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by Raflin Hinele

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The Influence of Human Resource Development Based on Local Wisdom on the Performance of Village Apparatus in Batuda'a Beach, Biluhu, and Bilato Districts of Gorontalo

Raflin Hinele

Economic Doctoral Candidates at Postgraduate at Tadulako University , Palu. INDONESIA

Dr. Syahir Natsir

Promoter, Professor of Economics at Tadulako University

Dr. Mauled Moelyono

Co Promotor, Doktorat of Economic at Tadulako university

Abstract:- This study aims to examine the Influence of Human Resource Development Based on Local Wisdom on The Performance of Village Apparatus in Batuda'a Pantai, Biluhu and Bilato Subdistricts in Gorontalo Regency. The method used is explanatory research by means of data collection is done at once in a stage known as one short study or cross-section. In this study also used quantitative approach with survey method, which uses questionnaire as a data collection tool. The data analysis uses Smart PLS with a sample number of 30 people. The population is the village apparatus in three districts of Gorontalo regency which amounts to 30 people.

The results of the research focused on human resource development in the aspects of commitment and integrity contributed to the improvement of the performance of village apparatus. Similarly, the development of human resources in mediation with the variables of local wisdom gorontalo in this case motolo'awota wawu motolongala'a further strengthens the performance improvement of village apparatus.

Keywords:- Human Resources Development, Local Kearifn and Village Apparatus Performance.

I. INTRODUCTION

Strong, resilient, and independent village government will be realized if supported by an effective and efficient, transparent, and accountable village government system and supported by professional, honest, and noble village government apparatus resources. But in reality it shows conditions that are far from what they should be, resulting in a low quality of governance in the village.

Without the support of professional, honest, and noble apparatus resources that are adequate both in terms of quality and quantity, it is difficult for the Village Government to optimize the performance of its government in accordance with

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the mandate of Law No. 6 of 2014 on Villages, especially Article 1 paragraph (1).

Based on the field findings, that most of the village officials have attended various trainings in various matters of service in the community. But the result after attending the training, they were less able to apply the results of the training after they returned to activities in the village. This is where the problem is sowing in that the training that followed has not been able to fully add value to the performance of its apparatus. This can be proven that even though they have followed the training but the work is still considered less optimal.

From the aspect of knowledge and skills of the village apparatus is already at a high level, but that needs to be developed again about aspects of commitment and integrity. these aspects will further increase the thrust of the performance of village apparatus. On the other hand, the ability to understand local keraifan is expected to also strengthen the increasing performance of village apparatus. But when viewed from its implementation this is considered far from expectations by the community.

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Based on the explanation above, the author conducted the research by raising the topic "The Influence of Human Resource Development Based on Local Wisdom on the Performance of Village Apparatus In Gorontalo Regency". This topic was raised for research because more national development is directed in the village. So to run this needs to be supported by reliable personnel or resources. Based on this topic, the problem can be formulated in this study is "Is There Any Influence of Human Resource Development Based on Local Wisdom on The Performance of Village Apparatus in Gorontalo Regency. Furthermore, for the purpose of this research is to analyze the influence of the development of local wisdom-based apparatus resources on the performance of village government apparatus in Gorontalo Regency

II. THEORETICAL STUDIES

Understanding performance and performance assessment based on the relevance of the theory, so that the performance applied in this study is in principle the performance of activities carried out by individuals in an organization. Rivai (2008:25) stated that performance in an organization is the result of a prospective assessment of the importance of performance in advancing the organization. The performance of individuals, activities and organizations is a unity that is assessed based on the results achieved.

The performance of the apparatus is basically the result of the work shown by the apparatus in carrying out the task in accordance with the responsibilities given to it. Mangkunegara (2000:67) said that performance is the result of work in quality and quantity of a person in carrying out his function in accordance with the responsibilities given to him. Furthermore, LAN (2002) in Notoatmojo (2009:124) explained that performance is interpreted as an overview of the level of achievement of the implementation of activities / programs / policies in realizing the goals, objectives, and mission and vision of the organization.

In performance assessment it is necessary to set certain indicators to measure whether the development is good or not. Development is said to be good when meeting the goals set. Sulistiani and Rosidah (2003, p.68) explain some of the criteria used to measure performance are: 1) Quality; 2) quantity of punctuality; 3) cost effectiveness; and 4) Interpersonal impact (concerning increased self-esteem, good relations, and cooperation between colleagues or subordinates). Hasibuan (2002:83) explained that the development methods applied need to be measured whether or not good.

Development Model can be said to be good if it reaches the desired target, which can improve the quality of employees in doing their work. Indicators that can be measured from the development methods applied include: 1) employee performance; 2) employee discipline; 3) employee attendance; 4) the extent of damage to production, tools, and machinery; 5) employee accident rate; 6) the level of waste of raw materials, energy, and time; 7) level of employee cooperation; 8) employee incentive wage level; 9) employee initiatives; and 10) leadership and manager decisions.

In other respects Fadel Mohammad (91:2008) divides the performance of local government officials into two parts namely the performance of actions or behavior and performance results. Performance action or behavior is trying to describe various employee behaviors that must be shown effectively on the job. While the performance of the results is the performance of apparatuses that focus on the management of objectives, work results or work groups that can be measured based on goals as well as measurement of productivity and evaluation systems. This opinion is supported by Noe et al. (2010:474) which suggests that various approaches to measuring performance are comparison approaches, attribute approaches, behavioral approaches, results approaches and quality approaches.

Furthermore, the performance of results is the result of what has been done (output of the results or output of services), can be in the form of goods and services that are calculated and measured in quantity and quality. The quality of work that is the ability of employees to show the quality of work that is reviewed in terms of accuracy and neatness. The quantity of work that is the ability of employees in completing a number of tasks on a daily basis (Wirawan, 2009:105).

According to Chester I. Barnard in Suyadi (2008:29) that indicators of employee performance or apparatus consist of: (1) effectiveness and efficiency i.e. the objectives of the organization can be achieved if in accordance with the planned needs, and in order to achieve that goal, a certain number of sacrifices must be made, (2) Responsibility shall be an integral part as a result of the ownership of the office or authority it assumes. If there is authority it means that it will bring up responsibility, (3) Discipline is a form of obedience to the laws and regulations in force. Apparatus discipline is a manifestation of the form of obedience of the apparatus to respect the employment agreement in which the apparatus works, (4) Initiative is a thought and action related to the purpose of the organization.

In his daily life at work, an employee will produce two forms of work behavior, namely:

- 1) Personal behavior is behavior that has nothing to do with work, for example how to walk, how to eat lunch, etc.
- 2) Work behavior is the behavior of employees related to their work, e.g. work discipline, behavior required in work and cooperation procedures, commitment to duty, friendly to customers, etc. Work behavior can also include initiatives produced to solve work problems, such as ideas or actions produced, as well as being able to create alternative solutions to facilitate work, in order to facilitate work, in order to facilitate 1) Personal behavior is behavior that has nothing to do with work, for example how to walk, how to lunch, and others.
- 3) Work behavior is the behavior of employees related to their work, e.g. work discipline, behavior required in work and cooperation procedures, commitment to duty, friendly to customers, etc. Work behavior can also include initiatives produced to solve work problems, such as ideas or actions produced, as well as being able to create alternative solutions to facilitate work, in order to produce high performance.

Development is one of the management functions. Development is important because of the demands of work as a result of the era of globalization. Public organizations / governments are inseparable from the influence of the era of globalization that requires government officials to provide services in accordance with the wishes of the community. Hasibuan (2002:69) states that: "development is an effort to improve the technical, theoretical, conceptual, and moral capabilities of employees in accordance with the needs of the job/ position through education and training" generate high performance.

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Human resource development according to Suparno (2015:84) states that the development of employees carried out by the company among others is to improve productivity, quality, competence of employees, support resource planning, increase work commitment, improve morale, integrity, and improve the knowledge and expertise of employee personnel. The same was also expressed by Wibowo (2016) who stated that the development of apparatus resources can be done in several dimensions as follows; (1) the competence of each apparatus, it is based on an understanding of the level of knowledge ability, skills possessed and attitudes manifested in the behavior of each apparatus, (2) the commitment of each apparatus in this case based on the ability of the apparatus to be willing in carrying out its duties and functions in the organization under any conditions, (3) the integrity of each apparatus to maintain the values and norms, as well as the ethics of the apparatus in carrying out its duties and functions. Thus the development of human resources or apparatus intended here is the development of human resources in order in addition to facing the current jobs, but also for the needs of future work. The scope can be as a member of the group or the organization as a whole, long term. Of course, the goal is also to prepare for the demands of the work in the future.

Pelaksanaan pengembangan sumber daya manusia pada dasarnya harus didasarkan pada metode-metode yang sudah ditetapkan dalam program pengembangan sumber daya manusia. Dalam pengembangan sumber daya manusia harus telah ditetapkan sasaran, waktu, proses, dan metode pelaksanaannya. Pengembangan sumber daya manusia dimaksudkan sebagai sarana dalam meningkatkan kinerja.

Bimo Walgito (2009) that interaction is one way to build and build a relationship between one individual and another that can influence and support so as to create a reciprocal relationship. This opinion was supported by Sargent (1992) who stated that, 'interaction is to consider social behavior always within a group structure and function'. The essence of this statement is that interactions basically view social behavior as something that is always within the framework of a group as well as structure and function in a group.

Based on the theories that have been put forward above, the author concluded that local wisdom is a form of behavior either institutional besifat or individuals who traditionally have a system of values, norms, customs that are neatly arranged, embraced, understood and can be applied in the surrounding environment according to their experience in building and fostering relationships with their environment for a long period

of time. Thus, local wisdom is one of the advantages of local community culture embraced by certain ethnic communities that can distinguish it from other local wisdom.

In this study, the local wisdom of Gorontalo is the local wisdom about Motolo'awota and Motolongala'a. Local wisdom in this study will be used as a moderation variable. In this study, researchers want to prove that local wisdom will contribute to increasing or decreasing the performance of apparatus.

Motolo'awota and Motolongala'a are manifestations of apparatus behavior, on how to behave fostering and maintaining relationships (relation behavior) in society so as to realize development in the village or village, (Gorontalo Dictionary; Pateda, 2001:154). It can also be interpreted that motolo'awota and motolongala'a are the ability of officials in establishing good relationships with the community in the village.

In another perspective Karmin Baruadi, Weny Liputo, and Nani Tuloli (2012) revealed that the leadership pattern of the ancient Gorontalo community was leadership based on agreement and kinship. This kind of process is a characteristic of Gorontalo-style democracy. It is understood by the public that the leaders or organizers of the government are people who are considered and believed to be role models, nurturing, and able to do justice for their people. Therefore, all government officials in the village in particular must have the ability to foster relationships and interact with the community. Thus the pattern of motolo'awota and motolongala'a will be a value added in economic terms to improve the performance of village apparatus.

Similar to motoloawota, this activity is the ability to behave in fostering fraternal relations (kinship) after a u-ngala'a or motolongala'a occurs. This motoloawota ability focuses more on the ability of each individual in the family to continue to build the relationship so as not to be disconnected. Therefore, in this term it is necessary to behave to be more creative and innovative in establishing this familial relationship.

The development of apparatus resources based on the values of local wisdom is very important in improving the performance of apparatus. This is related to the effort to realize a professional apparatus so as to be able to utilize the resources of local wisdom in working in the place of duty. In addition, it can also facilitate the utilization of potential in the area so that it can be empowered, considering all aspects of development in the area is very massive. Thus the development of human resources by utilizing local wisdom to improve the performance of apparatus, it is possible to add or strengthen and facilitate the activities of the wheels of community development in the village.

Conceptually, it can be described the research framework in there as follows:

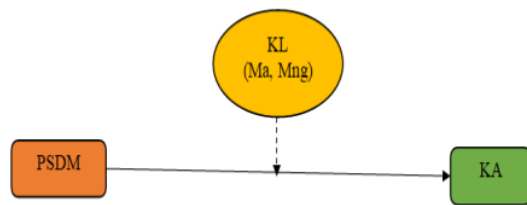


Figure 1: Conceptual Framework

Image Caption 1:

1. Proposition one: Effect of PSDM/A Model on KA
2. Proposition three: Effect of KL-based PSDM/A Model on KA (Novelty)

HYPOTHESIS

To ensure the course of this research, it will be presented temporary answers or hypotheses in this study, are as follows:

1. It is suspected that, there is an influence of the model of development of apparatus resources on the performance of village government apparatus in Gorontalo Regency;
2. It is suspected that, there is an influence on the development model of local wisdom-based apparatus resources on the performance of village milking apparatus in Gorontalo Regency;

III. RESEARCH METHODS

This research is explanatory research by collecting data conducted at once in a stage known as one short study or cross-section conducted through questionnaires. Explanatory research or often also called explanative research is a study that examines each variable in depth in order to obtain results on whether or not the relationship of symptoms obtained from each variable. In addition, to explain the causal relationship between variables through hypothesis testing or aim to obtain appropriate testing to draw conclusions that are causality between variables, the next action will be chosen, Kuncoro (2003). The readiness categories in this model are variables that will be studied in depth to produce a particular relationship.

In this study also used quantitative approach with survey method. This method is a method that uses questionnaires as a data collection tool. Quantitative approach is a research method based on the philosophy of positivism, use to research on a certain population or sample, sampling techniques are generally done randomly, data collection using research instruments, data analysis is quantitative / static with the aim to test the hypothesis that has been set, Sugiyono (2013).

The underlying reason for the researchers to use explanatory research because the purpose of the research is to prove empirically and explain the influence of significance on the influence of the development of apparatus resources based on local wisdom on the performance of village government apparatus in Batudaa Pantai, Biluhu, and Bilato Districts of Gorontalo.

IV. RESEARCH RESULTS

Based on the results of the study that the overall percentage of achievement scores for human resource development variables is 83.21% which is in the "good" category. This shows that human resources development efforts are carried out effectively as part of increasing the capacity of human resources to be able to have knowledge, skills and work attitudes in accordance with applicable regulations. The development of human resources is most primarily optimized by the sub-district government in Gorontalo, namely on increasing work commitments. Based on the comparative results for each village geography obtained that the best human resource development is in the apparatus in the coastal area of Gorontalo regency with a score of 86.67% then the lowest is in the apparatus in the lowlands of Gorontalo regency with a score of 82.96%.

Furthermore, in the moderation variable of local wisdom it is seen that the overall percentage of achievement score for gorontalo local wisdom variable is 80.36% which is in the "Good" category. This shows that the local wisdom of Gorontalo began to be able to be applied by the officials of the village government in Gorontalo Regency where local wisdom should be an acupuncture of attention from the apparatus, especially in decision making and how to carry out leadership and managerial so that development programs in the village will be more easily accepted by the community. An important aspect that needs attention to be more optimized in local wisdom is the ability of the apparatus in terms of creating "motolo'awota" relationships. This is done because a family relationship (motolongala'a) will happen or be well established if previously there has been a brotherly relationship (motolo'awota) that. So it is easy to build the next family hubungan.

Similarly, performance variables showed that the overall percentage of achievement scores for apparatus performance variables was 81.81% which was in the "Good" category. This shows that officials in the village government in three sub-districts of Gorontalo tend to have the achievement of work results in accordance with the target work set. Although in the good category but there needs to be improvement efforts on effectiveness and efficiency in carrying out tasks and mandates, especially in the development and empowerment of the community then on the aspect of high initiative in creating good work. Based on the comparative results for each geographical / typology of the village obtained that the best apparatus performance is on the apparatus in coastal areas of camatan in Gorontalo regency with a score of 85.17% then the lowest is on the apparatus near the center of Gorontalo City with a score of 77.67%.

V. DISCUSSION

The coefficient of human resource development influence on the performance of village officials obtained a result of 0.203 which means that the influence of human resource development by 20.30% on improving the performance of village officials in Gorontalo Regency. Then the probability value (P-value) is 0.022. The P-value is smaller than the probability value of 0.05 ($0.022 < 0.05$), so Ha1 is accepted which means that the development of human resources has an effect or contributes positively and significantly to the performance of village apparatus in three sub-districts in Gorontalo.

The value of the coefficient of the path of influence of gorontalo local wisdom on the performance of apparatus obtained a result of 0.430 which means that the influence of local wisdom by 43.00% on the improvement of the performance of officials in Gorontalo Regency. Then the probability value (P-value) is 0.000. The P-value is smaller than the probability value of 0.05 ($0.000 < 0.05$), then Ha2 is accepted which means that the local wisdom of Gorontalo has a positive and significant effect on the performance of apparatus in three sub-districts in Gorontalo.

The coefficient value of the influence of human resource development based on gorontalo local wisdom is 0.500 or the influence is 50.00%. This shows that the influence of human resource development after moderating by local wisdom has increased influence where initially the value of human resource development influence only increased by 20.30% to 50.00%. Then the probability value (P-value) is 0.000. The P-value is smaller than the probability value of 0.05 ($0.000 < 0.05$), then Ha3 is accepted which means that the development of human resources based on local wisdom of Gorontalo has a positive and significant effect on the performance of apparatus in Gorontalo Regency.

VI. CONCLUSION

Based on the results of previous studies and discussions, researchers can obtain several conclusions as follows:

1. The development of human resources directly affects the performance of village apparatus in Gorontalo district. This means that the development of human resources with indicators of commitment, and integrity contributes to the improvement of the performance of village apparatus. The two indicators above are the parts that need to be developed after the level of education and training that has been followed by the apparatus. The mining of human resources from the competency aspect is more directed at the level of mastery of skills possessed by each apparatus in the village. On the other hand, the indicator of commitment in human resource development is the degree of trust and acceptance of village apparatus as the manager and organizer of the village government to remain and survive in the village government organization and determined to realize the progress of the village. Similarly, integrity is also part of

the development of human resources for actions to keep the task in accordance with norms and ethics, although these norms and ethics are difficult to measure in plain view because of its subjective bias for working individuals.

2. Gorontalo's local wisdom motolo'awota wawu motolongala'a directly affects the performance of village apparatus in Gorontalo district. This means that the village government in this case the apparatus needs to recognize again the behaviors of local wisdom that can support the implementation of development in the village that has the characteristics of the region.
3. The development of human resources based on local wisdom affects the performance of village apparatus in Gorontalo district. This means that the local wisdom of Gorontalo motolo'awota wawu motolongala'a is able to moderate the relationship between human resource development and the performance of village apparatus in Gorontalo district. In this context motolo'awota wawu motolongala'a is able to strengthen the relationship of human resource mining with performance. The more intense and effective the development of human resources and supported by the level of understanding and implementation of the values of local wisdom gorontalo, the higher the degree of performance of village apparatus.

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