

Analysis of Human Resources Development on Civil Servant Career Development at the Mining and Energy Department of Fakfak Regency

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Abstract

The development of human resources, whether working in the public sector as civil servants, employees of State-Owned Enterprises (BUMN), as employees of Regional-Owned Enterprises (BUMD), and the private sector, needs to be carried out in a planned and sustainable manner. In order for human resource development (HR) to be carried out properly, a human resource development program must first be established. The research method is qualitative. The results of the study show that the on-the-job training method includes all efforts to train civil servants in the real workplace. Civil servants do real work, not simulated tasks. Civil servants receive various instructions from senior civil servants who are experienced in their work. The training is carried out in a real work environment under normal conditions and does not require special training facilities. Conclusion The internship program is designed for higher skill levels. This internship program leads to education rather than training called human resource development, in this case knowledge in doing a skill or a series of interconnected jobs. Internship provides employees with various experiences in certain jobs, and or an introduction to the work of the organization or industry. Internships provide civil servants with a wide range of experience at a relatively low cost to an organization.

Keywords

East Fakfak; HR development analysis



I. Introduction

Human resources or human resources contains two meanings, namely first, human resources contain the meaning of work or services that can be provided in the production process. In this case, human resources reflect the quality of the effort given by a person in a certain time to produce goods and services. The second definition of resources concerns humans who are able to work to provide services or work efforts. Being able to work means being able to carry out activities that have economic value, namely that these activities produce goods or services to meet the needs of the community. To achieve this goal, it must be supported by Human Resources who can build the highest integrity by utilizing existing Human Resources. Although capital and equipment are important factors, but no less important is Human Resources because as mentioned that the success of a development is usually described through economic growth and national income, where success will be determined by three (3) main factors, namely human resources, natural resources, and artificial resources.

Human resources are placed in the first position because Human Resources are the most important, which will be able to manage natural resources for the benefit of mankind and to create artificial resources which in turn will increase the benefit of the people in

nature. Therefore, human resources in Indonesia are needed to be developed so that they have advanced physical, mental and spiritual qualities and are capable of being people of development in economic life, socio-cultural, political, and state defense. At a macro level, the development of the quality of Human Resources will certainly have an influence on the development of the national economy and on national development because in essence there are two (2) dimensions that we capture in Human Resources, namely the quantity factor and the quality factor.

The development of human resources, whether working in the public sector as civil servants, employees of State-Owned Enterprises (BUMN), as employees of Regional-Owned Enterprises (BUMD), and the private sector, needs to be carried out in a planned and sustainable manner. In order for human resource development (HR) to be carried out properly, a human resource development program must first be established. Human resource development programs need to be carefully structured, and is based on scientific methods and is guided by the skills needed by the organization in this case the Fakfak Regency Government today and for the future. The strategy for developing human resources, known as organizational management, must be flexible in accepting new ideas even though they are not currently appropriate, and can carry out some fundamental reforms to conventional policies and practices. The ability of new civil servants combined with the introduction and training program for civil servants and or training of certain employees, has not fully guaranteed the disappearance of the gap between work ability and task demands which leads to an increase in organizational work productivity, in this case the Regional Government of Fakfak Regency, and or companies. overall. Because after civil servants, and or employees work and an assessment is carried out on the work carried out, it turns out that they still need development, so that they are more capable in carrying out their duties and can perform better. The development of human resources is felt to be increasingly important because of the demands for work or positions as a result of progress in various fields, and the increasing demands of the community as a result of the wave of reforms that gave birth to a civil society that is getting stronger on the quality and quantity of services to which it is entitled.

Human resource development is learning opportunities, which are designed to help employees, workers, employees, or human resources who work in organizations, or in companies. Investments in human resource development are expenditures aimed at improving the productive capacity of the people themselves as employees, as civil servants, as workers. To face the demands of today's tasks and specially to answer future challenges, the development of good human resources, especially organizations and/or companies will have competitive strengths that are more efficient and able to compete positively in national and global arenas and are difficult to imitate by organizations and or other companies. Human resource development does require considerable costs, but these costs are a long-term investment for organizations in the field of human resources (HR).

Because competent and skilled human resources will be able to work more efficiently, more effectively, waste of raw materials and the wear and tear of office machines or equipment is reduced, their work results are better, the competitiveness of organizations, especially the Mining and Energy Office of Fakfak Regency in particular and the Regional Government of the Regency Fakfak will get bigger. This of course will provide better opportunities for organizations to obtain greater benefits, so that the reward system for civil servants and/or employees or workers is also reasonable to increase. Human resource development has a wider scope in an effort to improve and increase knowledge, skills, abilities, as well as attitudes or behavior towards learning opportunities designed to assist the development of employees or civil servants. Such opportunities are

not limited to efforts to improve employee performance in their current job, but also future tasks that are constantly evolving in accordance with the demands of the organization and society.

Facing the third millennium of the global era which is full of freedom, health and quality, the Indonesian people are also entering the process of taking off to become an independent nation towards the main goal, namely the creation of advanced, sustainable and harmonious quality of Human Resources and Indonesian society based on Pancasila, so it is very necessary to have human resources. Human Resources have a dual role, namely as the subject of development and at the same time as the object of development. Human resources are placed in the first position because Human Resources are the most important, which will be able to manage natural resources for the benefit of mankind and to create artificial resources which in turn will increase the benefit of the people in nature.

Therefore, human resources in Indonesia are needed to be developed so that they have advanced physical, mental and spiritual qualities and are capable of being people of development in economic, socio-cultural, political, and national defense. At a macro level, the development of the quality of Human Resources will certainly have an influence on the development of the national economy and on national development because in essence there are two (2) dimensions that we capture in Human Resources, namely the quantity factor and the quality factor. Human Resource Development in a government agency/organization cannot be separated from the condition of the workforce in the community. The definition of development in relation to government institutions is efforts to improve skills and general knowledge for Civil Servants so that the implementation of achieving goals is more efficient. In this sense, the term development will include the notion of training and education, namely as a means of improving skills and general knowledge for human resources, in this case Civil Servants working at the Mining and Energy Office of Fakfak Regency.

The efficiency of an organization depends on the good and bad development of the organization itself. In the regional apparatus organization (OPD) of the Fakfak Regency Government at the Mining and Energy Office of Fakfak Regency, it can be achieved well if there is a Civil Servant development program. Development itself is the second operational function of personnel management. The development of new and or old Civil Servants needs to be carried out in a planned and sustainable manner. In order for human resource development to be carried out properly, a human resource development program must first be established, in this case human resources for civil servants within the Fakfak Regency Government at the Mining and Energy Office of Fakfak Regency. Civil Servant development program at the Mining and Energy Office of Fakfak Regency, should be prepared carefully and based on scientific methods and guided by the skills required by local organizations today and in the future. Human resource development should aim to improve the technical, theoretical, conceptual, moral abilities of Civil Servants so that their work performance is good and achieves optimal results.

The development of Human Resources as Civil Servants is felt to be increasingly important because of the demands of work or positions, as a result of technological advances and increasingly fierce competition among Work Equipment Units, and or Regional Apparatus Organizations within the Fakfak Regency Government, especially at the Regency Mining and Energy Office. Fakfak. Every Civil Servant in the Work Equipment Unit is required to be able to work more effectively and efficiently, with good quality and quantity of work, resulting in the competitiveness of each Regional Apparatus Organization within the Fakfak Regency Government, especially at the Mining and Energy Office of Fakfak Regency. The development of apparatus resources is an activity

to improve the general knowledge of Civil Servants, including increasing mastery of theory, and skills in deciding on issues related to activities to achieve goals. In the development of Civil Servants, activities that can be carried out by companies include providing courses, sending Civil Servants to attend seminars, symposia and workshops. With this activity, it is expected that Civil Servants at the Mining and Energy Office of Fakfak Regency are expected to have sufficient knowledge and understanding of their work, so that they can carry out their duties more efficiently and productively.

Finally, will accelerate the achievement of the goals and main tasks and functions of Fakfak Regency, namely increasing the common welfare for Civil Servants. The development of Civil Servants does require quite large costs, but these costs are a long-term investment by the Fakfak Regency Government through the Mining and Energy Office of Fakfak Regency. Because civil servants who are capable and skilled will be able to work more efficiently and effectively so that the competitiveness of civil servants at the Mining and Energy Office of Fakfak Regency will be even greater. This will provide better opportunities for Civil Servants at the Mining and Energy Office of Fakfak Regency to obtain better performance so that the remuneration (salaries and benefits) of Civil Servants can be increased. Therefore, Civil Servants who work in it are required to work seriously. Civil Servants are required to contribute for everything given by the Regional Government through the Mining and Energy Office of Fakfak Regency in the form of work productivity which will certainly bring progress and organizational development to the Mining and Energy Office of Fakfak Regency itself. The development of human resources has been quite proven in increasing work productivity in the Government, especially the Mining and Energy Office of Fakfak Regency.

According to J. Ravianto (1985), productivity is a mental attitude that always views that the quality of life today is better than tomorrow, tomorrow must be better than today. Understanding the development of human resources (HR) put forward several opinions from experts in the field of management, Gouzali (2000: 496) argues as follows; "Human Resource Development (HR) is an activity that must be carried out by organizations, so that their knowledge, abilities, and skills are in accordance with the demands of the work they are doing. With this development activity, it is expected to be able to improve and overcome deficiencies in carrying out work better, in accordance with the development of science and technology used by the organization. including the backwardness of Human Resources (HR) and the diversity of Human Resources in the organization, Changes in agreed technical activities and turnover of Human Resources in facing the challenges above, both in the Personnel Unit, Human Resources from the Mining and Energy Office of Fakfak Regency can maintain civil servants who are effective Human Resources (HR) by Human Resources (HR) development program. Here it is important for organizations to invest in capital equipment to remain competitive and adapt to technological changes, but capital equipment cannot operate efficiently if the Human Resources are not capable and skilled. This is of course increasingly important to emphasize, if we realize that technological change occurs very quickly obsolete or investment in technology provides only a limited competitive advantage, because machines don't make things, people do.

The logical consequence of making organizations more sustainable and more difficult to imitate is that investment in the most valuable economic resource, people, cannot be delayed. Because it is increasingly recognized that the biggest real threat to the stability of our economy is a workforce that is not ready to face the challenges ahead. Productivity of Civil Servants can be measured by the amount of output that can be produced with available resources. However, the work productivity of Civil Servants at the Regional Mining and Energy Service of Fakfak Regency can also be measured from

how much work performance results can be completed within a set time in one day or the performance obtained from Civil Servants at the Mining and Energy Office of Fakfak Regency. Thus, the development of Human Resources will aim at the goals/visions, missions of the organization, namely increasing productivity, improving work morale for Civil Servants, reducing supervision, reducing accidents, and increasing stability and flexibility in the Fakfak Regency Government in its activities, especially at the Department of Public Works. Mining and Energy Fakfak Regency.

By looking at the description above, it is clear that the development of human resources for Civil Servants at the Mining and Energy Office of Fakfak Regency will have a strong impact on increasing the work productivity of Civil Servants, both for new and old Civil Servants in the face of existing competition. In increasing the work productivity of Civil Servants at the Mining and Energy Service, Fakfak Regency always holds planned programs in order to increase the productivity of Civil Servants, for example by sending Civil Servants to attend trainings held by institutions that carry out training or training or workshop, as well as participating in training held by the Mining and Energy Office of Fakfak Regency by bringing in Experts to provide education and training, for human resources who work for the Fakfak Regency Government in general, as well as specifically at the Fakfak Regency Mining and Energy Office, with the aim of increasing work productivity. Civil Servants are also an improvement in attitudes and behavior as well as skills so that civil servants have reliable competencies which can later be applied in their main tasks and functions. By looking at the background of the problem, the researcher is interested in choosing the title of this thesis, namely "Analysis of Human Resource Development on Career Development for Civil Servants at the Mining and Energy Service of Fakfak Regency."

II. Research Method

2.1 Research sites

This research methodology is determined systematically regarding anything that is directly related to research, including systematics or procedures and data analysis processes. Research methodology can be said to be the line of thought of research, so that it can be easily understood by others who read it. Research methodologies that are commonly used:

2.2 Research Ojek

Determining the object of research is an important part of the research itself. Research can be a failure or not a success only because the determination of the object of research is not in accordance with the topic and data required. In this case, what will be studied is the development of civil servants at the Mining and Energy Office of Fakfak Regency who have participated in development activities both on the job and off the job.

2.3 Population and Research Sample

The population is a professional random sampling according to stratification, in which the population is divided into several parts, namely sub-populations (Soeratno & Lincoln Arsyad, 1998). Meanwhile, according to Soehardi Sigit (1999) the population is what group will be determined in the study. Research using a certain population is usually carried out by the census method which involves the overall data that is the object of research. The study uses samples, especially the participation of people as respondents. Because the sample is the part taken from a population whose characteristics are studied

and considered to be representative of the population as a whole. To determine how many samples of respondents are the object of research, there are two approaches, namely: a). statistical approach and b) nonstatistical approach.

2.4 Data source

In a study there are two sources of data used that is:

a. Primary data

Primary data is original data collected by the researcher himself to answer his research problem specifically (Istijanto, 2006). In general, this primary data was not previously available, so a researcher had to collect this data himself based on his needs. Based on its nature, primary data is categorized into two (2) types, namely qualitative data and quantitative data.

b. Qualitative data

Qualitative primary data in the form of variations in perceptions of the respondents or customers. So that this qualitative data is very diverse with various scales that are applied to determine the weight of a perception of respondents' choices. For example, alternative answers to perceptions are very good, good, doubtful, not good, very not good. Or strongly agree, agree, neutral, disagree, strongly disagree, and so on.

c. Quantitative data

This data is in the form of absolute numbers or numbers that can be collected and read relatively young. By looking at the number of each number a researcher can make a perception. For example, from qualitative primary data, then from the weighted score of each respondent's answer, data analysis can be carried out.

2.5 Secondary Data

Secondary data is data sourced from existing records in the company and from other sources, namely by conducting a literature study by studying books related to the object of research or can be done using data from the Central Bureau of Statistics (BPS). Based on the source, secondary data is divided into two (2) types, namely:

Internal secondary data. is secondary data obtained from internal research objects or data collected from within a company and or organization that is used as the object of research. For example, the number of civil servants, the list of salaries of civil servants, education levels of civil servants, the address of residence of civil servants, the length of work of civil servants, reports on human resource development programs at the Mining and Energy Office of Fakfak Regency, the level of absenteeism of civil servants.

III. Result and Discussion

3.1 Qualitative Analysis

Qualitative analysis is an analysis carried out by grouping research data based on the characteristics of each respondent who is the object of research. Civil Servant at the Mining and Energy Office of Fakfak Regency in 2018 there were 21 people, based on the distribution of educational qualifications, rank and or group and or position and echelon, as presented in the table 1 as follows;

Table 1. Civil Servants Occupying Structural Positions

No.	Type of Position	Number of people	Percentage
1.	Structural Position		
	a. Echelon II/b	1	0.05%
	a. Echelon III/a	0	0%
	b. Echelon III/b	5	0.24%
	c. Echelon IV/a	15	0.71%
	Amount	21	100%

Source of Data from the Mining and Energy Office of Fakfak Regency

In Table 1 Civil Servants holding Structural positions and occupying Echelon IV/a are dominantly 15 people or 0.71%. The number of Civil Servants of the Secretariat of the DPRD of Fakfak Regency based on Rank/Class in 2018 can be presented in the table 2, as follows;

Table 2.

No.	Rank/Class	Number of people	Percentage
1.	Young Principal Advisor /IVc	1	0.04%
2.	Supervisor Level I /IVb	5	0.24%
3.	Panata Level I/III d	3	0.14 %
4.	Stylist / IIIc	2	0.09%
5.	Young stylists Level I/ IIIb	2	0.09%
6.	Young Stylist / IIIa	3	0.14 %
7.	Level I /II d . Regulator	2	0.09%
8.	Pangatur /IIc	2	0.09%
9.	Level I/II b . Young Regulators	1	0.04%
	Amount	21	100%

Data Source of Mining and Energy Office of Fakfak Regency 2018

In Table 2. Civil Servants of the Mining and Energy Office of Fakfak Regency based on the rank and or group of Level I / IVb supervisors dominantly amounted to 5 people or as many as 0,24%, and the average rank and/or class III/a to class III/d, and IV/b amounted to 15 people or 0.71%, as seen by the development of human resources through career development for civil servants at the Mining and Energy Office of Fakfak Regency. The number of Civil Servants of the Mining and Energy Office of Fakfak Regency by gender, as of December 2018, can be presented in table 3., as follows;

Table 3.

No.	Gender	Number of people	Percentage
1.	Man	15	0.71%
2.	Woman	6	0.29%
	Amount	21	100%

Data Source of Mining and Energy Office of Fakfak Regency

From the results of the Qualitative Analysis of Civil Servants based on male sex, the dominant number is 15 people or as much as 0.71%, it is clear here that the development of human resources through career development for civil servants at the Mining and Energy Office of Fakfak Regency is seen.

The number of Civil Servants of the Mining and Energy Office of Fakfak Regency based on education level as of December 31, 2018, can be presented in table 4, as follows;

Table 4.

No.	Type of Education	Number of people	Percentage
1.	Postgraduate (S2)	2	0.10%
2.	Bachelor degree)	11	0.52%
3.	Diploma III (D3)	0	0%
4.	Diploma II (DII)	0	0%
5.	High School / Equivalent	8	0.38%
	Amount	21	100%

Data Source of Mining and Energy Office of Fakfak Regency

From the results of the Qualitative Analysis of Civil Servants based on Education who have Strata One (S1) education here shows the development of human resources through career development at the Mining and Energy Office of Fakfak Regency predominantly as many as 11 people or as much as 0.52%, based on education level. The number of Civil Servants by Age, as of December 31, 2018, can be presented in table 5 , as follows ;

Table 5.

No.	Age	Amount	Percentage
1.	20 - 30 Years	5 people	0.23 %
2.	31 – 40 Years	4 people	0.19%
3.	41 – 50 Years	6 people	0.29%
4.	Over 50 Years	6 people	0.29%
	Amount	21 people	100%

Data Source of Mining and Energy Office of Fakfak Regency

From the results of the Qualitative Analysis of Civil Servants of the Mining and Energy Office of Fakfak Regency based on Age from 40-50 years as many as 6 people, and over the age of 50 years as many as 6 people dominantly amounting to 12 people or as much as 0.57%. Here it is clear that civil servants at the Mining Service of Fakfak Regency aged 40-50 years, and from the age of more than 50 years have participated in the development of human resources through career development.

IV. Conclusion

Based on the results of qualitative analysis, Civil Servants at the Mining and Energy Service of Fakfak Regency who occupy structural positions of Echelon IV/a are dominantly 15 people or 0.71%, and civil servants of the Mining and Energy Service of Fakfak Regency who have the rank/class of Trustees. Level I/IV/b dominantly amounted to 5 people or 0.24%, civil servants of the Mining Service and Energy Fakfak Regency based on gender, predominantly male, amounting to 15 people or 0.71% have participated in human resource development through career development, and civil servants with S-1 education are dominantly 11 people or as much as 0.52%, and civil servants aged 41-50 years and aged more than 50 years dominantly amounted to 12 people and or as many as 0.57%.

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