



QUANTITATIVE METHOD ANALYSIS LEVEL OF COMMUNITY PARTICIPATION IN HUMAN RESOURCE DEVELOPMENT

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Abstract

This research aims to determine the level of community participation in Tanjungpiang regarding Human Resources development. The sampling technique used simple random sampling with a sample of 75 people. Data collection techniques use observation, interviews, literature study and questionnaires. The research results show that; 1) the level of community participation is 56.8%, which is in the poor/less influential category, 2) Human Resources development is 58.5%, which is in the poor/less influential category, 3) the level of community participation in Human Resources development.

Keywords: *Participation; human resources; quantitative methods*

INTRODUCTION

Development in general synonymous with the process of change planned or corrected conditions heading in a better direction. Development is an effort achieve progress for humanity in general, it often develops related to achievement and increasing prosperity economical. Development is change in compliance the need for quality improvement life. Keywords of the concept development is change, growth, meeting needs, increase dignity and self-esteem (Susanto, 2008:54). This shows that development is not only focused on physical development but development must be natural holistic or comprehensive. Human Resource Development (HR) can improve existing community capabilities low becomes higher like that have skills and expertise to utilize and process it every potential that exists in the area each independently. So that expected goals can be achieved then a level of participation is required the best society. Society participation is a form of participation society in the process identify problems and potential existing in society, elections and decision making about alternative solutions that must be faced problems, implementing efforts to resolve them problems and community involvement in the process of evaluating change that happened. Society participation has an important role in planning success development. Therefore, in Society itself must grow awareness of its existence so that the desire to participate arises with the government in build the country. Isbandi (2007:40) (A. Mustanir & Lubis, 2017) (A. Mustanir & Abadi, 2017) says that participation Society is a process which supports the community to began to become aware of the situation and the problems what he faced and tried look for possible solutions used to solve problems they. Community participation is not only seen as part of process but also parts the goal of which is participation one of the indicators influence development outcomes Human Resources. Participation society no longer a obligation, but that's it it is the community's right to do so directly participate/take part in every plan or activity development, because of society know their needs and problems faced, those who have freedom to decide implementation of an activity development.

Resource Development Humans need participation the community is actively, well involved as an object or as a subject because without community participation, then development cannot be done said to be successful. Development Human Resources aims to increasing community capacity, so that society can have it skills and knowledge for manage every potential that exists in region independently as well have the ability to determine the direction of development respective areas for use improve his quality of life. Anwas (2014:43) emphasized that despite development done with great fanfare, high frequency and implementation which is good if

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there is no participation society's point of view millennium development goals (MDGs) like that is considered a failure. On the contrary simple effort with equipment as is but followed by or inviting high participation and increase population those who are prosperous, will be more valuable in the eyes of many people. In connection with this, then the indicator the main thing for success in every process Human Resources development namely how big the participation is society in development Human Resources, both involved as an object or involved as subject of development.

The more large participation from the community in Resource development activities Humans, then development Human Resources development better. In this case it also has to be it is understood that community involvement to participate in any Resource development activities. Humans are not just for giving them the opportunity not taking action which hinders development, will but it must be based on that society has rights and obligation. and have ability to determine direction development of their respective regions in order to improve quality his life. Based on the results of initial observations in the city of Tanjungpinang, researcher find the problem that occurs, namely less than optimal development Human Resources though The local government has promote several programs activities related to Human Resources development including entrepreneurship training . The reality that happened is the number of attendance and activity society does not reach 100%, p This can be seen from the attendance list and community absence. Number of invitations distributed by the local government as many as 100 invitations but Only around 50 people attended person

METHOD

In carrying out this analysis of national income, the author uses a quantitative method, which means a research process using numbers as a tool to analyze what the author wants to know. The author uses quantitative data because the process requires data in the form of numbers such as the results of community participation in the city of Tanjungpinang. Apart from that, the data used is secondary data, namely obtained from second parties or looking for data from sources such as analyzing related journals, articles or news. In this analysis process, the author analyzes, collects data and carries out calculations which will later draw conclusions. The data collection process is carried out by researching and checking websites that the author can find, so that the author ensures that the data contained in this research is original data and the source can be trusted. The next process is to examine the data that the author has collected to see whether the income level has increased or decreased. The data that the author has collected will be published in the journal in table or written form.

RESULTS AND DISCUSSION

Frequency tabulation analysis interpret the average value of variables research to provide an overview regarding what indicators building a research model concept overall. Overview of Frequency tabulation analysis of each variable is described as following: Level of community participation is community participation in the identification process problems and potential that exist in society, elections and decision making about alternative solutions to deal with problems, implementing efforts to overcome them problems, and community involvement in the process of evaluating change that happened. Based on the results research on participation rates people in Tanjungpinang, for determine the level of participation society can be seen as following:

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Table 1. Level Recapitulation Society participation

No.	Tingkat Partisipasi Masyarakat	(%)
1.	Partisipasi pasif/ <i>manipulative</i>	53,8
2.	Partisipasi dengan cara memberikan informasi	57,6
3.	Partisipasi melalui konsultasi	54,2
4.	Partisipasi untuk insentif materil	66,4
5.	Partisipasi fungsional	53,8
6.	Partisipasi interaktif	57,6
7.	<i>Self mobilization</i>	54,2
	Jumlah	397,6
		397,6
Skor rata-rata =		$\frac{397,6}{7} = 56,8 \%$

Based on research results about Resource development Humans are there to determine the level of Human Resources development can be seen in the recapitulation table as follows

Table 2. Development Recapitulation Human Resources

No.	Pembangunan Sumber Daya Manusia	(%)
1.	Kesetaraan	55
2.	Berkelanjutan (<i>sustainability</i>)	58,2
3.	Produktivitas (<i>produktivity</i>)	54,2
4.	Pemberdayaan (<i>empowerment</i>)	66,4
	Jumlah	233,8
		233,8
Skor rata-rata =		$\frac{233,8}{4} = 58,5\%$

Level of community participation in , including: passive/manipulative participation, participation by giving information, participation through consultation, participation for incentives material, functional participation, interactive participation, self mobilization. Based on the results research with tabulation analysis frequency at (level community participation) then the average percentage is obtained amounting to 56.8% included poor/poor category influential. Resource Development Man include: equality, sustainability (*sustainability*), productivity (*productivity*), empowerment (*empowerment*). Based on the results research with tabulation analysis frequency on (Resource development Human) then the average is obtained percentage of 58.5% incl poor/poor category influential..

CLOSING

Based on the results research with tabulation analysis frequency on the variable (level community participation) then the average percentage is obtained amounting to 56.8% included poor/poor category influential. Based on the results research with tabulation analysis frequency on

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