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Implementation of Regional Regulation Policy on Waste Management in Malang Regency

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Abstract
This study aims to analyze the implementation of the regional regulation policy on Edu Sampah Cipta Kerja, as well as to identify the supporting and inhibiting factors. The research location was the Reduce-Reuse-Recycle Integrated Waste Management Site (TPST 3R) in Mulyoagung Village, Dau District, Malang Regency. The data analysis technique uses a qualitative method that collects, reduces, presents data, and draws conclusions interactively and continuously. The results showed that implementing the Edu Sampah Cipta Kerja program in Mulyoagung Village increased community understanding and participation in community-based waste management. Effective communication and policy transparency strengthened community involvement despite initial resistance. The bureaucratic structure in the TPST 3R managed by the Community Self-Help Group (KSM) is running well but requires operational consistency. Dispositional factors reflect the high commitment of relevant institutions, but policy sustainability still depends on financial and labor management. The main supporting factor is the synergy between the government and the community, while the biggest challenge is the limited operational workforce. Continued support and improvement of human resources are key to the sustainability of waste management in Mulyoagung Village. It is expected that the results of this study contribute to improving the effectiveness of the Edu Sampah Cipta Kerja program through continuous socialization, financial transparency, evaluation of the payroll system, and participatory monitoring for the sustainability of waste management in Mulyoagung Village.
Keywords: Job Creation, Policy Implementation, Waste Management

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1. Introduction

The problem of environmental cleanliness is a long-term issue that requires intensive handling and cannot be delayed. Environmental problems faced by almost all countries, including Indonesia, cover a number of very crucial aspects. One of the pressing issues is ineffective waste management (Saraswati et al., 2023). In Indonesia, waste is still a major environmental issue that requires government and community attention (Fadillah et al., 2020). Population growth contributes to the increase in waste volume, primarily from changes in consumption patterns that produce difficult-to-decompose waste. Large cities face the inadequately optimized waste management challenge (Winatha et al., 2021). According to Law Number 18/2008, waste includes residue from human activities or natural processes that can or may not be decomposed. Waste is also defined as solid waste consisting of organic and inorganic substances that are considered useless and must be managed so as not to harm the environment and protect development investments (Cahyono & Budi, 2021). Waste management must involve the community and government through sustainable reduction and handling. Malang Regency Regional Regulation No. 2/2018 emphasizes waste management to create a healthy, sustainable, and economically valuable environment (Safitri & Sari, 2021).

The economic system in Indonesia still adopts a linear model (take-use-dispose), which is unsustainable and causes environmental problems. A new model that extends the life cycle of products is needed, such as the circular economy, which enables the regeneration of nature and reduces waste and pollution. The circular economy provides added value by reusing paper, plastic, bottles, glass, and magot worms. Therefore, education on waste management is important. One approach that can be applied is the 3R principle (Reduce, Reuse, Recycle), which reduces the volume of waste and provides economic benefits (Mustaghfiroh et al., 2020). By maximizing the utilization of production materials (Harahap & Dwiningsih, 2022), the circular economy has the potential to create green jobs and improve community welfare.

Population and economic growth in Malang Regency continues to increase, especially in areas bordering Malang City. Increased residential, industrial, educational, and office activity has increased waste production (Soseco, 2020). Waste management in Malang Regency is carried out through collection, transportation, and destruction by the Environmental Agency. Currently, the waste management system still focuses on transportation from Temporary Storage Sites (TPS) to Final Processing Sites (TPA), which is not optimal. Some of the obstacles faced include limited facilities and infrastructure, such as the number of transportation fleets and landfill areas, as well as the lack of public and private participation, including in the payment of waste retribution (Roos et al., 2022). Problems in waste management that often occur include people's behavior and lifestyles that still tend to lead to an increase in the rate of waste generation which is a great burden on sanitation managers, limited resources, budget, and personnel vehicles so that sanitation managers are not yet able to serve all the waste produced (Kahfi, 2017).

Malang District's Regional Regulation on waste management emphasizes that reducing waste from the source is the joint responsibility of the government and the community. The Malang District Government implemented a community-based independent waste management policy to increase citizen participation in waste management (Hernawati, 2013). One of the approaches implemented is the Integrated Waste Management Reduce-Reuse-Recycle (TPST 3R), which involves the community in sorting and processing communal-scale waste (Arief, 2020). TPST 3R reduces waste quantity before entering the Final Processing Site (TPA), supports land efficiency, and minimizes residues that must be landfilled (Nopriani et al., 2022). Implementing TPST 3R requires synergy between the community and the government through active involvement, empowerment, and continuous guidance (Mulyati et al., 2023). Community participation is a very important and primary aspect in the success of the 3R program (Rama & Purnama, 2017). The theory used to measure the effectiveness of TPST 3R-based waste management policies in Indonesia is Campbell's Theory of Effectiveness in (Wati et al., 2021), which measures the effectiveness of policies through several indicators, namely Program Success, Target Success, Satisfaction with the Program, Suitability of Input and Output, Achievement of Overall Objectives.

Waste management still focuses on the end-of-pipe approach, where waste is collected, transported, and disposed of in landfills (Aminullah et al., 2022). The accumulation of large volumes of waste in landfills has the potential to release methane gas, which increases greenhouse gas emissions and contributes to global warming. In addition, the natural process of decomposing waste is time-consuming and costly (Handajani et al., 2024). The lack of waste segregation in landfills leads to greater and greater accumulation. Therefore, integrated waste management must be implemented to minimize waste and maximize recycling and composting. The concept of zero waste with the principles of 3R (reduce, reuse, recycle), 4R (including replace), and 5R (including replant) can be a more sustainable solution (Handajani et al., 2024).

This research aims to describe and analyze the implementation of the Edu Sampah Cipta Kerja program and its supporting and inhibiting factors based on the Malang Regency Regional Regulation. The results of this study are expected to be useful for local governments as a basis for developing community-based waste management policies and job creation. This research can motivate me to participate in waste management and new business opportunities. Meanwhile, for academics, the results of this study can be a reference in the development of related studies and a reference for future research. By understanding these aspects, more effective strategies are expected to be obtained to improve sustainable waste management at the village level.

Public policy is an interdependent pattern of collective decisions made by government agencies, including choices to act or not act (Desrinelti et al., 2021). Public policy reflects the opinions and desires of the community, thus becoming the result of the crystallization of various aspirations (Sutmasa, 2021). In general, public policy aims to solve problems and meet public needs. Policy implementation is an important aspect of the entire policy process because its implementation is often more crucial than its creation (Sutmasa, 2021). Mazmanian and Sabatier emphasize that implementation includes events and activities after passing the policy (Mansur, 2021). Implementation studies focus on the resulting changes. Thus, policy implementation is the application of policies through laws, regulations, or executive decisions to achieve real impact in society (Permatasari, 2020).

Policy implementation through clear stages is critical to ensure its effectiveness. Policies can be self-executing, which automatically takes effect after being passed, or non-self-executing, which requires the role of various parties in its implementation (Sos, 2020). According to Gun (in Nugroho, 2023), policy implementation includes planning, implementation, and monitoring and evaluation. George C. Edward III identified four factors that influence the success of policy implementation: communication, resources, disposition, and bureaucratic structure (Karso, 2021). Clear and consistent communication is essential in ensuring policy understanding at all levels of the bureaucracy (Desrinelti et al., 2021). In addition, human resources, facilities, and incentives also play a role in the effectiveness of implementation (Utamy et al., 2020). A good bureaucratic structure, through clear SOPs and effective coordination, can reduce barriers to policy implementation (Siregar et al., 2022).

Based on the Minister of Public Works Regulation, waste reduction from the source is a shared responsibility between the government and the community. However, household waste sorting is still not optimal, so it needs

to be improved through the active role of community leaders and self-help groups (Utami & Rosariawari, 2024). Implementing the Reduce-Reuse-Recycle Integrated Waste Management Site (TPST 3R) refers to Reduce, Reuse, and Recycle, aiming to reduce landfill waste load. Organic waste is treated biologically, while non-organic waste is recycled or managed through waste banks (Muhdar et al., 2024). Waste management methods such as composting are a solution for reducing organic waste and increasing the economic value of waste. In addition to reducing the waste volume, compost can be an environmentally friendly fertilizer (Imelda et al., 2020).

Environmental damage due to waste is a critical issue that requires serious attention because it impacts various sectors of life. Until now, Indonesia still applies a linear economic system (take-use-dispose), which is not sustainable and exacerbates the waste problem (Syarif et al., 2022). Therefore, a circular economy model is needed that extends the product life cycle, reduces waste, and helps regenerate the environment. The circular economy aims to maintain the value of products, materials, and resources in the economy for as long as possible while minimizing social and environmental impacts (Listyadewi, 2023). One of its applications is the 3R principle (Reduce, Reuse, Recycle), which reduces the volume of waste and creates economic opportunities (Purwanti, 2021). Unlike the linear economy, the circular economy optimizes material utilization to maintain economic value and environmental sustainability (Fasa, 2021).

Empowerment means a process or effort to make a person or group have the ability to act based on reason, endeavor, and effort (Habib, 2021). Community empowerment is a process of transferring power through strengthening the social capital of groups to be more productive in achieving social welfare. Substantial social capital supports sustainability in building trust within the community (Bahri, 2019). Empowerment aims to create an empowered community with the knowledge and skills to fulfill their physical, economic, and social needs (Firman, 2021). In addition, empowerment also provides space for people to express their aspirations and participate in decision-making that affects their community (Darwis et al., 2021). Empowerment is a transition from powerlessness to control over life and the environment.

2. Methods

This research uses a descriptive method that aims to reveal a problem, situation, or event as it is to describe the facts objectively (Suwendra & Manuaba, 2019). The research uses a descriptive method, meaning that the data and facts collected are in the form of words or pictures rather than numbers, and contain facts in the field (Anggito & Setiawan, 2018). This method solves problems by collecting, compiling, classifying, analyzing, and interpreting data (Siyoto & Sodik, 2015). The qualitative approach produces descriptive data in words or writing from observations of people and their behavior (Nugrahani & Hum, 2014).

Research Location

This research was conducted at the Integrated Waste Management Reduce-Reuse-Recycle (TPST 3R) in Mulyoagung Village, Dau District, Malang Regency. This location was chosen because TPST 3R Mulyoagung has become a national reference in community-based waste management. Its success in solving the waste problem makes it a relevant model for this research.

The data analysis technique in this research uses the Miles and Huberman model, carried out interactively and continuously until the data reaches saturation (Rijali, 2019). The analysis consisted of four main stages: data collection through observation, interviews, and documentation, recorded in descriptive and reflective notes. Furthermore, data reduction was carried out to filter relevant information, data presentation in the form of narratives, tables, or graphs, and conclusion drawing, which was carried out gradually to produce an accurate and in-depth understanding (Sugiyono, 2020).

3. Results and Discussion

This research discusses the implementation of the Edu Sampah Cipta Kerja program in Mulyoagung Village, Dau District, Malang Regency. As an area directly adjacent to Malang City and Batu City, Mulyoagung Village has experienced increased population and waste volume. Initially, residents dumped garbage on the banks of the Brantas River, causing pollution due to avalanches of garbage. In 2005, a self-help group attempted to address this problem by building an Integrated Waste Management Site (TPST) facilitated by several organizations. TPST 3R Mulyoagung Bersatu began operating in 2010 and has three processing zones: reception and sorting zones, secondary sorting and stockpiling of processed products, and composting. The research data were obtained through interviews and documentation and analyzed using Edward III's (1980) Policy Implementation theory, which includes communication, resources, disposition, and bureaucratic structure.

Waste management in society is still dominated by the end-of-pipe approach, which is collecting, transporting, and disposing of landfills. This waste management model is mostly still implemented by the government. It is undeniable that the government is obliged to facilitate the community and its components in

environmental management efforts. This waste management model requires adequate facilities and infrastructure to achieve optimal conditions, so it is certain that high costs are required. Because waste is generated from community activities, it should be instilled that waste management is also a shared responsibility (Sudiro et al., 2018). The accumulation of waste in landfills contributes to increased methane gas emissions and is costly to decompose. The lack of waste segregation increases the volume that must be managed, so a zero waste approach with the principles of 3R (Reduce, Reuse, Recycle) to 5R (Replant) is an important solution. A community-based approach has been implemented in Malang District through the Edu Sampah Cipta Kerja program, which educates the community to manage waste sustainably and opens up local economic opportunities. One informant said, "Starting from 2008/2009, the people of Mulyoagung Village dumped waste on the shoulder of the Brantas River. Subsequently, a village meeting was held to realize TPS3R. However, difficult management and high operational costs made us ask for assistance from the local government so that this TPS3R could continue".

Effective communication is important in implementing community-based waste management policies involving various institutions such as the Environmental Agency and village governments. Internal communication focuses on coordination between stakeholders to support the program. An informant revealed that the program initially emerged from PNPM Mandiri, which held socialization with the sub-district, village, and RT/RW heads in 2008. "The Malang District Government could not provide large assistance, but with PNPM Mandiri, residents could build TPST3R", he explained. In 2011, TPST3R was finally realized through APBN funds from the Ministry of PUPR. However, there are obstacles in financing waste transportation. "The local regulation states that the government is responsible for the transportation from the TPST to the landfill, but in reality, the community still bears the cost", said an informant.

External communication about the waste management system is conducted through socialization with the community. The initiative to build TPS3R arose from the pollution of the Brantas River, which triggered pressure from drinking water raw material providers in Surabaya. "If it is not stopped immediately, we could be exposed to legal action. Therefore, residents formed a Self-Help Group (KSM) to handle the waste", said an informant. A fee system is in place to ensure operations run smoothly. "We don't ask people to sort waste from home, but they are required to pay fees. If they segregate, they are called customers, while those who do not segregate are called customers", explained another informant. Communication through RT and RW ensures that the community understands that waste management is a shared responsibility and requires costs that are managed transparently.

In addition to communication, effective policy implementation also requires a clear bureaucratic structure, which refers to institutions in this policy implementation. The development of TPST 3R Mulyoagung Bersatu is an initiative of the Mulyoagung Village Self Help Group (KSM) to overcome environmental pollution from waste disposal into the Brantas River. KSM as a social organization was facilitated by Satker and village officials in its formation. The TPST management structure consists of various sections that manage administrative, operational, and waste processing aspects. Each unit has specific tasks: transportation, sorting, and recycling business development. One informant said, "This KSM was formed because of self-help, so its members are RT and RW who are the spearhead in dealing with waste". With regulatory support from the village government, TPST continues to develop as a community-based solution for managing waste more effectively and sustainably.

The effectiveness of TPST depends on a clear organizational structure and managers' commitment to implementing policies. KSM TPST 3R Mulyoagung Bersatu operates every Monday to Saturday with a one-day-service sorting system, where waste must be settled within the same day. One informant explained, "We are not a landfill, but waste management. Waste must arrive at the TPS before 12 noon so that it can be sorted immediately". The organizational structure includes a chairperson, secretary, treasurer, and staffing, security, transportation, and processing sections. The TPST activity report is submitted every three months to the Mulyoagung Village Head. Another informant emphasized, "Village officials do not need to interfere in operations because the KSM is independent, financial reports are submitted quarterly".

The success of TPST 3R Mulyoagung Bersatu is also reflected in the expansion of its services to neighboring villages until 2021. However, since 2022, each village has had its own TPST, reducing the management burden on Mulyoagung. The Edu Sampah Cipta Kerja program, which refers to Malang District Regional Regulation No. 2/2018, guides the operation of the TPST. An informant stated, "All villagers have been well served, we used to even serve three neighboring villages before they had their own TPS3R". The existence of this TPST is an important indicator of urban sustainability, considering that the larger the scale of the city, the greater the need for an effective and sustainable waste management system to face increasing environmental challenges.

Disposition in the implementation of this policy refers to financing. The implementation of budgeting at TPST 3R Mulyoagung Bersatu is managed by the KSM Treasurer, including planning income and expenses within a monthly or annual time frame. The primary income comes from selling waste utilization products such as stalls, compost, and fees from the community and business houses. Expenditures include employee salaries, fuel purchases for waste vehicles, facility and infrastructure maintenance, and office stationery procurement.

Financial reports are prepared as a form of transparency to the Mulyoagung Village Government regarding the development and implementation of TPST activities. One informant said, “Each household should count its own waste. Waste collection is done daily, while fee payment is done monthly. If there is a delay, residents must pay double the following month”.

Finishing community-based waste management activities at TPST Mulyoagung Bersatu includes investment in facilities and infrastructure, waste collection operations, and facility maintenance. Operational funds are obtained from 48% of RT/RW contributions, 37% of stall sales, 2% of compost sales, 4% of food waste sales, 6% of loan funds, and 3% from previous funds. Before establishing the TPST, waste fees in Mulyoagung Village had been implemented, so the current payment system continues the previous policy. However, not all residents pay the fee regularly, and transparency in payment reporting at the RT/RW level is still an obstacle. Therefore, increased supervision and further socialization are needed so that the payment of contributions can run more orderly and evenly.

The expenditure allocation of TPST Mulyoagung Bersatu consists of 59% for employee salaries, 7% for fuel costs, 6% for general costs, 6% for maintenance, 14% for debt repayment, 4% for capital goods, 3% for social funds and stationery, and 3% for other needs. Financing is also supported by the sale of recycled materials, compost, and plant seeds, which are utilized for social purposes. Although this financing system has been in place, evaluation is still needed to improve efficiency and accountability in fund management. An informant emphasized, “The regulations are in place, but the implementation must be tightened so that no residents avoid paying fees”. With a more transparent financial system, TPST can continue to grow and provide benefits to the community in a sustainable manner.

Meanwhile, resources in the implementation of this policy refer to community participation. Community-based waste management depends on the government and requires the involvement of the private sector, the community, and adequate facilities and infrastructure. Resources are the main factor in implementing waste management policies at TPST 3R in Mulyoagung Village, Dau District, Malang Regency. Without sufficient resources, the policy will not run effectively. Adequate human resources determine the success of implementation, as stated in Edward III's (1980) theory, that staff must be sufficient in number and have appropriate expertise. One informant said, “There are 116 workers, with 48 technical field staff and two administrative staff. Ideally, we need 55 field employees, but currently there are only 48 people, so the waste processing capacity is still not optimal”.

Most Mulyoagung Bersatu TPST 3R workers come from Mulyoagung Village, most of whom used to be scavengers who made a living from waste in the Brantas River. With the TPST, they now work more structurally in waste management. Some workers also come from neighboring villages, although the number is smaller. The existence of the TPST positively impacts the environment and provides social and economic benefits by creating jobs. Another informant emphasized, “With this waste management system, the community contributes to protecting the environment and earns additional income”. This supports the circular economy concept that provides welfare through community-based waste management, in line with the Edu Sampah Cipta Kerja program in Malang District Regional Regulation Number 2 of 2018.

Besides human resources, facilities and infrastructure support waste management policies at TPST 3R Mulyoagung Bersatu. Infrastructure such as buildings, transportation equipment, waste processing machines, and sorting areas facilitate policy implementation. Adequate facilities allow waste processing to run more efficiently and improve community access to waste management services. An informant emphasized, “We are constantly working to develop operational facilities to optimize the waste management process”. With improved infrastructure, TPST can provide better services and expand its operational reach. Therefore, the development of facility resources is a priority for the waste management policy to be successful and provide long-term benefits for the community and the environment.

In implementing the Edu Sampah Cipta Kerja program, various driving factors contribute to its success. Supporting factors in implementing the Edu Sampah Cipta Kerja program based on Malang District Regional Regulation Number 2/2018 include the commitment of the local government, village officials, and active support from the community. The community plays a role as the subject and object in waste management, which is realized through forming a Community Self-Help Group (KSM) at TPST 3R in Mulyoagung Village. This program impacts environmental cleanliness and opens up economic opportunities for residents. The community's awareness of waste management increased, especially after they stopped dumping waste into the Brantas River. An informant said, “People used to litter, now they are used to transporting it to TPST 3R, and some are even active in sorting the waste before bringing it”.

Despite the supporting factors, obstacles still hinder the implementation of this policy. Internally, the number of workers is still less than needed, with 48 employees who should number 55, so the waste processing capacity is not optimal. One informant explained, “Ideally, one worker should process 2m³ of waste per day, but due to lack of manpower, they can only handle 1m³”. Externally, the late payment of waste fees by the community is also an obstacle, affecting the operational costs of the TPST. Some residents still do not pay

regularly, which impacts the availability of funds for facility maintenance and staff salaries. Therefore, a stricter system for collecting waste fees is needed to keep TPST operations running optimally.

Without massive handling efforts from the Malang Regency Government and Mulyoagung Village Officials, environmental conditions and public health could be negatively affected. Therefore, the government issued the Edu Sampah Cipta Kerja program through Malang District Regional Regulation No. 2/2018 on Waste Management. This regulation serves as a guide for related agencies in implementing waste management programs. The basic concept refers to the hierarchy of waste management, which includes prevention, reduction from the source, and reuse by the community or landfill. Prevention is done by reducing waste generation, reusing goods, and supporting recycling (Sitohang et al., 2022). Although community-based waste management is growing, there are still types of waste that cannot be utilized and must eventually be disposed of in landfills (Zuhriya et al., 2019).

Based on these problems, this study analyzes policy implementation through the theory of Edward III (1980), which becomes an analytical tool for understanding the implementation process of Edu Sampah Cipta Kerja. This analysis includes the dynamics of waste management and derivative programs that support the policy. The Edward III model makes it easier to identify the steps taken by the Malang Regency Government, especially in organizing and implementing the program at TPST 3R in Mulyoagung Village, Dau District. The implementation of this policy includes not only the technical management of waste but also the success of socialization and community participation in supporting a sustainable system. This research will evaluate how the supporting and inhibiting factors in the policy implementation contribute to the program's effectiveness at the local level.

The waste problem in Malang District is still a serious challenge due to the low community access to waste management services, which only reaches 43.7% of the total population. As a result, most waste is not managed optimally, negatively impacting the environment and ecosystem. The Malang District Government targets to reduce waste by 30% and increase processing to 70% by 2026 (Arum et al., 2024). One of the solutions implemented is the community-based TPST 3R program, which optimizes recycling from the source. Organic waste is processed into compost, while non-organic waste is used as secondary industry material (Mappau & Islam, 2022). The implementation of this program can be seen in the TPST 3R Mulyoagung Bersatu, which manages 55.73 tons of waste per day from several villages in Malang according to Mulyoagung Village Regulation No. 2/2012.

Implementation is an important aspect of the policy process because, without good execution, the program will only be a plan without realization (Makmur, 2023). Implementing the Community-Based TPST 3R Program is a concrete manifestation of the Edu Sampah Cipta Kerja program by the Malang Regency Regional Regulation on Waste Management. This program is expected to reduce waste generation from the source, especially in Mulyoagung Village. With a community-based management system, the community is expected to be more active in sorting and recycling waste. This step reduces the volume of waste disposed to the environment and creates economic opportunities by using waste as raw material for value-added products. With the right strategy and strong policy support, Malang Regency can realize more sustainable and environmentally friendly waste management.

The construction of TPST 3R Mulyoagung Bersatu is a solution initiated by the Mulyoagung Village Self-Help Group (KSM) as a form of concern for the environment. Previously, unmanaged waste was dumped in the Brantas River basin, but now it is diverted to the TPST for better management. The community fully manages TPST 3R, the Village Head is a coach, and the Village Consultative Body is a policy supervisor. The work unit and facilitators facilitate KSM as a social organization in waste management in coordination with village and sub-district officials. The KSM organizational structure is legalized through a sub-district or village decree and, in some cases, requires notary legality to open a community account to support the operation of the community-based TPST 3R program.

The successful implementation of the TPST 3R program relies heavily on the active participation of the community in waste management. Such participation includes several indicators (Hasanah et al., 2024), such as direct or indirect involvement, initiative in management, self-help capability, responsibility for TPST maintenance and operations, and the number of community members involved. Local and village governments act as policy supporters and supervisors, while KSMs manage technical implementation. The commitment of the village head is a significant factor in the success of this program, as seen in Mulyoagung and Gadingkulon Villages, which have well-established TPST 3R. In contrast, other villages still rely on the haul and dump system due to a lack of commitment to waste management.

Besides participation, community empowerment is an important aspect of implementing community-based TPST 3R. According to Suhendra (Irnanda et al., 2024), an empowered community can utilize available resources, implement bottom-up planning, increase economic activities, and express aspirations. TPST 3R Mulyoagung Bersatu has implemented empowerment by employing labor from the local community, including former scavengers who previously relied on waste in the Brantas River. With the existence of TPST 3R, the economy of the Mulyoagung Village community has improved, especially for TPST workers and small businesses around the

location. This shows that community-based waste management not only results in a cleaner environment but also improves the social and economic welfare of the local community.

Disposition, which is the commitment of policy implementers, is closely related to financing the implementation of a policy. When implementers have a good disposition, the allocation of funds can be used efficiently and directed to priorities that support the overall success of the policy. The financing pattern applied in waste management at TPST Mulyoagung Bersatu focuses on sustainability by utilizing the economic potential of waste processing results (Astuti et al., 2024). Additional income is obtained from the sale of recycled products such as compost. The Edu Sampah Cipta Kerja program also encourages the community to process waste to reduce dependence on government budgets and create new jobs. TPST funding is sourced from community fees and sales of recycled products. It is used for operations, employee salaries, and facility maintenance, reflecting the government's commitment to sustainable waste management.

To manage residential or municipal waste that continues to increase in number and complexity, a management system is needed that includes institutions with human resources and supporting equipment as part of a systemic device (Oktavera, 2021). Limited human resources, facilities, and equipment can hinder policy implementation, cause limited access to information, lack accuracy, and reduce the efficiency and motivation of policy actors (Makmur, 2023). This often occurs due to budget constraints and immature planning. In implementing the Edu Sampah Cipta Kerja program at the TPST 3R in Mulyoagung Village, additional operational personnel are needed to make waste processing more effective. George Edward III (1980) asserts that a clear policy will not run optimally without adequate resources (Puspita et al., 2023). Hence, the fulfillment of resources is a key factor in the success of policy implementation.

Internal and external factors support implementing the Edu Sampah Cipta Kerja program in Mulyoagung Village. Internal factors include policymakers strong vision and commitment, strategic planning, and adequate facilities and infrastructure in waste management (Astuti & Kamil, 2024). TPST 3R Mulyoagung Bersatu has complete waste transportation, sorting, and composting facilities, supported by a self-help group (KSM) and a highly committed workforce. External factors include community support for the program through direct involvement and behavioral changes in waste management (Abdussamad et al., 2022). In addition to positively impacting the environment, this program also improves the surrounding community's economy by opening up jobs for residents who previously worked as scavengers.

Despite supporting factors, implementing this policy also faces internal and external constraints. Internal factors include limited operational personnel, where the number of workers is insufficient for optimal waste processing capacity. A strategy to optimize human resources with incentives is needed to motivate the workforce (Handayani, 2023). External factors include the low awareness of the community in paying routine fees for TPST 3R operational costs (Puspita et al., 2023). A lack of understanding of the importance of waste management can hinder policy effectiveness. Therefore, education and socialization efforts must continue to be strengthened so that people are more aware of their role in supporting the sustainability of effective and sustainable waste management.

4. Conclusion

Based on the discussion results, implementing the Edu Sampah Cipta Kerja program based on Malang Regency Regional Regulation Number 2 of 2018 concerning Waste Management shows several important findings. Effective communication ensures that policy objectives and plans are understood by all relevant parties, including implementers, stakeholders, and the community. The transparency of information regarding the benefits of the policy encouraged the active participation of the Mulyoagung Village community in community-based waste management. Although initially there was resistance, a shared understanding of the importance of this policy is increasing. In addition, the bureaucratic structure implemented in TPST 3R, which is managed by the Community Self-Help Group (KSM), has been adequate in technical aspects. However, operations must be consistent so that TPST 3R continues to develop and function optimally in handling and managing waste sustainably.

In the disposition aspect, related institutions show high commitment to implementing this policy according to waste management regulations. The policy implementers design programs guided by regulations to ensure policy sustainability. However, this sustainability also depends on the level of public trust in the financial governance of TPST 3R. In addition, the human resource factor is a challenge in implementing this policy. Additional operational personnel are needed to ensure the effectiveness and efficiency of the waste sorting process. Along with the increasing daily waste volume, the availability of an adequate workforce will support the optimization of waste management so that the ongoing program can continue to be improved and expand its scope in the future.

Furthermore, in implementing this policy, supporting and inhibiting factors affect the. Program's effectivenessThe main supporting factor is the strong commitment of policy implementers and the synergy

between implementers and the community in forming KSMs as a forum for community-based waste management. This synergy provides a good foundation for the success of the program. However, the main obstacle is the lack of operational personnel in the waste sorting process. This could hamper waste processing at TPST 3R to the fullest. Therefore, improving human resources and continuous support from various parties are key to maintaining the sustainability of the Edu Sampah Cipta Kerja program so that it can provide long-term benefits for the community and the environment in Mulyoagung Village.

Several steps must be taken to improve its effectiveness based on the research results regarding the Edu Sampah Cipta Kerja program. Policy socialization must be carried out regularly and continuously to build a shared understanding between the community, the Self-Help Group (KSM), and the Regional Government of Malang Regency. TPST 3R Mulyoagung Bersatu managers, especially KSMs, must consistently apply the 3R principles and comply with the standard operating procedures (SOPs) that have been set. Transparency in financial governance is also crucial to building public trust, including preparing regular financial reports. In addition, an evaluation of the payroll system is needed to increase the attractiveness of labor in waste segregation. Monitoring and evaluation involving policymakers and the community are crucial to assessing the program's success and identifying improvements needed for the sustainability of waste management in Mulyoagung Village

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