THE EFFECT OF ORGANIZING TRAINING PROGRAMS AND HUMAN RESOURCE DEVELOPMENT ON THE PERFORMANCE OF THE PARI CITY VILLAGE COMMUNITY, PANTAI CERMIN DISTRICT, SERDANG BEDAGAI REGENCY

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ARTICLE INFO	ABSTRACT
	This research was conducted to find out and understand how the influence of the implementation of the Training and Human Resource Development program on Community Performance. This research was conducted in Pari City Village, Pantai Cermin District, Serdang Bedagai Regency. The research method used in this study is descriptive quantitative with multiple linear regression analysis. The sample used in this study was 30 respondents who were residents of Pari City Village. The results showed that partially and simultaneously the variables of HR Training and Development had a positive and significant effect on Community Performance. The varied contribution of training and human resource development to community performance was 45.5%.

INTRODUCTION

Human Resources is one of the capitals and plays the most important role in achieving the company's goals. Thus the company needs to manage human resources as much as possible. Because good management is the key to an organization's success not only in technological excellence and the availability of funds, but human resources play an important role. The application of human resource management is very meaningful in business development that develops all the potential that exists in humans in the form of reason, energy, skills, emotions, and so on that can be used both for himself and for his business (Tohardi, 2011). Through qualified Human Resources planning, the work productivity of existing business actors can be increased. Overall human resource capacity building is a mandate conveyed (Peraturan Pemerintah Nomor 72 tahun 2005, n.d.) in the Village section 98 that the government and provincial governments are obliged to foster the implementation of village government and community institutions. This was responded to by the birth (Peraturan Menteri Dalam Negeri Nomor 19 Tahun 2007, n.d.) of Community Training, where Village Heads, Village Officials, members of the Village Consultative Body, Village Heads, Village Officials, Community Institution Administrators, Community Group Administrators, Community Empowerment Cadres, Community Leaders, Community Residents are the target groups in community training programs. This can be done by organizing training and development programs. The role of guidance and supervision of the implementation of village government by the government is (Act No. 6 of 2014, n.d.) emphasized again in article 112 of the Village article, that the government in this case is the Minister of Home Affairs who carries out general guidance on the implementation of village government and community empowerment. Community empowerment in this case is carried out in the form of assistance including the provision of accompanying human resources and management.

Progress will only be achieved if human resources are able to display satisfactory performance, including higher productivity. In addition, science is developing rapidly from the skills of such human resources to be quickly outdated, seeing this point of view the importance of training and development. Because in training a person's abilities can be measured by a well-analyzed attitude. With the improvement of expertise, knowledge and attitude skills. Thus, skills when carrying out their duties through training programs that have been implemented in the company can increase their productivity. The higher the frequency of training programs, the higher the productivity of human resources (Hasibuan, 2017). The management of training programs is no different from other program management. Meanwhile, human resource development is defined as human capital investment that must be carried out in line with physical capital investment (Tjokrowinoto, 2011). Human resource development is an effort to improve the theoretical, conceptual and moral technical skills of employees in accordance with the needs of the job or position through education and training (Hasibuan, 2017).

Lack of knowledge, expertise and limited information in the community as human resources ultimately reduce their ability to carry out their duties. Similarly, the new challenges facing organizations cause human resources to often lose enough competence and insight to answer these challenges (Alwi, 2012). Building the ability to compete through improving the quality of human resources means the function of development in the form of activities including training or re-education, planning and career development of goal-oriented human resources, is a constructive step of increasing human resources including increasing work motivation in order to build competitive advantage, managing the organization's human resources is an investment (*human investment*) for the organization. The human being is not a means of production but a partner in achieving organizational goals (Alwi, 2012). Thus, the training and development programs that will be carried out for the community can improve community performance. The need to improve performance so that people's productivity is more active and people's income increases as well. The program will be carried out in Pari City Village, Pantai Cermin District, Serdang Bedagai Regency. The pari city village has a lot of potential Villages that can be managed by the community itself. The community is very supportive of managing this potential.

LITERATURE REVIEW
Training

According to (Alim & Rachmawati, 2018) explaining that training is an environmental forum for employees, where they acquire or learn attitudes and processes of teaching certain knowledge and skills, so that employees are more skilled and able to carry out responsibilities better, in accordance with the required standards. Poor performance is fixed in such a way that to be better, it can be done in the training process. Simply defined by (Pramudyo, 2017) training is a learning process designed to change the performance of people in doing their job. What is meant in this case is that there are four things that must be considered, y.e.; training process, trainees, performance, and employment. It should be understood that the training process refers to a change that must occur in the trainee. The quality of training needs to be assessed and measured properly so that the training activities held really provide optimal benefits. Factors that support the quality and effectiveness of training are influenced by the involvement of the existence; 1) training material or content, 2) methods of organizing training, 3) quality of instructors / trainers, 4) training participants, 5) training facilities, and 6) training evaluation (Rivai, 2018). Evaluation in training is one of the important components to measure how well a training activity is organized.

Floating

Development is a process that creates growth, progress, positive change or the addition of physical, economic, environmental, social and demographic components. The goal of development is the improvement of the level and quality of life of the population, and the creation or expansion of local regional income and employment opportunities, without harming environmental resources. Etymologically, in the Big Dictionary of Indonesian, it comes from the word flower which means to be more perfect (about personality, mind, knowledge and so on), so development means process, way, deed. Meanwhile, according to (Undang-Undang Nomor 18 Tahun 2002, n.d.) the term development, it means the preparation, implementation, assessment and improvement in an activity. Based on explaining development is a science and technology activity that has the aim of utilizing the rules and theories of science that have been proven to be true to improve the functions, benefits and applications of existing science and technology or produce new technologies. According to (Hasibuan, 2017) Development, it can be defined as an effort to improve the technical, theoretical, conceptual, and moral abilities of employees according to the needs of the job or position through education and training.

Human Resources

Human resources are the main drivers of the running of an organization. These resources can be trained, developed, maintained for the future of the organization and can even be determinants of the continuity of the organization. Without human resources all activities or plans that have been prepared by the organization will not be able to run. In general, human resources are the drivers of every organization's activities, but experts have various opinions about human resources, one of which is according to (Gaol, 2014) stating "People are the most important resource of an organization. They supply the talent, skills, knowledge, andexperience to achieve the organization's objective". People provide talent, expertise, knowledge, and experience to achieve organizational goals. Broadly speaking, human resources can be interpreted as individuals who work in an organization as assets that must be maintained, trained, and developed because they are the drivers of the organization.

Performance

Kinerja is a benchmark for the performance of a human resource both from work performance, individual performance, the ability to complete a job with great responsibility. According to (Sedarmayanti, 2017) performance has several meanings; 1) Doing, running, executing. 2) Fulfilling or performing the obligations of a vow. 3) Depicting a character in a game. 4) Depicting it with a sound or musical instrument. 5) Carry out and perfect responsibilities. 6) Perform an activity in a game. 7) Perform music. 8) Do something that is expected by a person or machine. According to (Hamali, 2016) performance, it is the result of work that has a strong relationship with the goals of the organization's strategy, consumer satisfaction and contributes to the economy. Meanwhile, according to (Sedarmayanti, 2017) stating that Performance is the result of work in quality and quantity achieved by an employee in carrying out duties in accordance with the responsibilities assigned to him.

Society

This definition of society is a group of human beings who live together in an area and then form a system, be it semi-open or semi-closed, where the interaction that occurs in it is between individuals in the group. In general, the definition of society is a group of individuals / people who live together, society is called "society" meaning social interaction, social change, and a sense of community, derived from the Latin word socius which means (comrade). In other words, the notion of society is a structure that experiences organizational and developmental tensions due to the existence of conflicts between economically divided groups (Karl Marx & Frederick Engels, 2013). Society is a group of human beings deliberately formed rationally to meet certain needs. A totality of people who are interdependent and who develop a culture of their own is also called a society. Although the use of societal terms is still very vague and common, it can be considered an indication of the nature of human beings who always want to live together with other people. However, the use of the term society will not be possible to be separated from values, norms of tradition, interests and so on. Therefore, the notion of society cannot be separated from culture and personality (Soekanto, 1986).

METHOD

This research uses descriptive quantitative research with an associative approach. The research conducted aims to determine the relationship or influence between two or more variables. Quantitative methods are research methods based on the philosophy of positivism, used to research in the population a particular sample, data collection using research instruments, data analysis is quantitative or statistical with the aim of testing predetermined hypotheses (Sugiyono, 2018). The research carried out is a quantitative research method, because the data needed from the object in this study is data expressed in the form of numbers, which is the result of calculating and measuring the value of each variable. The data obtained came from the people of Pari City Village, Pantai Cermin District, Serdang Bedagai Regency through the distribution of questionnaires. The study used random sampling technique as a sampling technique with a total sample of 30 representing each part of the study.

Data collection in this study was carried out by several methods according to the type of data needed by the researcher. Thus, in this study the authors used four ways, namely; 1) Documentation. 2) Questionnaires, 3) Interviews and 4) Observations. The data analysis method uses multiple linear regression analysis in the form of partial tests, simultaneous tests), classical assumption tests in the form of normality tests, multicholinearity tests, and heterochedasticity tests. The measurement scale used is a likert scale with a score interval of 1-5. This analysis uses the SPSS version 25 software application to statistically analyzethe data.

RESULTS AND DISCUSSION
Results
Partial Significance Test (t-test)

Table 1. Partial Significance Test

<table>
<tr><th colspan="7">Coefficients[a]</th></tr>
<tr><th colspan="2">Type</th><th colspan="2">Unstandardized Coefficients</th><th>Standardized Coefficients</th><th>t</th><th>Sig.</th></tr>
<tr><th colspan="2"></th><th>B</th><th>Std. Error</th><th>Beta</th><th></th><th></th></tr>
<tr><td>1</td><td>(Constant)</td><td>9,780</td><td>4,133</td><td></td><td>2,366</td><td>0,025</td></tr>
<tr><td></td><td>Training</td><td>0,395</td><td>0,280</td><td>0,265</td><td>1,810</td><td>0,017</td></tr>
<tr><td></td><td>Human Resource Development</td><td>0,210</td><td>0,175</td><td>0,226</td><td>1,702</td><td>0,024</td></tr>
<tr><td colspan="7">a. Dependent Variable: Community Performance</td></tr>
</table>

Source: SPSS Output Results, 2022.

In the table of t test results can be known the value of signifikan using t-test, the t_{table} value of 0,3202 by calculating the table t from DF = N-2 = 30 – 2 = 28, where N is the number of samples. The value of variable Training derived from the calculated t value of 1,410. Thus, t_{hitung} > t_{table} (1,810 > 1,701 and significant < alpha (0,017 > 0.05) then the Training variable has a positive and significant effect on the Performance of the Pari City Village Community, Pantai Cermin District, Serdang Bedagai Regency.

The value of the human resources development of the calculated tvalue is 1,702. Thus, t_{hitung} > t_{table} (1,702 > 1,701 and significant < alpha (0,024 > 0.05) then the HR Development variable has a positive and significant effect on the Performance of the Pari City Village Community, Pantai Cermin District, Serdang Bedagai Regency.

Simultaneous Significance Test (F Test)

Table 2. Simultaneous Significance Test

<table>
<tr><th colspan="7">ANOVA[a]</th></tr>
<tr><th colspan="2">Type</th><th>Sum of Squares</th><th>Df</th><th>Mean Square</th><th>F</th><th>Sig.</th></tr>
<tr><td>1</td><td>Regression</td><td>31,559</td><td>2</td><td>15,780</td><td>2,645</td><td>0,049[b]</td></tr>
<tr><td></td><td>Residual</td><td>161,107</td><td>27</td><td>5,967</td><td></td><td></td></tr>
<tr><td></td><td>Total</td><td>192,667</td><td>29</td><td></td><td></td><td></td></tr>
<tr><td colspan="7">a. Dependent Variable: Community Performance</td></tr>
<tr><td colspan="7">b. Predictors: (Constant), HR Development, Training</td></tr>
</table>

Source: SPSS Output Results, 2022.

Based on Table 2 of the simultaneous signification test or Ftest, there is a$_{calculated}$ Fvalue of 2,645 with a probability of 0,049. This means that the results of the regression model in this study can predict simultaneously or together the variables Training and development of HR have a positive and significant effect on the Performance of the Pari City Village Community, Pantai Cermin District, Serdang Bedagai Regency, because the probability value is smaller than 0,05.

Coefficient of Determination

Table 3. Coefficient of Determination Test

Model Summary b				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,666[a]	0,455	0,435	2,44273
a. Predictors: (Constant), HR Development, Training				
b. Dependent Variable: Community Performance				

Source: SPSS Output Results, 2022.

Based on the Table 3, the magnitude of Adjusted R^2 is 0,455. This means that there are 45,5% of the Community Performance variables described by the variables Training and of HR Development. While the remaining 54,5% is explained by other variables outside the model of this study variable.

Multiple Linear Regression Analysis

The equation of the regression analysis model with the systematic equation in this study was formulated, as follows:

Community Performance = 0,395 Training + 0,210 HR Development

The regression model equation illustrates that the HR Training and Development variable is an independent variable. Where, the regression model equation shows that if each independent variable changes by one unit and the other is constant, it means that the change in the dependent variable, namely Community Performance, is as large as the value of the regression coefficient of the value of the independent variable. The conclusion is that the Community Performance variable is influenced by the HR Training and Development variable where the constant value of 9,780 states that if HR Training and Development together with zero or no change occurs, the magnitude of Community Performance is 9,780 units. If the Training variable is a regression coefficient that increases by one unit by 0.395 then Community Performance increases by 0,395 assuming that the other variable has a fixed value. While the HR Development variable is a regression coefficient that increases by one unit by 0,210, then Community Performance has increased by 0,210 assuming that the other variables have a fixed value.

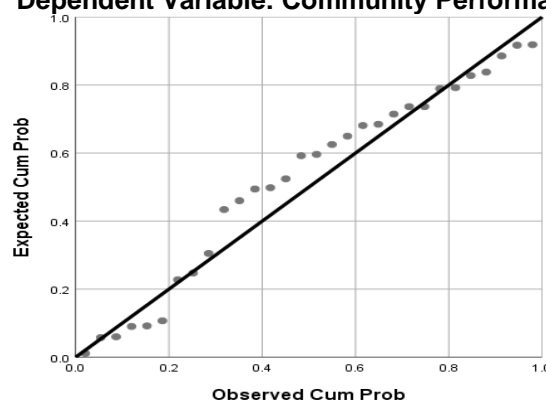**Classical Assumption Test Results**
Normality Testing

Figure 1. Normality Test
Source: SPSS Output Results, 2022.

Based on the results of figure 1, the normal graph P-Plot of Regression Standardized Residual pointing to the histogramgraph provides a normal distributed pattern where the data spreads around the

diagonal line and follows the direction of the diagonal line. In conclusion, the results of the regression model can meet the assumption of normality.
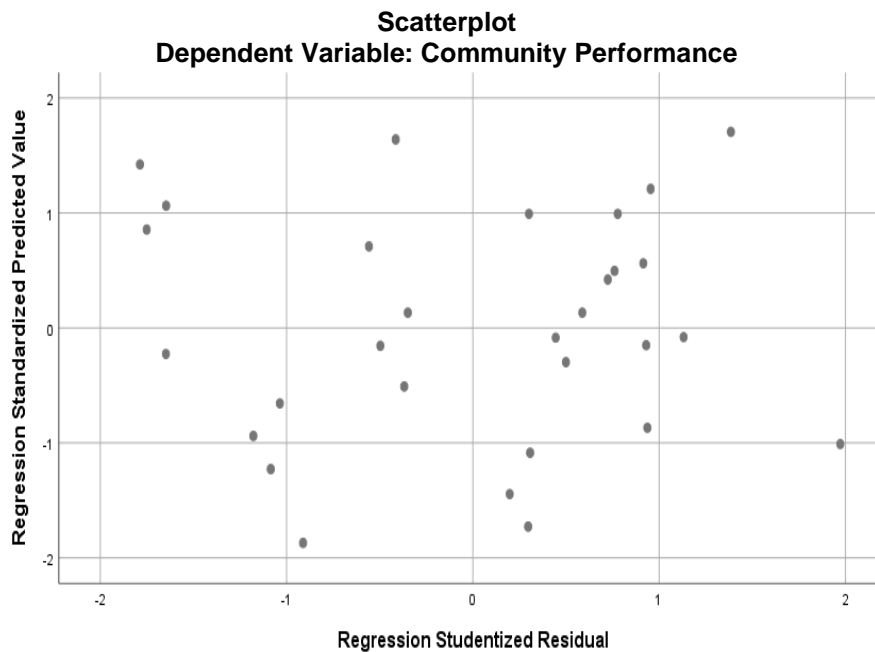
Heterochedasticity Testing

Figure 2. Heteroskedasticity Test
Source: SPSS Output Results, 2022

Based on the results on the Graph Scatterplots, it can be seen that the dots are well spread above and below the number 0 on the Community Performance axis as well as the points that spread randomly. The conclusion is that this model is feasible to be used to predict Community Performance where there is no heterochedasticity in the regression model.

Multicholinearity Testing

Table 4. Multicholinearity Test

Coefficients[a]							
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
Type	B	Std. Error	Beta			Tolerance	VIFs
1 (Constant)	9,780	4,133		2,366	0,025		
Training	0,395	0,280	0,265	1,810	0,017	0,875	1,143
Human Resource Development	0,210	0,175	0,226	1,702	0,024	0,875	1,143
a. Dependent Variable: Community Performance							

Source: SPSS Output Results, 2022.

Based on the results of the calculation of the Tolerance value, it shows that there is no independent variable, such as Training and Human Resource Development, whichhas a tolerance value of less than 0,10. Meanwhile, based on the calculation of the Variance Inflation Factor (VIF) value, it shows that there is no independent variable that has a VIF value of > 0,10. So it can be concluded that there is no multicholinearity between indepenent variables in the regression model in this study.

Discussion
The Effect of Training on Community Performance
Based on the results of research conducted on a pa rsial or t test, it shows that the Training variable positive and significant effect on the Kinerja variable of the Pari City Village Community, Pantai Cermin District, Serdang Bedagai Regency. Valuet$_{calculated}$ at 1,810 and has a significance value of 0,017 less than 0,05. Thus, it can be concluded that Hipotesis First in this study Accepted. Training has an influence on Community Performance because the community needs to carry out training activities that support the life of the community in the future. People must be able to innovate for the sake of welfare. People must not be passive but must be active to achieve maximum income increase. The Village Apparatus does not conduct comprehensive training on the community due to several obstacles which include knowledge and skills in the training needed. The Village Apparatus also has limited costs to conduct training for the entire community and only conducts training for representatives of hamlets in the Pari City Village.

The Effect of Human Resource Development on Community Performance
Based on the results of research conducted partially or ttest, it is pointed out that the variable of HR development has a positive and significant effect on the Performance of the Pari City Village Community, Pantai Cermin District, Serdang Bedagai Regency. Valuet$_{calculated}$ at 1,702 and has a significant value of 0,024 less than 0,05. Thus, it can be concluded that Hipotesis Second in this study Accepted. Human resource development is the same as investment through learning, training, education and others. It is still necessary to carry out activities that have an impact on community development in Pari City Village. Fromthese developments, it will have an impact on better changes. Human resources, namely society, play an important role in the progress of all organizations and households.

The Effect of Training and Human Resource Development on Community Performance
Based on the results of research conducted simultaneously or the Ftest, it shows that the variables Training and Development of human resources have a positive and significant effect on the work of the Pari City Village Community, Pantai Cermin District, Serdang Bedagai Regency. It is known that the calculated Fvalue is 2,645 with a probability of 0,049 less than 0,05. Could it is concluded that Hipotesis Third in this study Accepted. The existence of a program of activities for human resources development can improve the competence of the community according to their needs through increasing knowledge, work experience and skills owned by the community so that it can support activities and generate income.

CONCLUSION

Based on the results of the research analysis that has been carried out, it is concluded that all variables of HR Research and Development both partially and simultaneously have a positive and significant effect on the Performance of the Pari City Village Community, Pantai Cermin District, Serdang Bedagai Regency. Training and HR Development does not only need to be carried out on employees who work in companies, but people who are not employees need to be equipped with training and development of these human resources, in order to capitalize on skills that will produce changes in people's lives for the better and can increase income.

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