

The Effect of Human Resources on the Development of Siantar Marimbun District in Pematangsiantar City

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Abstract:

Human resources both apparatus and social community resources are also regional resources that can be increased contribution to the success of regional development. Regional resource development has different characteristics and potential from one region to another. The effectiveness and efficiency of the use of regional resources is a means of bringing closer and maximizing the activities of regional government. The purpose of this study was to determine the effect of human resources on the development of the Siantar Marimbun subdistrict, Pematangsiantar City. Data about the information above was obtained from the public who took care of various services produced by the government. The population in this study is the Simarimbun subdistrict community and the sample in this study is the people who take care of various government services, which amounted to 15,607 people, by using the sampling formula, the study sample was 100 people. This study uses multiple regression, analysis and hypothesis testing methods. Data processing is done by collecting data from questionnaires and processing using SPSS. From the results of the study note that the influence of human resources on the development of the district area is 0.117 or 11.70% and the remaining 88.30% is the contribution of other influences. This research contributes ideas and suggestions to Pematangsiantar City Government so that the management of human resources and other territorial resources receives attention from various policies and strategies of government management and regional development.

Keywords:

Effect, Human Resources, Management, Regional Development

1. Introduction

The existence of human resources working in the regional government environment is also an important factor that must be empowered by the regional government. The empowerment of apparatus resources has a role and a major contribution to the success of regional development. In the regional apparatus it is clearly seen that the

apparatus resources occupy the organizational structure of the regional apparatus. The existence of the apparatus's resources becomes the driving force for the smooth realization of the vision and mission of the regional apparatus organization as formulated in regional regulations, especially the work plans of the regional government. The ability of the sub-district apparatus resources translates the needs and aspirations of the community into government programs and activities and regional development into a barometer of the success of the district administration's performance. Empowering Siantar Simarimbun sub-district community is a program and activity of government and development such as providing assistance, providing ease of targets and infrastructure and so on.

The phenomenon of the presence of regional apparatus and the apparatus and social human resources of the community is interesting to be analyzed and discussed both at the level of practice and scientific level. Empowerment of regional apparatus organizations becomes a resource that can improve the quality of local government services. Regional resource development has different characteristics and potential from one region to another. For this reason, managing regional resources becomes a point in granting regional autonomy. To increase the contribution of regional resources in the success of regional development, management of regional resources and other regional resources is needed.

The implementation of regional government has a large and significant role and contribution for the successful achievement of the regional vision and mission as mandated by the regional strategic plan (renstrada). Successful regional development requires the support and contribution of community welfare stakeholders in the area. The implementation of regional government in the era of regional autonomy provides space and opportunities for the regions to carry out the duties and functions of regional government effectively and efficiently. The success of local government in improving welfare through programs and activities of local government is an indicator of the success of the performance of local government. The implementation of governance and development follows the norms of the law and follows the local government management system. Optimization of programs and activities aimed at community welfare. Professionalism and accountability in the administration of government and regional development encourage the effectiveness of the achievement of goals and objectives as well as the efficient use of regional resources used.

2. Theoretical Review

2.1. Concept of Human Resources

The ability to operationalize local government activities is a key indicator for the successful realization of the needs and demands of the community. The operationalization of regional apparatuses is displayed by translating the needs of the community into the annual work program of the regional government as seen in the APBD. Related to the existence of an organization, Usman said that each organization must have three components, namely (1) there is cooperation; (2) there are people; (3) there are shared goals. Organizational ability is intended as the ability to hold cooperation, hold organizational communication and set organizational goals [15]. The organization of instruments has the goal of improving the welfare of the community through the optimization of the tasks and functions of government and regional development.

The ability of the apparatus resources to improve the quality of its contribution in the implementation of governmental tasks and functions, the success of achieving the vision and mission of the government more easily achieved. With regard to the quality of human resources, Sutrisno said that "Human resources are the only resources that have feelings, desires, skills, knowledge, power and intention [12]. Strong, trained, and good resources possessed by each individual human will make him a strong human being in various conditions of life. In addition, he will be able to solve various problems that he is facing." The existence of apparatus resources in the achievement of the tasks and functions of government, has a large role and contribution because the operationalization of government programs and activities carried out apparatus resources that work in regional apparatus.

To anticipate the development and practice of government, the empowerment of the government apparatus is the essence of regional autonomy granted to regional government. With regard to human resources, Siagian said that "In general human resources have internal challenges and external challenges [9]. Internal challenges in the field of human resources, namely:

- a. Strategic plan, meaning the extent of decisions taken and influencing the planning and utilization of human resources;
- b. Budget, how is the availability of budget, utilization effectively and efficiently.
- c. Estimated production and sales, this is related to the proper empowerment of human resources and that does not cause community apathy.
- d. New businesses or activities, empowerment and improvement of human resources must be balanced with the placement of resources in accordance with the plan.
- e. Design and work assignments, preparations that are not various considerations will create a lack of human resources.

Meanwhile external challenges are various challenges that arise, grow and develop beyond the ability of the group / community environment. "

Strengthening apparatus resources both in carrying out its tasks and functions as well as its contribution in community empowerment still needs to be given comprehensive attention from the regional government. Growing community needs and demands are making apparatus resources pay serious attention both in thought and in action. The creativity, innovation and professionalism of human resources are strengths and advantages when compared to other resources.

By increasing the contribution and participation of human resources, the formulation, implementation and supervision of various government activities and regional development can be effective and efficient. Regarding human resources, Tafiqurokhman said that The HR management function is almost the same as the management function in general, namely a. Planning function (Planning), b. Organizing Function, Organizing, Directing and d. Controlling [14]. The management function described above is also carried out in government organizations. The position and role of human resources in regional apparatus organizations have different characteristics because the programs and activities of government and development are more directed and aimed at achieving the maximum welfare of the community as mandated by applicable regulations. The human resources management of the government apparatus follows the recruitment pattern of other organizations, only

human resources are more focused on strengthening the characteristics in carrying out their duties and functions

The ability of regional apparatuses to carry out their duties and functions as mandated by laws and regulations is the approach for the success of the programs and activities of regional government. The professionalism of the state civil apparatus carries out the duties and functions as well as the authority given to it. The smooth and easy formulation of various community needs is the focal point for strengthening the role of human resources. .

Regarding the professionalism of government resources, Rasyid said that However, the ability of the government to respond to various changes and new demands that continue to grow in society is only possible to be maintained, if the apparatus has a high quality of professionalism. The main objective of bureaucratic professionalism is to create good and effective government, in the sense of optimally serving the needs of society [7].

The ability of government officials is to be operational for the success of government activities, development and society. The professionalism of the regional apparatus is the ability of the regional apparatus to carry out correctly and maximally, such as formulating regional development work plans, formulating the amount of costs needed, how long it takes to work, how to account for it, how much is the amount of community participation and so on. The ability to administer all regional resources, manage regional resources, and so on is a simple display of the government's maximum performance in regional government and development activities. In carrying out government affairs and regional development, it is very much needed the support of various regional resources. The empowerment of the territorial resources becomes the acceleration motor for the compilation of government work plans and regional development.

Regarding the activities carried out by the organization, Albert and Zemke in Ratminto and Winarsih said that Organizations that are very successful in the service sector have three factors, namely (1) Good service strategies; (2) human resources serving; and (3) Good service system [8]. Maximizing government and development programs and activities is expected to be able to meet the needs of the community both for food, clothing and other needs. Actualization of government programs and activities can be seen from the goals or objectives of the presence of government activities themselves. The availability of facilities and infrastructure becomes an important capital in carrying out the tasks and authorities of the regional apparatus. Meeting the needs of the community becomes the focus and locus of all government, development and community activities undertaken by local governments.

Administrating the entire process of regional government is inseparable from the empowerment of regional government. In connection with the service system implemented, Osborne and Gaebler in Dwiyanto says that some of the benefits of the administration and management system that puts customers in a central position, namely [2]:

(1) Customer-oriented systems force service providers to be accountable to their customers; (2) Customer-oriented systems depoliticize service provider choice decisions; (3) Customer-oriented systems stimulate more innovation; (4) Customer-oriented systems provide opportunities for others to choose among a variety of

services; (5) Customer-oriented systems avoid waste because supply is adjusted to demand; (6) Customer-oriented systems encourage customers to be more committed.

Regional development is an instrument of community welfare based on territorial resource management. The existence of the territorial resources becomes the capital to finance the activities planned by the regional government. Regional development is intended to actualize the needs of the community into the government work plan as illustrated in the regional vision and mission stipulated in regional regulations. The regional strategy plan implies that the clarity and firmness of the regional programs and activities that have been produced by the Musrenbang are in accordance with the communication of regional stakeholder development. Clarity and firmness of information and data about territorial resources will make it easier to plan various activities that can prosper the community.

Increasing the carrying capacity of resources in financing government activities and regional development is a close means of maximizing government performance. The management of regional resource management is a smart choice for regional apparatuses to carry out the tasks and functions of government and regional development. Translating the existence of regional resources into programs and activities into something that needs to be managed optimally. Determine the priority scale of government activities and regional development based on the urgency of various community needs and expectations. Priority scale setting has a relationship to limitations with regional resources. Empowering regional resources is a smart choice for local government.

2.2. District Development

Regional resource development must pay attention to the sustainability of these resources for the next generation. Developing resources implies that the availability of resources that can support the success of regional development. Regional resource development has a role and position, which means that regional development becomes a means for the welfare of the community through the optimization of the performance of the regional apparatus.

The presence of local government through activities carried out in a professional, accountable, and responsive manner will result in the fulfillment of the aspirations, demands and needs of community goods and services. Regional development through optimizing the work of regional apparatuses in arranging the needs of the community into regional work plans in accordance with regional resources including sources of regional development funding. The existence of resources in the region or region requires the existence of the community as a whole, especially in engaging in the formulation of regional development

Administering government activities, regional development will strengthen the added value and competitiveness of the region in the dynamics of regional governance at the regional, regional and national levels. The activity of documenting and administering all regional resources that are available, potentially available and available because of the relationship of work relations. Administering all regional resources into working capital in carrying out government tasks, services, and community empowerment.

Planning for regional resources can be done by applying the 5W IH concept, which is what resources are available in the region or in which areas the resources are, to whom the benefits of those resources are fought for, why those re the time to explore

those resources and finally how to make the most of those resources to the sources need to be managed, when use community. Planning activities are the most important prefix activities because the existence and usefulness and substitution of resources is an instrument for the success of achieving the vision and mission of the government and overall regional development.

The availability of resources requires management so that the sustainability of these resources can be maintained both to support regional activities and to support the sustainability of ecosystems and the ecology of the environment. Regional resource management provides space for strategic analysis and assessment so that spatial patterns, spatial structure and regional spatial use can benefit communities and other regional stakeholders. With regard to managing resources to the maximum, Soetomo said that "Specifically the development of the mainstay sector, local governments are at least expected to play a role in three things [11], namely:

(1) Encourage the growth and development of productive businesses, in the context of utilizing the potential mainstay in the form of providing motivation, facilities, credit, increasing technology and skills development, improving business management, and developing institutions and networks.

(2) Develop various programs that can support a variety of production, transportation and marketing businesses.

(3) Prepare a set of regulations that can provide a conducive climate for various forms of productive business, and for the creation of networks and mutually beneficial relationships between sectors and between various parties."

The ability to increase the competitiveness and value added of regional resources will provide regional bargaining power in gaining public trust and gaining higher government appreciation. important factor in managing regional resources. Managing resources is intended Various regional resource factors that need to be empowered or strengthened so as to provide support for the success of regional development. Increasing the sharpness of the formulation of government, development and community activities will provide convenience and smooth achievement of development objectives compiled in the regional development work plan.

Various regional resource factors need to be empowered or strengthened so as to provide support for the success of regional development. Increasing the sharpness of the formulation of government, development and community activities will provide convenience and smooth achievement of development objectives compiled in the regional development work plan. Regarding regional development, Tarigan says that "Regions must be able to be divided or grouped. Regions have a starting point for development, then become a region that is broader than their starting point. For example, from several villages, it became a sub-district, a sub-district was combined into a Regency / City and so on [13]"

Regional development in the perspective of regional governance means that regional resources are an indicator of the success of the preparation of strategies and policies related to meeting the various needs and expectations of the community. The state of subjects and objects of territorial resources is an inseparable part of the discussion and analysis of the existence of territorial resources on the success of regional development. How to manage regional resources both subject and object factors is the implementation or dynamics of implementing regional development based on territorial resources.

Integrating development programs and activities with regional resources becomes a reinforcing factor and an acceleration factor for achieving regional development goals. In connection with the activities of regional development deliberations, Kuncoro said that “Proposals from the village level were reviewed in a district level meeting (UDKP = Regional Development Work Unit); which is generally held in June or July [4]. In this meeting filtered projects that are ineffective, overlapping, and not priorities. And add projects from the sub-district level. Subsequently, the proposal was discussed again at the development coordination meeting (Rakorbang Regency / City), with the aim of selecting proposals submitted by the District. The meeting was chaired by the Regent for the Regency, and the Mayor for the City and was attended by all relevant officials and also representatives from the province. Proposals from the district / city government technical bureaus are added at this stage to be submitted to the provincial level.” The presence of data and information is an inseparable part of regional development. Administering community needs into regional development data banks will make it easier to plan, implement and supervise various local government programs and activities.

Regarding development communication, Hagul said that “The notion of development ideas is always formulated abstractly at the central level and then communicated downward. This creates a problem, which is de-educated development, for example it creates an attitude of dependency, it weakens the power of creativity, gathers sensitivity and critical attitude and creates a pattern of patrimonial or paternalistic [3]. As the subject and object of development, the empowerment of human resources (community and regional civil apparatus) has a very strategic role and position. Optimizing the contribution of thoughts, ideas, initiatives and so on from human resources will make it easier to formulate, implement and supervise in various government activities and regional development. The presence of information from the community becomes the material for formulating government plans and regional development.

Operating the programs and activities of the local government requires the existence of regional resources. In connection with the existence of regional resources Alkadri states that the elements of regional development consist of 3 (three) elements of the regional element known as the three pillars of regional development. The three pillars are internal elements of the region which are related and interact to form one system. The results of the interaction of these elements reflect the performance of an area. Each region has different performance so as to encourage the creation of regional specific specializations [1].

Improving the welfare of society is the main task of the birth of government both central and regional governments. To accelerate and facilitate the realization, the government runs a variety of programs and activities to the maximum. Carrying out government and development affairs is the responsibility of local governments with the intent and purpose of improving the quality of community life through the optimization of programs and activities. Regarding the sector in development, Wrihatnolo and Nugroho said as follows “The social sector sector is the development sector classified into the development groups of education, health, government administration, religious life facilities and their derivatives, such as health insurance, social security, guarantees education, clean water supply, sanitation and sanitation facilities, waste management, religious worship facilities, birth and life document services (ranging from birth certificates, residence identification documents - from identity cards to passports [17]”

To increase regional competitiveness and comparative power, it is necessary to increase effective and efficient regional development planning. Translating government programs and activities and regional development is the operationalization of local government policies. The needs of the community and other stakeholders are a means of bringing closer and maximizing government and development affairs. The existence of regional resources in government activities has a strategic role and position because the community is an object of the policies issued by the regional government.

Regarding government and community relations, Mahmudi says that "In a democratic government, government and community relations can be described as an agency relationship, in this case the government functions as an agent given the authority to carry out certain obligations determined by the community as the principal, either directly or indirectly through their representatives [5].

Community needs for various administrative services, goods and services are outputs from government programs and activities. The development of regional resources becomes a big capital in fulfilling the community's needs to the maximum. The empowerment of the government apparatus (including apparatus resources) has become a factor in strengthening and driving the acceleration of government work. The synergistic and harmonious relationship between the government and the community becomes the grand design pattern of the relationship between the performance of the government and the community. Optimizing government performance is the key to the success of the synergistic and harmonious relationship. The presence and empowerment of government can be seen from the program and its activities, whether it is beneficial to the community or not. Producing quality programs and activities is an important factor in empowering government. Production of government goods and services is a form of government service that is needed by the community. The goods and services produced are community needs.

Regarding services provided by the government to the community, Pamudji said that "Various activities aimed at meeting the needs of the community for goods and services. In foreign languages we know public services and public utilities which are popularly translated as public services which include public utilities activities, such as transportation, telegram, telephone (post), clean water, lighting and others [6]"

Government goods and services are government products that are not produced by private organizations. Monopolistic government goods and services sometimes make government organizations forget the quality factor in the government production process. The development of regional resources has become the working capital of regional governments. With the existence of regional resources, funding or funding of government and development activities can be carried out effectively and efficiently. Community support and participation has a major contribution to the success of producing quality government and development activities.

The task of serving the maximum community becomes the essence of giving regional autonomy. The granting of regional autonomy is a means to accelerate maximum service to the community. The maximum service delivery is a temporary answer to the presence of the government itself. Regarding government services, Wasistiono, et al say as follows:

"There are six reasons why the government must understand and be committed to the importance of public service management, namely: (1) Government agencies

generally carry out monopolistic activities so that there is no competitive climate in them. (2) In carrying out its activities, the government apparatus relies more on authority than on market power or the needs of consumers. (3) Accountability for the activities of a government agency has not been or has not been held either vertically downward, laterally or upward (4) in their activities, government officials are often trapped in the “ethic” view, that is, prioritizing their own views and desires (bureaucracy) rather than the “emic” view, namely the views of those who receive their services. (5) Community members' awareness of their rights and obligations as citizens and consumers is still relatively low, so they tend to take for granted services provided by government agencies. (6) The administration of government which is not democratic and tends to be repressive as has been practiced so far, always seeks to emphasize the existence of social control from the community [16]”

The existence of regional resources provides characteristics and instruments for planning various regional programs and activities. The operationalization of regional apparatus performance is an absolute requirement to realize regional policies and strategies. The ability of regional apparatus to formulate management and use of regional resources can translate community needs into regional programs and activities.

Developing regional resources is a factor that accelerates the achievement of the objectives of the government. Regional development is an activity related to optimizing government affairs in accordance with the needs of the community or regional stakeholders. Building commitment and consistency of the local government incarnated from the welfare policy that was carried out. Regional resource management is an important point in formulating various regional government policies. Regional policy is the production of government to realize the needs of the community into various regional programs and activities.

Regarding regional planning, Sjafrizal said that “Considering that regional planning is related to certain regions, in regional (regional) planning, the role of regional, provincial, district, and city governments becomes more prominent. In regional planning, local governments can formulate and implement specific strategies and policies according to the conditions and problems as well as the financial capacity of the region concerned [10]”

Identifying and analyzing regional resources into crucial activities in regional development. The availability and existence of regional resources are not only available in plain sight as natural resources, but also artificial resources that can be optimized. Planning regional resources in preparing regional activity plans is a very important regional activity. Managing regional resources both human resources, natural resources, artificial resources and other resources becomes a crucial point in regional development so that regional development activities are a means of maximizing and accelerating the achievement of community needs. The policy of managing regional resources effectively and efficiently becomes a means of fulfilling the mandate of granting regional autonomy. Adequacy of funds, quality of human resources, accountability and professionalism, lack of facilities and infrastructures and the level of community trust and as a problem that must be faced in the management of regional resources.

The success of regional development is highly dependent on the participation of all stakeholders. The formulation of regional policies becomes an instrument of regional development. Formulating, implementing and supervising development activities

provides great energy in the successful implementation of government and regional development activities. The existence of regional resources becomes the initial capital in the preparation of regional development work plans. The use of regional resources must pay attention to the internal and external environment.

3. Research Methodology and Results

Data about the information above was obtained from the public who took care of various services produced by the government. The population in this study is the Simarimbun sub-district community and the sample in this study is the people who take care of various government services, which amounted to 15,607 people, by using the sampling formula, the study sample was 100 people. This study uses multiple regression, analysis and hypothesis testing methods. Data processing is done by collecting data from questionnaires and processing using SPSS.

Hypothesis testing is done using simple regression analysis techniques on human resource variable data with the development of a regression district area $b = 0.302$ and a constant = 13.391, thus the shape of the influence between the two variables can be illustrated by the regression equation $Y = 13,391 + 0.302X$. Furthermore, to determine the significance of the influence of human resources on the development of the subdistrict area, it can be seen in the table below.

Table 1. Significance Test of human resources (X) on the development of sub-districts (Y).

Coefficients ^a											
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	13.391	3.354		3.992	.000					
	Sumber Daya Manusia	.302	.084	.342	3.605	.000	.342	.342	.342	1.000	1.000

a. Dependent Variable: Pengembangan Wilayah Kecamatan.

Source: SPSS test results

To determine the effect of human resources on the development of the sub-district region, a partial test was conducted in two directions, using a significance level of 2.5% alpha. Hypothesis testing is done by comparing the calculated value with the value of the table with the decision criteria are:

If $t_{count} < t_{table}$ H_0 is accepted or H_1 is rejected

If $t > H_0$ table is rejected or H_1 is accepted

Table 2. Partial Test Table (t Test).

Coefficients ^a										
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	7.278	3.652		1.993	.049				

Coefficients ^a										
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
Sumber Daya Manusia	.172	.088	.194	1.943	.055	.342	.194	.175	.813	1.230

a. Dependent Variable: Pengembangan Wilayah Kecamatan

Source: processed data

From data processing using SPSS, obtained data like the table above and the results obtained as follows: tcount for human resource variables (1,943) is greater than ttable (2.35) or sig value (0,000) is smaller than alpha (0.025) . Based on the results obtained, then Ho is rejected and H1 is accepted for the human resource variable. Thus obtained the meaning that human resources affect the development of the District area.

4. Conclusion

To determine the effect of human resource variables on the development of the sub-district area, a test was conducted. The dependent variable, namely the development of the sub-district (Y) can be explained by the human resource variable (X2) 0.117 or 11.70% and the rest of 88.30% can be explained by other independent variables not included in this research model. From the results of the study it can be concluded that there is a significant influence of human resource variables on the development of the Siantar Marimbun sub-district of Pematangsiantar City. These results prove that human resources provide support and a large contribution in increasing its contribution in meeting the needs of the community through the optimization of the use of existing regional resources.

Conflicts of Interest

The authors declare that there is no conflict of interest regarding the publication of this article.

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