



RESEARCH ARTICLE

THE INFLUENCE OF HUMAN RESOURCES DEVELOPMENT TO THE COMPETENCE OF EMPLOYEES
IN THE SERVICE DEPARTMENT OF THE POPULATION AND THE CIVIL REGISTRY OF THE
REGENCY OF BANGGAI, INDONESIA

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ABSTRACT

This research aims to find out how big the influence of human resources development against the competence of employees in the service of the population and the civil registry of the Regency of Banggai, For the collection of research data, the author uses the method of circulate a list of question or questionnaire, and field research or observations. While the data analysis technique used is qualitative in nature, i.e. by holding processing the data obtained, and to search for influence between each variable, then the author uses The regression Liner is simple to find influence between each variable research. The population in this research is the entire employee population and the civil registry office of the County Taken with total number of 41 people consisting of a head of Department, head of Department, Secretary, head of Section, elements and functional elements of the staff. As for the research of sampling in research using the technique of saturated Samples with a total overall sample was 41 people. From the results of the research can be concluded there are positive influences between the human resource development Department employee competencies against the population and the civil registry District of Banggai 0.075 with cohesion determination of R^2 is 7.5%. This means the average value of 7.5% employee competence is determined by the process of manusia resources development at the service of the population and civil registration District of Banggai, through regression equation $Y = 2.674 0.166 + X$, the remaining 92.5% is determined by other factors, and the value t calculate is 1.882 whereas t of 2.25, table larger than t count. This means that there are no significant effects between the human resource developments of the variable (X) and (Y) employee competencies.

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INTRODUCTION

The changes that occur from Act No. 22 of year 1999 into law Number 32 Year 2004 about local governance in practice requires preparedness-preparedness from different fields, especially in the exercise of autonomy the area is given. As for the factors that influence the implementation of the autonomy areas are human organization should be good, finance should be quite good, the equipment should be pretty and good as well as the Organization and management must be good.

The first Factor is the human organization

Must be good because people are subject in every activity of Government. Good Sense here is having the mentality or good moral and honest and has a high ability in

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carrying out the task. The second factor is good financial. Of the financial term here means dealing with money issues, among others, in the form of a source of income, the amount of money that is sufficient and appropriate financial management by objectives and regulations. The third factor is a pretty and good equipment. The equipment here is any tool or object that can be used to streamline activities and the work of local government. Good equipment (practical, efficient and effective) is certainly very necessary in creating good governance. The four factors are organization and management. The Organization in question is an organization within the meaning of the structure i.e. the arrangement comprising organizational units with all the officials of the authority, duties and their relationship to one another in order to achieve something specific purpose. But the assumption thrives in today's society, showing the performance of the apparatus of Government is relatively less satisfactory. When are reviewed in terms of the competence of many parties who have no competence, dishonest, unprofessional and occupy strategic positions and in the Government. This is due to the

process of developing a career resource current apparatus, so the required handling resources development program of the apparatus of Government based on competence. Tracing in terms of competence is the most urgent thing in the development of staffing. Every employee of institution government area should be competent and superior in the execution of his duties primarily serves the community in accordance with the terms of employment and Office. Human resource management-based Competency can be defined as a process of planning, organizing, implementing, and controlling the activities of employees ranging from recruitment to retirement with which processes the taking of decision based competency needs of the position and needs of individual competence. In this case the reference is the ability to be in the service. The community felt that many of the officials who carry out the bureaucracy could not be said to be competent in accordance with the duties and Office. This assumption has not been referable, but this shows that physical competence can be seen from the attitudes and deeds. So can also deduce the assumptions in that society that demands a change in the management of staffing for more emphasis on competence. Professionalism, integrity, honesty and know-how has always been an absolute requirement so that the country can escape the Indonesia crisis.

It also complies with the Law – Law Number 43 year 1999 about Staffing subject matter, namely in article 17 paragraph 2 which reads: "the appointment of civil servants in a given position is carried out in accordance with the principles of professionalism, competency achievement work, rank and level applied for the position as well as other objective terms without discriminating gender, tribe, religion, race and class. In addition to the reasons above, the change in the paradigm of Government from centralistic to decentralist cause more Government emphasis to improved public services. In support of the public service, then the much needed human resources competent and capable. In terms of number of employees in the Regency of Banggai relatively large for the size of County Government level, then to get employees who have superior competence standards, should be arranged coaching and career development mechanisms. The implementation of career development that are based on the competence of each individual must be able to meet the needs of professionals in their respective fields. Various theories, approaches and examined in the review to be able to manifest a method of human resource development by experts and academics so that inputs are building always come out of them. County Government Organizational elements along with the rest of the device area (OPD) as key implementation of coaching and development officer always respond well to these inputs so that the needs of the resource development apparatus based on competence in the perspective of the very necessary.

Human Resources Government Officials

Human resources or *man power* is an ability possessed by every human being in the form of intellect and physical ability in carrying out the tasks or activities performed. Human resources become the first and main elements in any activity conducted. Because it despite having the equipment and sophisticated systems, it won't mean anything without being supported by a qualified human resources. This is in accordance with the understanding of human resources according to Sedarmayanti (2001:27) States that: "*the micro environment, in the sense of a work unit (Department or other*

organization) then human resources is: labor or employee in an organization that has an important role in achieving success." Furthermore, Khairuddin (1992:45) says that: "*human resources can be defined as the ability of human beings (either physical or mind) are utilized to achieve her life's needs*". In this sense activity in development efforts contained educational, health and other needs. Based on the understanding, that in the context of government organizations, the definition of human resources is a civil servant (PNS) that serves as a man of the State and of society. Government civil servant in question here is a civil servant, as stated in article 1 No. 1 Act No. 43 of the year 1999 about the change of Act No. 8 of 1974 the staffing issues which States that the civil servant is "*every citizen of the Republic of Indonesia who have qualified, appointed by the competent authority and delegated tasks in an Office of the country, or other Country assignments, delegated and paid based on the legislation in force*". Human resources as a major financier for the Organization expected to contribute or benefit that much on the organization. Therefore the existing human resources must be constantly upgraded through human resource development activities so that it can carry out its tasks and objectives of the Organization as well. Human resources according to Nawawi in Sedarmayanti (2001:26) that: (a) Human resources is a man who works in the environment of an organization; (b) Human resource is the potential of the human as a driving force of the Organization in realizing its existence; and (c) Human resources is a potential which is the asset and serves as capital in the organization that can be transformed into a real potential of physical and non-physical.

Human resources according to Notoatmojo (2003:27) that however good the Organization of equipment facilities and facilities work, everything would have no meaning without any humans who set up, use, and keep them. Thoha (2003:316) argued that human resources is the ability is one of the elements in the maturity of the related to the knowledge and skills gained from education, training and experience. In the context of Resource quality Apparatus in the era of autonomy, Wasistiono (2002:266-267) says that "*the ability of the professional and technical skills of the employees that belong to the element of staff and implementing Government environment in this area is very required for the management of the Government in the autonomous region can take place effectively and efficiently are needed not only in number, but also the quality of the employees that must be measured by looking at the backgrounds of education, skills, work experience, employment status and level of line.*" Human resource development is one of the aspects of human resource management. Human resource development is an attempt which is important in any organization, because development can create quality employees so that the organization can more forward one. Quality employees are those who have the skills and the ability to complete a job that charged him and can maintain and improve the skills and their ability to regularly and definitely. Human resources development is any attempt or activity intended to modify the behavior of a person is an employee of which include the knowledge, skills and attitudes in the business of coaching employees. Atmodiwirio (2005:4) says that "*Human Development refers to the progress of knowledge, skills, competence and improvement of human behavior in organizations both for his personal as well as professional usability. Human development in organizations is directed at the improvement*

of the performance of the Organization in order to make profit, increased efficiency, more effective in competence and better able to generate profits. This is the component of human resources development. Development of employee performance is the main goal of human resources development". Development for all employees is important for the Organization to enhance the capabilities of human resources in the face of developments and changes in the future. T. Hani Handoko (2001:103) stated that "there are two main goals of employee development resources. First, training and development is done to close the gap between the skills and capabilities of the employees with the Office's request. Second, those programs are expected to improve the efficiency and effectiveness of the work of employees in achieving the employment objectives that have been set. "Atmodiwirio (2005:21) stated that the fine points of strategic human resources development: a) Perfecting the system of planning officers (man power planning) to obtain the officers required by the system; b) The perfecting of the system of education and training to improve the professionalism, the quality and the leadership of the civil servant; c) The classification of the position, a grouping of employees according to the type of profession; d) Perfecting the administration of the staffing supported information system reliable; and e) Improvement in the level of well-being of employees."

Based on the above strategy, operational policy needed is

- Perfecting the system of planning clerk. Every employee needs to be based on the needs analysis consisted of an analysis of the position, an analysis of the workload and estimate the capacity of work per person per unit of time. This refinement is required within the framework of information systems employees to plan for a new employee needs and education and training;
- Consummation of employee education and training system tailored to their needs. Refinement includes level education and increased coordination of technical, functional training, so that at any time could have monitored the level of professionalism of employees.
- Employee Career Development through the Office of grouping according to the type of expertise: development of functional Office as well as the formulation of provisions governing the appointment of an employee in the Office of a structural.

Organization of Administration is directed at service employees better in briefing his rights the right time. It needs a simplification of the various legislation of employment. Competence is the ability of work covers aspects of knowledge, skills and attitude to work. According to Spencer in the Musanef (1991:12) competence is "A fundamental characteristic of individuals who have causal relationships or causal criteria be used as citations, effective, superior at work, or on the certain situations. The definition of the basic characteristics composed of motifs, innate, self concept, knowledge and skill (skill)". Causal relationships in question is the relationship between the causal result behavior with these basic characteristics. While the characteristics of reference which is the criteria the results of the relative nature of the behavior has the work achievement. In local

government, any apparatus having basic characters each. These consist of characters that are able to see and not be seen. That is able to be seen is knowledge and expertise, while not visible is the motivation, self concept and the innate attitudes.

As for the definitions of these terms are

- Motive is something that consistently thought and wanted by someone who gave rise to an action.
- default is physical characteristics or habits of a person in responding to a situation or specific information.
- Concept of the self is the beliefs, attitudes, and values of a person that influence behavior and decision-making actions
- Knowledge is information that is owned by someone in a specific area.
- Expertise is the ability to perform physical and mental activities. The expertise of mental or *cognitive* analytic thinking covers, as well as conceptual.

In general the standards of competence are divided into six groups. This also applies in the World Government in the framework of aparaturnya resource development in order to meet the criteria of good and superior.

As for the standard of kompetensi according to Spencer in the Musanef (1991:103) include

- Ability to plan and implement the measured with the spirit of overachievers (*Achievement Organization*), Precision against the clarity of tasks (*Concern for order*), initiative (*Initiative*) and information retrieval (*Information Seeking*) is this expected apparatus of government areas served on certain standards superior position than ordinary employees. Of course this will be achieved through the development of a clear competency standards.
- The ability of serving that can be measured through Empathy (*Interpersonal Understanding*), and orientation on customers (*Customer Service Orientation*). Establishment of local government are expected to meet the standards of all in accordance with the will of the people as consumers or customers.
- The ability of the lead can be measured through its ability to affect awareness, encourage and organize, and build working relationships.
- Managerial Capability that can be measured through its ability to develop others (*Developing Others*), redirect the others (*Directiveness*), the ability of leading groups (*Team Leadership*)
- Thinking ability is measured by the ability to think konsepsional analysis and thinking ability, as well as professional expertise (*expertise*)
- The ability of adult attitude which can be measured from self-control (*self Controll*), confidence (*Self Confidence*), and the self Adjustment (flexibility).

MATERIALS AND METHODS

Research methods used in this research is a survey method of research method that takes a sample of the population as well as using the questionnaire as a data collection tool tools staple (Efendi, 2001:3). Penleiti choose this research data into the

two types of data namely, primary data and secondary data. Primary data, namely data obtained from the information directly. secondary data is data that is used to clarify the primary data taken from existing documents provide research. This research in Banggai Regency work area at the offices of the Department of population and the civil registry Districts with a total population of Banggai 46 employees with sampling method using the method of sampling of saturated. In this study the author uses data analysis techniques which are qualitative, i.e. by holding and processing penganalisaan data obtained. Collected data is already divided and arranged into groups, so that is systematically arranged and will ease in research. For ease in calculation results then the authors use score as a tool. Any answers of respondents assigned a value and sekornya.

DISCUSSION

To know the influences between human resources development with kompetensi employees, then refer to the tools calculate 17.00 SPSS *For Windows* as shown in the annex, and based on the table's ^a then retrieved the coefficient for the variable X is Constant and amounted to 2.674 0.166 so obtained equations model is:

$$Y = 2.674 0.166 + X$$

Where:

X = Variable (human resources development)

Y = Free Variable (the competence of employees)

In this research to Test t (partial test) the author uses the tools calculate 17.00 SPSS *For Windows*, with the provision that if the value of count $t > t$ table then the hypothesis is acceptable, and vice versa if $t < t$ count table, then the hypothesis is rejected. Based on research, the attachment can be known degrees of freedom $df = 46-1$ with 5% is significant amounting to 2.25. and based on simple regression table and t-test can be known that value t calculate is 1.882 whereas t of 2.25, table larger than t count. This means that there are no significant effects between the human resource development of the variable (X) and (Y) employee competencies. While the constants of 2.674, meaning if human resource development (X) value is 0 (zero), then the officers of the competence (Y) will be decreased by (2.674). Whereas the coefficient of regression variables are human resources development (X) registration (0.166) assumes that each there is increase in the process of human resources development (X) then the competence of employees (Y) will also be increased by 16.6% assuming constant amounted to 2.674, and considered significant because the number of GIS 0.066. under 0.5 or 5%. As already described in the table model *Summary* in the Appendix of this research note value kofesien determination of 0.273, These values can be interpreted that the relationship of the second variable exists in the research category. Through this table also retrieved the value of the coefficient of determination R Square or (KD) that shows how good the regression model is formed by the interaction of the free variables and bound variables. The value of determination of Koofesien in this research is of 0.075 or 7.5% which can be interpreted that the free variable X has the influence of the contribution of 7.5% against the variable Y and 92.5% more influenced by factors other than the variable X. From the results of statistical data processing of a simple

linear regression analysis using SPSS tool *for windows* 17.00 noted that the results of the regression coefficients of the unknown magnitude of parameters of standard *regression* coefficients for free variables, namely human resource development (X) with variable terikatnya the competence of employees (Y) of 0.166 of the equation looks that koofisien parameter regression for human resource pebgembangan variable (X) is positive towards the process of competence of employees (Y). Thus, each occurring the increase on human resource development activities in the service of the population and Banggai Regency, civil registry employees competencies will then join the ride, neither the opposite. As for the regression equation models obtained are:

$$Y = 2.674 0.166 + X$$

Where:

X = Variable (human resources development)

Y = Free Variable (the competence of employees)

Based on the regression equation, we can see how human resources development (X) against the employee competencies (Y) koofisien constants of 2.674, meaning if human resource development (X) value is 0 (zero), then the process land registry (Y) will be decreased by-2.674. Whereas the coefficient of regrasi human resource development variables (X) of 0.166 one unit, then the competence of employees (Y) will experience the increase of 16.6%. so the higher the human resources development Department employee competency then population and Banggai Regency, civil registry will go up anyway. To see the influence of the human resource development of the variable (X) officers of the competence with variable (Y), the value of R can be known Squere of 0.075, it assumes that the variable change variations of competence (Y) employees affected by the change of a variable resource development human (X) by 7.5%, while the remaining 92.5% are influenced by factors other than this research. Whereas to know whether or not shown significant comparison between t count with the t table, known from a partial hypothesis test item indicates that the value t calculate is of 1.882 whereas t of 2.25, table larger than t count. This means that there are no significant effects between the human resource development of the variable (X) and (Y) employee competencies. It is based on the processed data at the service of the Department of population and the civil registry District of Banggai demonstrating that a very influential aspect of employee quality is the ability to serve the community, the ability of lead, as well as the capability of being an adult.

Conclusion

Based on the formulation of data processing and research problems on previous chapters, then a conclusion can be drawn in this study is there is a positive influence between the human resource development process towards the competence of employees Service of population and Banggai Regency, civil registry of 0.075. With the cohesion the determination of R^2 is 7.5%. This means the average value of 7.5% employee competence is determined by the process of human resources development at the service of the population and civil registration District of Banggai, through regression equation $Y = 2.674 0.166 + X$, the remaining 92.5% is determined by other factors, and the value t calculate is 1.882 whereas t of

2.25, table larger than t count. This means that there are no significant effects between the human resource development of the variable (X) and (Y) employee competencies. Based on the results of the research, the author can give suggestions as follows: (1) Elements of the leadership at the Department of population and Banggai Regency, civil registry improve work competency compulsory employees to the achievement of the main goal of the local Government District of Banggai; (2) In the development of employee competencies should use various means in addition to human resource development because of the influence of each way can speed up the improvement of the competence of employees; (3) Competence of employees can be done by inviting the officials in each of the education and training activities that accords with the basic tasks and functions arranged by the employees of the government; (4) The need for an increase in the operational budget to repair resources employee assistance-oriented education and training activities to help employees; and (5) Employee recruitment Process should be noted with emphasis on academic background and work experience and other competencies that support the implementation of the functions of the Office of population and Civil Records.

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