

CHAPTER II

GENERAL DESCRIPTION

This chapter presents a contextual description of the research setting, covering the physical, demographic, socio-cultural, economic, and institutional dimensions of Tarubatang Village and Mount Merbabu National Park. Establishing a clear understanding of these dimensions is essential for situating the subsequent analysis of community-based tourism implementation and its impacts within a concrete empirical landscape. The data presented in this chapter are drawn primarily from Kecamatan Selo Dalam Angka 2024 (BPS Kabupaten Boyolali, 2024), supplemented by relevant institutional and field-based sources.

2.1 Geographical Aspect

Desa Tarubatang is administratively located in Selo Sub-district, Boyolali Regency, Central Java Province. It is one of ten villages within the Selo Sub-district and occupies the eastern slopes of Mount Merbabu, positioned approximately three kilometers below the mountain's summit. The village covers a total land area of 380.40 hectares, equivalent to 3.80 square kilometers, all of which consists of dry land. In terms of land use, approximately 97.20 hectares are designated for residential settlements and built structures, while 151.10 hectares are utilized as dry agricultural land, encompassing dry fields and garden plots locally referred to as tegal and kebun. The remaining area comprises forested and open highland terrain that forms part of the broader ecological landscape of the mountain.

Geographically, Tarubatang Village is situated at an elevation ranging from 1,200 to 1,800 meters above sea level. The terrain is predominantly mountainous and undulating, a physical characteristic that significantly shapes settlement patterns, land utilization, and the accessibility of infrastructure. The highland climate of the village is marked by an average annual rainfall of approximately 2,000 millimeters and mean air temperatures ranging between 15 and 28 degrees Celsius. These conditions favor the cultivation of horticultural crops adapted to cool highland environments and are consistent with the agricultural profile observed across Kecamatan Selo as a whole. From an administrative standpoint, Tarubatang Village is bordered to the north by Senden Village, to the south by Selo Village, to the west by the protected forest zone of Gunung Merbabu National Park, and to the east by Cepogo Village.

2.2 Demographic Aspect

Tarubatang Village is one of ten administrative units within Kecamatan Selo, each organized into a number of neighborhood units (Rukun Tetangga/RT) and community units (Rukun Warga/RW) that form the structural basis for local governance and public service delivery. According to BPS Kabupaten Boyolali (2024), the total population of Tarubatang Village in 2023 stood at 2,834 residents, comprising 1,420 males and 1,414 females. The resulting sex ratio of 1.00 reflects a near-perfect gender balance, which falls marginally below the sub-district average of 1.04. With a land area of 3.80 square kilometers, the population density of Tarubatang is 3.58 persons per square kilometer, the second lowest in the sub-district, underscoring the sparse settlement pattern characteristic of highland

communities where terrain constrains habitable land. Within the broader context of Kecamatan Selo, Tarubatang accounts for 9.09 percent of the sub-district's total population of 31,166. Table 2.2 presents the complete population distribution across all ten villages in 2023.

Table 2.1 Population Distribution by Village in Subdistrict Selo, 2023

Village	Male	Female	Total	%	Density /km ²	Sex Ratio
Tlogolele	1,434	1,365	2,799	8.98	3.54	1.05
Klakah	1,588	1,544	3,132	10.05	3.96	1.03
Jrakah	2,378	2,204	4,582	14.70	5.79	1.08
Lencoh	1,750	1,710	3,460	11.10	4.37	1.02
Suroteleng	978	941	1,919	6.16	2.42	1.04
Samiran	2,075	1,963	4,038	12.96	5.10	1.06
Selo	1,585	1,537	3,122	10.02	3.94	1.03
Tarubatang	1,420	1,414	2,834	9.09	3.58	1.00
Senden	1,171	1,178	2,349	7.54	2.97	0.99
Jeruk	1,522	1,409	2,931	9.40	3.70	1.08
Kecamatan Selo	15,901	15,265	31,166	100.00	39.36	1.04

Source: Dinas Kependudukan dan Pencatatan Sipil Kabupaten Boyolali, in BPS Kecamatan Selo Dalam Angka 2024.

2.2.1 Population Growth

Between 2022 and 2023, the village population increased by 12 persons, from 2,822 to 2,834, representing a growth rate of 0.43 percent, notably below the sub-district average of 0.66 percent and places Tarubatang among the more demographically stable villages in the Selo area. The modest growth rate points to a combination of outmigration, particularly among working-age youth drawn to employment or education outside the village, and a natural increase rate that does not fully offset this outflow. For CBT development, this demographic pattern carries a practical implication: the community cannot rely on an expanding population base to grow its tourism labor pool. Sustained investment in the capacity

and skills of residents currently within the working-age bracket is therefore a more viable strategy for maintaining active local participation over time.

2.2.2 Household Composition

Tarubatang Village recorded 893 registered households (Kepala Keluarga/KK), yielding an average household size of approximately 3.17 persons, slightly below the sub-district average of 3.19. This figure is consistent with the nuclear family structure that predominates in rural Javanese communities. The village recorded 487 couples of reproductive age (Pasangan Usia Subur/PUS), of whom 382 are active family planning participants, a participation rate of 78.4 percent. A further 182 households, equivalent to 20.4 percent of the total, are registered under the national social welfare database (Data Terpadu Kesejahteraan Sosial/DTKS), indicating that a notable segment of the community falls within the lower economic bracket. This proportion is relevant to the research because economic vulnerability can act as a structural barrier to participation in CBT activities, particularly those requiring upfront investment of time, labor, or capital without guaranteed short-term returns. Table 2.3 summarizes key household indicators for Tarubatang alongside the sub-district aggregate.

Table 2.2 Household and Demographic Indicators, Tarubatang Village and Sub District Selo, 2023

Indicator	Tarubatang	Kecamatan Selo
Total Population	2,834	31,166
Registered Households (KK)	893	9,762
Average Household Size	3.17 persons	3.19 persons
Couples of Reproductive Age (PUS)	487	5,502
Active Family Planning Participants	382 (78.4%)	4,446 (80.8%)

DTKS Welfare-registered Households	182 (20.4%)	2,332 (23.9%)
Population Growth Rate 2022 to 2023	+0.43%	+0.66%

Source: BPS Kecamatan Selo Dalam Angka 2024; BP3AKB Kabupaten Boyolali; Dinas Sosial Kabupaten Boyolali.

2.2.3 Education Level and Infrastructure

The educational infrastructure available within Kecamatan Selo is limited relative to the demands of a modernizing rural economy. As of the 2023/2024 academic year, the sub-district contains 21 kindergarten-level institutions, 23 elementary schools, 3 junior high schools, and 1 vocational school, with no senior high school or university within its boundaries. The complete absence of an SMA-level institution means that residents wishing to pursue upper secondary education must travel to neighboring sub-districts, a practical deterrent that disproportionately affects households with limited financial resources. Table 2.4 presents the full breakdown of educational facilities.

Table 2.3 Educational Institutions by Level in Sub District Selo, 2023/2024

Level of Education	Number of Institutions (2023/2024)
Taman Kanak-Kanak / Raudatul Athfal (Kindergarten)	21
Sekolah Dasar / Madrasah Ibtidaiyah (Elementary)	23
Sekolah Menengah Pertama / Madrasah Tsanawiyah (Junior High)	3
Sekolah Menengah Atas (Senior High)	–
Sekolah Menengah Kejuruan (Vocational)	1
Perguruan Tinggi (University)	–

Source: Kementerian Pendidikan, Kebudayaan, Riset, dan Teknologi Kementerian Agama EMIS, in BPS Kecamatan Selo Dalam Angka 2024.

This infrastructure profile is consistent with the broader educational attainment trend across Boyolali Regency, where the average length of schooling reached only 8.09 years in 2022, roughly equivalent to the second year of junior

high school. For Tarubatang Village, where geographic isolation and agricultural dependence further constrain school continuation rates, it is reasonable to infer that the majority of residents hold qualifications at the elementary or junior secondary level. This structural limitation has direct consequences for CBT: a workforce without access to formal post-secondary education will require purposefully designed, non-formal capacity-building programs before it can manage the administrative, promotional, and interpretive functions that sustainable tourism enterprises demand. It also reinforces the need for participation mechanisms that remain inclusive across all educational levels, rather than concentrating decision-making authority among the village's more formally educated minority.

2.3 Socio-Cultural Aspect

The socio-cultural life of Tarubatang Village reflects the character of a rural agrarian community in which collective values and traditional practices remain structurally embedded in everyday life. The majority of residents work in agriculture and livestock farming, occupations whose rhythms are tied closely to seasonal cycles and the physical demands of highland cultivation. Social relations among community members are sustained by the principle of mutual cooperation (*gotong royong*), which continues to organize collective labor, communal maintenance activities, and the financing of cultural events through community self-help rather than external funding. This communal orientation is not merely a residual tradition but an active social infrastructure that shapes how decisions are made, how resources are pooled, and how cultural identity is reproduced across generations.

The religious landscape of Tarubatang is predominantly Islamic, yet the community maintains a substantive attachment to Javanese ancestral traditions that predate and coexist alongside Islamic practice. A widely held belief among residents holds that ritual observance functions to maintain balance among humans, the divine, the natural world, and ancestral spirits, and that its neglect can invite *sengkolo*, a form of collective misfortune most commonly associated with poor agricultural yields. This cosmological framework gives ritual practice a practical social function that extends beyond ceremony into the governance of community welfare. The most prominent annual expression of this belief is the *Saparan* ceremony, conducted during the Javanese month of *Sapar*. The ceremony follows a structured sequence of communal environmental cleaning, the preparation of ritual offerings, a *kenduri* communal feast, and performances of traditional folk arts, all organized through voluntary collective effort.

Within the sphere of traditional performing arts, the *Topeng Ireng* dance holds a central position in the cultural life of Tarubatang. The performance operates simultaneously as a ritual medium within the *Saparan* ceremony, a vehicle for entertainment, a channel for moral and religious communication, and a mechanism for social cohesion. Participation is open to local villagers rather than restricted to professional performers, and involvement is driven by personal enthusiasm and a collective sense of responsibility for the preservation of cultural heritage. Performances take place in open public spaces with no physical barrier between performers and spectators, creating an interactive and egalitarian atmosphere in which audience members frequently join in by singing or dancing. In the context of

community-based tourism, these cultural assets, namely the Saparan ceremony, Topeng Ireng, and the broader tradition of participatory communal events, represent tangible resources that can be incorporated into tourism programming. Their authenticity and voluntary character align closely with the principles of CBT, which emphasize the preservation of genuine cultural expression over staged or commodified performance.

2.4 Socio-Economic Aspect

The economic structure of Tarubatang Village rests on an agricultural foundation shaped by the highland terrain and the availability of arable dry land. Farming constitutes the primary livelihood of the majority of residents, with cultivation centered on horticultural commodities well-suited to the cool temperatures and volcanic soils of the Merbabu slopes. The agricultural profile of Kecamatan Selo, of which Tarubatang is a part, is dominated by vegetable crops. Kembang kol (cauliflower) is the most productive commodity in the sub-district with an output of 126,700 quintals in 2023, followed by wortel (carrot) at 38,760 quintals and bawang merah (shallots) at 35,000 quintals, with kentang (potato) and kubis (cabbage) also cultivated in significant volumes (BPS Kabupaten Boyolali, 2024). In Tarubatang specifically, a Women's Farmers Group (Kelompok Wanita Tani/KWT) with 50 active members engages in the cultivation of shallots, leeks, mustard greens, cauliflower, broccoli, and lettuce, alongside small-scale processing activities including the production of potato chips . Agriculture therefore functions not only as a livelihood mechanism but also as an organizational platform for collective economic activity at the village level.

The establishment of the official Selo trekking route through Genting Hamlet in Tarubatang has progressively stimulated a secondary layer of tourism-based economic activity alongside the agricultural base. The influx of hikers visiting Mount Merbabu has generated demand for a range of community-operated services, including food stalls, hiking equipment rentals, guide and porter services, souvenir sales, and local transportation. These activities provide supplementary income to households and have diversified the village's economic profile beyond pure subsistence farming. However, the extent and stability of this income remain vulnerable to fluctuations in visitor numbers driven by weather, trail accessibility, and broader tourism trends, all of which lie outside local control. The dual economic character of the village, in which agriculture provides a stable base while tourism offers supplementary but irregular income, reflects both the opportunity and the risk inherent in CBT development for communities with limited economic diversification.

From a fiscal standpoint, Tarubatang Village received a Dana Desa (Village Fund) allocation of Rp 1,048,655,000 in 2023, rising to Rp 1,051,456,000 in 2024 . These allocations, disbursed under Law Number 6 of 2014 on Village Government, provide the village with a dedicated public budget for infrastructure development, social programs, and community empowerment initiatives, including those related to tourism. The availability of this funding represents a meaningful opportunity to invest in the physical and human capital needed to support CBT, provided that the allocation process itself is participatory and responsive to community priorities. At the same time, the 182 households registered under the

DTKS national welfare database, representing 20.4 percent of all households, indicate that a substantial portion of the community remains economically precarious, underscoring the need for equitable benefit distribution as a core design principle of any tourism initiative in the village.

2.5 Mount Merbabu National Park

Gunung Merbabu National Park is situated in Central Java, Indonesia, spanning the administrative territories of Magelang, Boyolali, and Semarang regencies. The park is anchored by Mount Merbabu, an inactive stratovolcano rising to 3,145 meters above sea level, and covers approximately 5,820 hectares of highland terrain. Its ecological composition includes montane forests, expansive highland savannahs, and areas densely populated by the endemic edelweiss (*Anaphalis javanica*). The park supports diverse fauna, including long-tailed macaques, Javan langurs, the Javan Hawk-Eagle (*Nisaetus bartelsi*), and numerous endemic bird species. Designated as a national park by the Ministry of Forestry through Decree No. 135/Menhut-II/2004 on 4 May 2004, the park functions as a critical conservation area for protecting montane biodiversity, managing watershed systems, and providing a platform for sustainable nature tourism and environmental education.

The park is managed by the Gunung Merbabu National Park Authority, which has articulated a clear institutional vision of achieving sustainable conservation while enhancing the welfare of surrounding communities. This vision is operationalized through a set of mission objectives covering the consolidation of

park boundaries, the enhancement of biodiversity protection and security, the expansion of forest cover, the promotion of community participation and empowerment, the optimization of ecosystem services and nature tourism, and the continuous improvement of human resource quality and institutional partnerships. The management area is divided into seven functional zones, including a Core Zone of 483.31 hectares, a Jungle Zone of 2,577.65 hectares, a Utilization Zone of 286.39 hectares, a Rehabilitation Zone of 1,298.98 hectares, a Traditional Zone of 1,172.92 hectares, a Special Zone of 1.23 hectares, and a Religious Zone of 45.80 hectares. This zoning framework determines the permissible uses of each area and shapes the spatial organization of tourism and community interaction within the park.

Tarubatang Village occupies a particularly significant position within this institutional landscape. As the administrative location of Selo Resort, the primary trekking gateway to Mount Merbabu, Tarubatang sits at the interface between protected conservation land and inhabited community territory. The park's emphasis on community participation and empowerment as a core mission objective directly implicates Tarubatang's residents as stakeholders in conservation management. The majority of the village population is ethnic Javanese with deeply rooted local wisdom traditions linked to Mount Merbabu, a relationship that gives local knowledge systems a legitimate and practical role in sustainable park management and community-based tourism.

2.6 Tourist Destinations in Mount Merbabu National Park

Tourism within Mount Merbabu National Park is characterized predominantly by mountain-based nature tourism, drawing visitors through its scenic highland landscapes, ecological richness, and trekking opportunities. The park's principal attractions include expansive savanna grasslands, extensive edelweiss fields, panoramic sunrise viewpoints, and wildlife habitats supporting the Javan langur and Javan Hawk-Eagle. The most widely practiced activity is mountain trekking, conducted via five officially designated routes, each traversing distinct terrain and offering particular natural and ecological features. In addition to hiking, the park accommodates camping and wildlife observation through designated natural tourism sites and camping grounds, including Tuk Dandang and Kali Pasang, located within the Selo Resort management area.

Of the five official routes, the Selo route, which originates from Genting Hamlet in Tarubatang Village, is the most frequented, owing to its relatively accessible terrain and its positioning as the shortest practical route to the mountain's savanna zone. The route spans 5.6 kilometers and is categorized as having good trail conditions with a comparatively flat gradient, making it suitable for a broad range of trekkers regardless of experience level. Its trailhead in Genting Hamlet places Tarubatang Village at the geographic center of the park's recreational tourism activity, which in turn concentrates the economic and social impacts of visitor flows directly within the village community. Table 2.5 presents the hiking tourism potential across all five official routes within the park.

Table 2.4 Hiking Tourism Potential in Mount Merbabu National Park

Route	Starting Point	Distance	Terrain	Key Attractions
Selo	Genting Hamlet, Tarubatang Village, Boyolali	5.6 km	Good, relatively flat (most popular route)	Gray langur observation, savanna grassland, edelweiss field, sunrise
Thekelan	Thekelan Hamlet, Getasan District, Semarang	6.8 km	Good, relatively steep	White slope karst, Watu Gubug, dead crater, sunrise
Cuntel	Cuntel Hamlet, Kopeng Village, Semarang	5.7 km	Good, relatively steep	Long-tailed macaque observation, sunrise
Wekas	Kedakan Hamlet, Kenalan Village, Magelang	8.1 km	Good, relatively steep	Gray langur, ebony langur, dead crater, sunrise
Suwanting	Suwanting Hamlet, Banyuroto Village, Magelang	5.0 km	Good, varying terrain from flat to steep	Views of four surrounding mountains: Sumbing, Sindoro, Dieng, and Merapi

Source: Gunung Merbabu National Park Authority (TNGMB), adapted from BPS Kecamatan Selo Dalam Angka 2024.

Beyond trekking, the park encompasses a range of complementary tourism potentials that remain largely underdeveloped. These include jungle tourism, educational tourism tied to the park's biodiversity assets, historical tourism related to the area's cultural and spiritual significance, and adventure tourism activities such as camping and wildlife observation. The integration of these activities into a structured CBT framework centered on Tarubatang Village would broaden the economic base of community tourism beyond the current concentration on trail-related services, while simultaneously aligning with the park's conservation and community empowerment mandate.

2.7 Work Procedures of the Mount Merbabu National Park Authority

To ensure the effectiveness of park management in achieving its conservation and development objectives, the entire park area is subdivided into smaller,

operationally distinct management units. This subdivision reflects a range of determining factors, including existing ecological potentials, identified management challenges, available infrastructure and facilities, human resource capacity, and overarching development priorities.

SPTN Region I

The National Park Management Section (SPTN) Region I is headquartered along Salatiga-Kopeng Road, KM 10.6, Getasan District, Semarang Regency. This section oversees the northern portion of Mount Merbabu National Park, with core responsibilities covering security and protection, biodiversity and ecosystem monitoring, the development and utilization of environmental services and nature-based tourism, and community outreach and empowerment. The administrative jurisdiction of SPTN Region I encompasses Boyolali Regency, Semarang Regency, and Magelang Regency. In conducting operational management, the Head of Section is assisted by dedicated staff assigned to the areas of utilization, planning, protection, and conservation. SPTN Region I is further subdivided into two resort-level management units, namely Kopeng Resort and Pakis Resort.

Kopeng Resort

Kopeng Resort covers a total area of 1,357.21 hectares, encompassing Kopeng Village, Batur Village, and Tajuk Village. The resort office is situated in Kopeng Village, Getasan District, Semarang Regency. Within the resort boundary, community settlements known as enclaves are found adjacent to the traditional use zone. Kopeng Resort ranks among the most frequented areas within the park, owing

to its varied nature-based attractions. Principal tourism destinations include the Cuntel Hiking Trail, the Thekelan Hiking Trail, Kalipasang Nature Tourism Area, Umbul Songo, and the Kopeng Treetop Adventure Park, operated by the private nature tourism company PT. Kopeng Alam Wisata. Management priorities in this resort focus on forest protection and security, biodiversity conservation, and tourism service provision. Local communities within the area maintain distinct cultural traditions, including the Merti Dusun ceremony and the Potong Gombak ritual, a ceremonial haircut performed for children with dreadlocks prior to the age of five. Kopeng Resort is bordered to the north by Salatiga, to the east by Ampel Resort, to the south by Selo Resort, and to the west by Pakis Resort.

Pakis Resort

Pakis Resort constitutes the smallest management unit within the park, covering an area of 844.63 hectares, including areas with finger-shaped territorial extensions. The resort office is located in Kenalan Village, Pakis District, Magelang Regency. Surrounding buffer villages include Munengwarangan, Ketundan, Gondangsari, Jambewangi, Kragilan, Kenalan, Genikan, Jogonayan, Kaponan, Tejosari, Muneng, Pakis, and Surodadi. Management priorities are directed toward forest protection and security, biodiversity conservation, and tourism services. A key species of ecological concern is the Javan surili (*Presbytis fredericae*), designated as a priority subject for monitoring activities in the Sikendil Block. Tourism offerings include the Wekas Hiking Trail, Granjangan Kembar, and Slandak Cave. Resident communities uphold cultural traditions including the Gombakan, Sadranan, and Sungkem Tomplak ceremonies. The Sungkem Tomplak

ritual, observed on the fifth day of Eid al-Fitr, serves to honor ancestors and express communal prayers for safety, prosperity, and well-being. Traditional performing arts in the area include Jathilan, Topeng Ireng, and Soreng. Pakis Resort is bounded to the north by Grabag, to the east by Kopeng Resort, to the south by Wonolelo Resort, and to the west by Tegalrejo.

SPTN Region II

The working area of SPTN Region II encompasses the administrative territories of Magelang Regency and Boyolali Regency. The regional office is situated along Jalan Tembus Blabak-Boyolali, KM 11, Sawangan District, Magelang Regency. Its responsibilities mirror those of Region I, covering security and protection, biodiversity and ecosystem monitoring, the development and utilization of environmental services and nature tourism, and community outreach and empowerment. SPTN Region II is subdivided into two resort-level management units, namely Wonolelo Resort and Selo Resort.

Wonolelo Resort

Wonolelo Resort covers an area of 1,353.88 hectares, including areas with finger-shaped extensions. Administratively, the resort is based in Wonolelo Village, Sawangan District, Magelang Regency. Surrounding buffer villages include Wonolelo, Banyuroto, Banyusidi, Pogalan, Wulunggunung, Daleman Kidul, and Petung. Management priorities are concentrated on forest protection and security, biodiversity conservation, and tourism services. Notable biodiversity assets within this area include the Black Eagle (*Ictinaetus malaiensis*) and various orchid species

(Orchidaceae). Tourist attractions encompass the Suwanti Hiking Trail, Sobleman Camping Ground, Grenden, Top Selfie, and Lempong Sikendi. Local communities observe cultural traditions including Rajaban, Sadranan, Lebaran, and Suronan, accompanied by traditional performing arts such as Tayub, Campursari, Topeng Ireng, Jathilan, and Cakalele, a performance form comparable to Soreng. Wonolelo Resort is bordered to the north by Pakis Resort, to the east by Selo Resort, to the south by Dukun, and to the west by Tegalrejo.

Selo Resort

Selo Resort is broadly recognized as the primary trekking gateway to Mount Merbabu, covering a total area of 1,024.63 hectares. The resort office is located in Tarubatang Village, Selo District, Boyolali Regency. Surrounding buffer villages include Selo, Jeruk, Samiran, Tarubatang, Lencoh, Jrasah, and Senden. Management priorities in this resort are directed toward tourism services, forest protection and security, and biodiversity conservation. Key species receiving conservation attention include the Javan Hawk-Eagle (*Nisaetus bartelsi*), the Javan surili (*Presbytis fredericae*), and Edelweiss (*Anaphalis javanica*). Tourism infrastructure within the Selo Resort area comprises established hiking trails and camping grounds situated in the Tuk Pakis Block and Pasah Block within Senden Village. Local communities also observe cultural rituals such as Merti Tuk Babon and Merti Tuk Pakis, which are conventionally accompanied by traditional artistic performances.

2.8 Staff Composition of Mount Merbabu National Park Office

Table 2.5 Staff Composition

Position	Total	S2	S1	D3	SLTA	IV	III	II
Structural Officials	4	2	1	1	–	2	2	–
General Functional Staff	18	2	10	3	3	–	14	4
Forest Rangers	16	–	6	2	8	–	10	6
Forest Ecosystem Supervisors	14	6	6	–	2	–	13	1
Forestry Extension Officers	7	2	5	–	–	–	7	–
Total	59	12	28	6	13	2	46	11

The staff composition of an institution reflects its operational capacity, institutional priorities, and the breadth of expertise available to fulfill its mandate. For a protected area such as Mount Merbabu National Park, understanding how personnel are structured and distributed is essential for evaluating how effectively the organization can carry out its dual functions of ecological conservation and community-based development. The composition of the park's workforce directly influences the quality of biodiversity monitoring, law enforcement, tourism management, and public outreach conducted across its management area.

Mount Merbabu National Park operates with a total workforce of 83 employees, comprising 59 civil servants and 24 honorary staff members. The distinction between these two categories is institutionally significant: civil servants benefit from formal employment protections, structured career progression, and access to government-funded training programs, whereas honorary staff are engaged on a contractual basis to address operational shortfalls in specific areas. The presence of 24 honorary staff indicates that the park relies on supplementary human resources to sustain its day-to-day functions, a pattern that reflects both the

breadth of operational demands and the constraints of the permanent civil service allocation.

In terms of positional distribution, the office is staffed by 4 structural officials, 18 general functional staff, and 37 functional personnel. Structural officials occupy managerial positions responsible for institutional planning, coordination, and decision-making across the park's management sections. General functional staff support a range of administrative and technical operations, while the 37 functional personnel form the largest professional group, reflecting the park's emphasis on field-based technical work. Functional personnel are further categorized into 16 forest rangers, 14 forest ecosystem supervisors, and 7 forestry extension officers, each holding distinct roles in enforcing park regulations, monitoring ecological conditions, and facilitating community engagement respectively.

Educational backgrounds across the 59 civil servants span four formal qualification levels. Among them, 12 hold master degrees (S2), 28 hold bachelor degrees (S1), 6 hold diploma qualifications (D3), and 13 are senior high school graduates (SLTA). The concentration of S1 and S2 holders among forest ecosystem supervisors and forestry extension officers indicates a high level of academic preparation within the park's technical and specialized functions, supporting evidence-based conservation planning and substantive engagement with academic and policy stakeholders.

The rank distribution further illustrates the seniority structure of the institution. Of the 59 civil servants, 2 hold Rank IV, 46 hold Rank III, and 11 hold

Rank II, placing the majority of staff within the mid-range of the civil service classification. The dominance of Rank III personnel is consistent with an institution whose operational core rests on technical and functional expertise rather than senior administrative authority. The small proportion of Rank IV officials corresponds precisely to the four structural positions, reinforcing the relatively flat hierarchy of the organization. Taken together, the staff composition of Mount Merbabu National Park reflects an institution reasonably equipped for its core conservation and public service functions. Sustained investment in staff development, the gradual formalization of honorary positions where operationally justified, and targeted recruitment in underrepresented competency areas would further strengthen the institutional capacity needed to address the evolving demands of sustainable tourism and ecosystem management within the park.