

The Effect Of Training Needs On Human Resources Development In Public Works Offices (PU) Jeneponto District

M. Yusuf Alfian Rendra Anggoro KR
Muhammadiyah University Of Makassar

rendraanggoro@unismuh.ac.id

Naidah

Muhammadiyah University Of Makassar

naida@unismuh.ac.id

Samsul Rizal

Muhammadiyah University Of Makassar

samsulrizal@unismuh.ac.id

Serry Adelia

Muhammadiyah University Of Makassar

Sherryadelia@unismuh.ac.id

Kardina

Muhammadiyah University Of Makassar

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Abstract

This study aims to determine the extent of the influence of training needs on human resource development at the Jeneponto Regency Public Works Office. This type of research used a quantitative approach. The processed data is the result of respondents from the employees of the Jeneponto Regency Public Works Office (PU) as many as 30 respondents. The data analysis method used in this study uses simple linear regression, namely the approach method for modeling the relationship between one dependent variable and one independent variable using SPSS v 18. Based on the data analysis that has been done, the simple regression equation model is obtained $Y = 4,858 + 0.807$ which means that the influence of the X variable has a positive effect on the development of Human Resources and from the results of the t test analysis, a significant value of 0.01 ($6,772 > t_{table 2,048}$) and a positive regression coefficient of 0.788.

1. INTRODUCTION

Organizational or company changes often occur in every organization or company that always monitors changes that occur in the environment, and adapts to developments in technology and science. Adaptation to these changes causes organizations or companies to continue to develop themselves. The organization is a means for the activities of people in an effort to achieve common goals, meaning that each person or employee must have high ability to carry out duties, authorities and responsibilities. In an organization or company, success is largely determined by the quality of the people who work in it .

Given the importance of human resource issues, leaders need to foster good relations with employees in the sense that they pay attention to what the employees need and want, by providing training to employees. Training is very important for companies that want to move forward, especially in

anticipating technological advances. The training is expected to increase the skills and expertise of employees, because skills and expertise are needed in every company activity. (Siagian, 2009:44). Training is an effort in the context of fostering workforce namely knowledge, skills and abilities of employees in carrying out their duties, (Hasibuan, 2001:116).

The term development has a different meaning from training. This understanding emphasizes that development is a long-term educational process for managerial employees to acquire systematic mastery of abstract and theoretical concepts . While training is a short-term educational process for operational employees to systematically acquire operational technical skills. In other words, development requires a lot of conceptual skills rather than technical skills, training does not only have an impact on increasing work efficiency and effectiveness, but the training

carried out in the company is expected to provide benefits in increasing employee morale. After data training needs are determined, based on the analysis carried out if it turns out that training is needed to develop members of the organization, then the next step is training design. To achieve effective results, it is necessary to pay attention to the concept of learning in training design. Learning is a concept that needs to be understood when working in an organization. It is said so, because learning is a psychological process that is not fully understood by practitioners in designing training, (Siagian: 2001).

Efforts made to improve the quality of human resources are by holding human resource development activities through training. This development is an activity that intends to improve, develop attitudes, behavior, skills and knowledge of employees in accordance with organizational goals, to achieve human resources that are in accordance with what is needed, it is necessary to increase knowledge of employees both in the form of training and other forms of action that are capable of increase technical and intellectual skills. Thus, organizations need to pay attention to these factors through the implementation of training programs and human resource development so that employees can be optimal so that they can encourage a high level of awareness of responsibility in carrying out the work or tasks they carry.

The need for training is still low for the development of human resources in the Public Works Department Office Environment in Jeneponto Regency which is caused by several things. This certainly makes it difficult for the leadership to assess the level of knowledge of the training needs in the company, for this reason it is necessary to find out the causes, to find solutions to develop human resources.

Based on this background, this research will solve the problem of how to develop human resources in the Jeneponto Regency Public Works Office by formulating the following title: "The Influence of Training

Needs on Human Resource Development in the Jeneponto Regency Public Works Office".

2. LITERATURE REVIEW

2.1 Definition of Human Resource Management

Human resources are an important asset and play a role as the main driving factor in the implementation of all agency activities or activities, so they must be managed properly through Human Resource Management (MSDM). Human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals, (Handoko, 2014: p.4).

The term "management" has a meaning as a collection of knowledge about how to manage (manage) human resources. In an effort to achieve organizational goals, the problems faced by management are not only found in raw materials, work tools, production machines, money, work environment, but also regarding human resources who manage these other production factors. however, keep in mind that HR itself as a factor of production, like other factors of production, is an input managed by the organization and produces output.

Through effective HR, managers or leaders must be able to find the best way to utilize the people in the organizational environment so that the desired goals can be achieved. HR management is a system consisting of many interdependent activities (interrelated with each other) without the presence of a human element in the organization, it is impossible for the organization to move and walk towards the desired goals. Thus HR is someone who is ready, willing and able to contribute to efforts to achieve organizational goals. In addition, human resources are also one of the elements of the input factor of production which together with other elements such as money, materials, machines and methods are transformed through the management process

into outputs in the form of goods or services in an effort to achieve targets (Idris Henki, 2014).

The following is according to Sofyandi (2009: 6) Human resource management is defined as a strategy in implementing management functions, namely *planning, organizing, leading and controlling*, in every activity or operational function of human resources starting from the process of attracting, selecting, training and development, placement which includes promotions, demotions and transfers, performance appraisal, compensation, industrial relations, to termination of employment, which are aimed at increasing the productive contribution of the organization's human resources towards achieving organizational goals more effectively and efficiently.

According to Handoko (2000: 4), Human Virtual Resources (HR) is the withdrawal, selection, development, maintenance, and use of human resources to achieve individual and organizational goals. Furthermore, Dessler (2015: 3), human resource management is a process for acquiring, training, assessing, and compensating employees and for managing labor relations, health and safety, and matters related to justice.

2.2 Definition of Training

Training is one of the efforts made by the company to improve the quality of human resources in the world of work. This training is usually carried out with a curriculum that is tailored to the needs of the position, given in a relatively short time, to equip someone with job skills (Arianty et al., 2016).

According to Rivai and Sagala (2011: 212), training is a process of systematically changing employee behavior to achieve organizational goals. Training is related to providing assistance to employees, so that the level of intelligence, knowledge and abilities of these employees, in order to develop to a higher level. (Manullang, 2013, p. 67).

The factors that influence training according to (Kasmir, 2018). as follows:

1. Instructor or training

2. Training materials
3. Training location
4. Training environment
5. Training time
6. other factors
7. Trainee

2.3 Human Resource Development

Price (2011: 455), argues that human resource development is a strategic approach to investing in human resources. Human resource development provides a framework for self-development, training programs and career advancement tailored to the skill needs of the organization in the future. will come.

The development of a nation requires basic assets called resources. Both natural resources (natural resources). As well as human resources (human resources). Both of these resources are very important in determining the success of a development. But if it is asked which of the two resources is more important, then in the author's opinion it is human resources that is more important. We can observe this from the progress of a country as an indicator of the success of the nation's development. This is the case where countries are potentially poor in natural resources (Japan and Korea for example), but because efforts to improve the quality of their human resources are so great, we can see the progress of the nation today. Conversely countries that are potentially rich in natural resources (eastern countries for example). But it is less concerned with developing its human resources, so its progress is inferior to the countries in the first example.

In general, the notion of development (depevelopment) is as preparing individuals to assume different or higher responsibilities within the organization. Development usually relates to increasing the intellectual or emotional abilities needed to do a better job. Development is based on the fact that an employee needs knowledge, skills, and abilities that develop in order to work well in the position he occupies during his career, (Notoatmodjo: 1998).

The development of human resources is a very important factor in companies and organizations, in addition to other factors such as capital, therefore human resources must be managed as well as possible to increase organizational effectiveness and efficiency (Hariandja, 2012). According to Handoko (1999:204), there are 8 types of goals in human resource development, namely:

- a. Productivity (personnel and organizational productivity)
- b. Quality (organizational product quality)
- c. Human resource planning (human resource planning)
- d. Morale (morale of personnel and organizational climate)
- e. Indirect compensation (increasing compensation indirectly)
- f. Health and safety (mental and physical health)
- g. Obsolescence prevention
- h. Personnel growth (growth of individual personnel capabilities)

2.4 Factors Influencing Human Resource Development

Notoatmodjo (1998), argued that the development of human resources at a macro level is important in order to achieve development goals effectively. The development of human resources that is directed and planned along with good management will be able to save natural resources, or at least the management and use of natural resources can be efficient and effective. Likewise the development of micro human resources in an organization is very important in achieving optimal work results. Both macro and micro human resource development is a form of investment (human investment), it can be concluded that the human resource development process is a "condition sine qua non," which must exist and occur in an organization. However, in the implementation of human resource development it is necessary to consider factors, both from within the organization itself and

from outside the organization concerned (internal and external).

3. RESEARCH METHODS

3.1 Data analysis technique

Based on the formulation of the problem and the hypothesis proposed, the data analysis in this study uses simple linear regression, which is an approach method for modeling the relationship between one variable and the dependent and independent variables. This study used a data processing program, namely SPSS v 18. In this study, data were analyzed using analytical tools consisting of:

a. Validity test

The validity test determines the feasibility of the items in a list (construct) of questions in defining a variable. Assess each question item in defining a variable. Assessing each question item can be seen from the corrected item-total correlation value. To test the validity of the questions that can be done through the SPSS v 18 computer program.

b. Reliability Test

Reliability is a measure of the stability and consistency of respondents in answering questions related to the constructs of questions which are the dimensions of a variable and are arranged in a questionnaire form. The measuring instrument to be used is Cronbach alpha through the SPSS v 18 computer program. The reliability of a variable construct is said to be good if it has a Cronbach alpha value of > 0.60.

c. Simple Linear Regression Analysis

Simple regression analysis was used to process the data. Simple regression analysis is used in calculating how much influence the dependent variable has on the independent.

$$Y = a + bX$$

Information:

X=Independent Variable (Training Needs)

Y=Dependent Variable (Human Resource Development)

a=Constant or if price X=0

b=regression coefficient

d. t test (Partial Test)

The test carried out is a parameter test (correlation test) using the t-statistic test. This proves whether there is influence between each independent variable (X) and the dependent variable (Y) with the formula:

$$T_{table} = (0.05/2:nr-1)$$

Information:

n=number of samples

r =correlation value

Furthermore, the results of the hypothesis are compared with the t_{table} with the provisions on the page as follows:

- if $t_{count} \leq t_{table}$, H_0 is accepted and H_a is rejected
- if $t_{count} \geq t_{table}$, H_0 is rejected and H_a is accepted

e. ² Test (Determination Test)

If (R^2) is close to one, it can be said that the effect of the independent variable on the dependent variable is stronger, conversely if (R^2) is closer to zero, the weaker the effect of the independent variable on the dependent variable. The coefficient of determination used is Adjusted R Square. The results of this determination coefficient can be seen from the calculation with the formulation of the coefficient of determination is:

$$Kd = r^2 \times 100\%$$

Where:

Kd=coefficient of determination

r=correlation coefficient

4. RESULTS AND DISCUSSION

4.1 Research result

The following will describe the results of research regarding the effect of training needs on human resource development at the Office of Public Works (PU) Jeneponto Regency. The data used in this study is direct data obtained from the results of respondents' answers through a questionnaire. The results of the respondents' answers will be information in answering the problems that have been raised in the previous chapter. In accordance with the problems and modeling formulations that have been put forward, as well as the importance of testing the hypothesis, the results of this study will be tested in a data processing program, namely SPSS v 18.

1) Validity Test Results

Validity testing is carried out based on item analysis, namely correlating the score of each item with the variable score (the sum of all the question item scores).. The results of the validity test can be seen in the following table:

Table 4.6 Validity Test Results

Variable	Question	r count	r table	Information
Variable (X)	item 1	0.661	0.374	Valid
	item 2	0.761	0.374	Valid
	item 3	0.748	0.374	Valid
	item 4	0.719	0.374	Valid
	item 5	0.653	0.374	Valid
	item 6	0.488	0.374	Valid
Variable (Y)	item 1	0.727	0.374	Valid
	item 2	0.640	0.374	Valid
	item 3	0.670	0.374	Valid
	item 4	0.661	0.374	Valid
	item 5	0.746	0.374	Valid
	item 6	0.641	0.374	Valid

Based on table 4.7 related to the results of validity testing with all statement indicators contained in the questionnaire as a tool to

measure the effect of training needs on human resource development at the Jeneponto district Public Works Office office. The results obtained

for the overall value of $r_{count} >$ from the value of r_{table} 0.374. Based on these results, it can be concluded that all statement items found in the questionnaire are said to be valid.

2) Reliability Test Results

Table 4.7 Reliability Test Results

NO	Variable	Number of Items	Cronbach's Alpha	Default value	Information
1	Training Needs (X)	6	0.761	0.6	Reliable
2	HR Development (Y)	6	0.763	0.6	Reliable

Source: Instrument Reliability test results

Based on Table 4.7 above, the *AlphaCronbach* values of all research variables, namely the need for HR training and development, are greater than 0.6. Thus the answers of the respondents from the research variables are reliable, so that the questionnaires from these variables are reliable and can be used for further research.

3) Simple Linear Regression Analysis

The requirement for a simple linear regression analysis test is to process analysis data in calculating how much influence the dependent variable has on the independent. by using a formula

$$Y = a + bX.$$

Tabel 4.8 Hasil Uji Regresi Linear Sederhana

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta			
1	(Constant)	4.858	3.312		1.467	.154
	Variabel X	.807	.119	.788	6.772	<0.01

a. Dependent Variable: Variabel Y

The results of *ji* can be seen in table 4. 8 Based on the test results in Table 4.8 above, it is known that the Constant (a) value is 4,858 while the training need value (b / regression coefficient) is 0.807 so that the regression equation can be written:

$$Y = a + bX$$

$$Y = 4.858 + 0.807$$

This equation can be translated:

Reliability test was conducted to assess the consistency of the research instrument. A research instrument can be said to be reliable if the Cronbach Alpha value is above 0.6 which means high reliability and below 0.6 to 0.4 is moderately reliable.

- The constant value is 4,858, stating that if the training needs variable has a value of zero, then the value of human resource development is 4,858.
- The regression coefficient value of the training needs variable (X) is 0.807 with a significant value of 0.01, less than 0.05, meaning that training needs affect human resource development. This means that the better the application of training needs, the better the development of human resources.

4) T test results (Partial Test)

This test is carried out to find out whether there is significant influence between each independent variable (X) and the dependent variable (Y) can be seen in table 4.9

Tabel 4.9 Hasil uji t (Uji Parial)

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta			
1	(Constant)	4.858	3.312		1.467	.154
	Variabel X	.807	.119	.788	6.772	.01

a. Dependent Variable: Variabel Y

Based on table 4.9, the significant value obtained from the table coefficients is 0.01 <0.05 so it can be concluded that the training needs variable (X) influences the human resource development variable (Y). Based on the *jt* value: it is known that the calculated *t* value is 6,772 > 2.048, so it can be concluded that the

training needs variable (X) has an effect on the human resource development variable (Y).

Note: how to find t_{table}

$$t_{table} = (a/2 : n - k - 1)$$

$$= (0.05/2 : 30 - 1 - 1)$$

$$= (0.025 : 28) \text{ [seen at the distribution of } t_{table} \text{ values]}$$

$$= 2.048$$

5) ² Test Results (Determination Test)

The determination test was carried out to determine the contribution of the independent variable, namely organizational management to the dependent variable, namely human resource development. the results of the determination test can be seen in table 4.10, namely as follows:

Tabel 4.10 Hasil Uji Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.778 ^a	.621	.607	1.271

Table 4.10 above can be seen that the value of the coefficient of determination is found in the R Square value of 0.621. This means that the ability of the independent variable to explain the dependent variable is 62.1%, the remaining 37.9% is explained by other variables not discussed in this study.

4.2 Discussion

This study aims to determine the partial impact of training needs on human resource development at the Jeneponto Regency Public Works Office. According to the characteristics of the questionnaire that has been distributed, it is known that there are 22 men and 8 women. According to the age level, it is known that they are between 18-25 years old, 26-30 years old, and up to 31-40 years old.

This study uses a questionnaire given to employees to then answer according to the most appropriate answer according to each respondent. The technique used in the validity test is the correlation of the *corrected* item total *correlation method*. An item is said to be valid if it has r-count greater than r table. In

this study the number of respondents was 30 or N=30, so the r table was 0.374. Based on table 4.6 it is known that all statement items have r-counts greater than r-tables, so the authors can decide that each statement item used to measure variables in this study is declared valid.

In analyzing this problem, the writer wants to know how much influence the training needs variable has on human resource development at the Jeneponto Regency Public Works Office. To test the research was carried out by using a simple linear regression analysis method and partial T test and the coefficient of determination.

The results of a simple linear regression analysis using the SPSS application can be seen in table 4.8 that the training needs variable has a positive effect on human resource development which shows the variable coefficient, where the training needs variable has positive results.

The results of the analysis of the coefficient of determination can be seen from table 4.10 which shows that the training needs variable has a positive relationship to human resource development.

5. CLOSING

5.1 Conclusion

Based on the results of the regression analysis, it shows that the indicator variable for training needs shows a positive value, meaning that it has a positive relationship to human resource development at the Jeneponto Regency Public Works Office.

Based on the results of simple regression analysis, the regression coefficient of 0.807 states that for every 1% addition of the value of training needs, the value of human resource development increases by 0.807. The regression coefficient is positive with a significant value of 0.01 (smaller than the alpha value of 0.05), so it can be said that the direction of the influence of variable X on Y is positive and significant.

5.2 Suggestion

Based on the results of research conducted by the author, the following are some suggestions that can be put forward as follows:

1. The Jeneponto Regency Public Works Office (PU) still needs to improve employee training that can influence and continue to improve human resource development, namely by paying attention to integrity and a conducive office environment
2. The Jeneponto Regency Public Works Office (PU) needs to maintain job training motivation for employees, such as a high sense of enthusiasm in a training so that it has an impact on knowledge in the field of work of each employee. In order to encourage employees to get a promotion or position.
3. For researchers who will conduct research at the Office of Public Works (PU) Jeneponto Regency, it is best to research using independent variables and other dependent variables so that future research is more varied.

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