

## **ABSTRACT**

*The poverty problems are complex issues that requires integrated and well-coordinated intervention by all sectors. The effort to resolve the issues requires multi-disciplinary approaches which use the core of empowerment. One of the programme with approach of empowerment is PNPM Mandiri Perdesaan. To increase the effectiveness of the PNPM Mandiri Perdesaan, a sub-district Facilitator is needed.*

*In able to create a skill Facilitator, the Facilitator needs to be trained properly. Training is become useful to increase the capacity of the Facilitator personal character. The personal character that could be expected from a Facilitator are Skill, Knowledge, Social Role, Motive, Trait and Self Image. With a good personal character, is a starting indicator of the succes of the Facilitator in implementing his role as the programme supervisor. To see the Facilitator progress, reguler evaluation is conducted according to their job desk.*

*This research objective is to analyse the personal characteristic influence and training to their working performance. Description analysis to provide information on the personal characteristic, training and current performance, while the analysis on the influence to prove how large is the influence of each variables.*

*After the instrument in the form of questionares have been diseminated to 135 respondent, the result are the influence of personal characteristic is 6,9%, while the influence of trainings to increase performance is 4,5%. And if we count simoultaneously, we will have 11,9%. 89,21% are other factors that support the work of the Facilitator's performance.*

*To increase the capacity of personal character and performance of Facilitator, time of training and materials which is in line with their respective region demographic, because each region has a different demographic.*