author's major field of study human resources management.

Second A. Author
Khoirul Hikmah, SE, M.Si. Female; Born in : Yogyakarta, 17 Oktober 1973; Office: UPN "Veteran" Yogyakarta, SWK street No 104 Lingkar Utara, Condong Catur, Yogyakarta 55283 Home: Dr Sutomo street**,** Mangkukusuman GK 4 / 1522, Yogyakarta 55225; The author's major field of study finance management.

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