

## INNOVATION OF LOCAL GOVERNMENT IN INCREASING TOURISM WAKATOBI REGENCY

**Budiman**

[budiman@fisip.unmul.ac.id](mailto:budiman@fisip.unmul.ac.id)

University of Mulawarman, East Kalimantan, Indonesia

**Jumiati**

[jumiatiode02@gmail.com](mailto:jumiatiode02@gmail.com)

Master of Government Science, Posgraduate, University of Muhammadiyah  
Yogyakarta, Indonesia

**Nur Hasanah**

[nur.hasanah@fisipol.unmul.ac.id](mailto:nur.hasanah@fisipol.unmul.ac.id)

University of Mulawarman, East Kalimantan, Indonesia

**Tengku Imam Syarifuddin.**

[sosopin11@gmail.com](mailto:sosopin11@gmail.com)

University of Mulawarman, East Kalimantan, Indonesia

Coresspondence Authors: [jumiatiode02@gmail.com](mailto:jumiatiode02@gmail.com)

### ABSTRACT

This study uses qualitative descriptive analysis, the type of data used in this study is secondary data and literature study survey by taking from previous research and collecting data from websites related to this research. The local government of Wakatobi Regency continues to innovate to create tourist attractions that can attract visitors. To achieve the success rate of local government in making innovations will be seen in the development of the region itself. So that the government of Wakatobi Regency continues to innovate in tourism. Wakatobi regency has natural tourism and buday tourism, 195 natural tourism and 451 cultural tourism. And not only that good transportation will also support the development of tourism and provide comfort to visitors who come.

**Keywords:** *Innovation, Increased tourism, Local regulations.*

### A. INTRODUCTION

Wakatobi regency is one of the islands that has natural beauty and culture that can attract tourists to visit. Wakatobi regency always develops tourist areas that adhere to sustainable tourism through local government innovation. One of the points of concern of the local government of Wakatobi Regency in developing the tourism sector is by improvements i Infrastructure, renovation of tourist attractions in order to provide comfort to visitors. Wakatobi regency has a variety of tourist attractions that are able to attract tourist visitors especially those who like the atmosphere of the beach and daiving. The development of the tourism sector conducted by the wakatobi regency government to develop the area in order

to be able to compete with other regions, but not only that the improvement of the regional economy is also a major factor in the development of the tourism sector. One of the main targets of the government is infrastructure, because with a good infrastructure is expected to attract visitors to enjoy their vacation in Wakatobi Regency.

A process of development in science and innovation is an important aspect in deciding changes in the region. All of that can happen through the understanding of all human beings that it is so important for an innovation to realize change itself. Knowledge and innovation have a very close bonding but, the scope of the community wants the attachment of knowledge and innovation to the development of the region to improve the economy of the community. Therefore, the material that is done must be in accordance with the curiosity of the whole community in the development of the region. The local government also has an obligation and has the right to prioritize the development of an innovation contained in the area and participate in strengthening adjustments between local regulations and national regulations of the country of Indonesia. But all this requires readiness from the whole community, because it is also very important that the program can be carried out properly because it has provided opportunities to all communities to participate. Mining innovation in Indonesia is considered very important (Humaing, F., Rimbing. H., Sumanti. A., 2018),

The power of local government innovation is very important for regional development, so local government innovation program is very important. The innovation system of the local government will provide the company in every regulation and development so that it is considered important in the country of Indonesia, but behind all the freedoms that the central government to all regions will still follow the procedures of the central government. Indonesia's national government provides freedom in the regional innovation program as a form of regional prayer in order to think about the growth and economic development of the people.

The power of government innovation is seen as a public policy. Innovations of the local government of Wakatobi Regency in supporting tourism continue to be carried out in order to improve the regional economy. Because the level of welfare of an area is measured by the form of government contribution in making changes. In this journal research will discuss whether the contribution of local government in the advancement of tourism in the form of innovation of local government in benefiting natural wealth in the form of natural tourism in Wakatobi Regency, so that it can have a good impact in the increase of tourist visitors yag come or the addition of new tourist attractions. Local government innovations will have a huge impact in the development of better kea rah Region will be highly expected.

## **B. LITERATURE REVIEW**

### **Government Policy Innovation**

Understanding innovation based on the Undang-Undang Nomor 22 Tahun 2002, innovation is a research, development and or engineering activity that aims to enhance the practical implementation of new values and contexts of knowledge,

or as a way of applying existing knowledge and technology in products or production processes (Oktaviyani & Nugraha, 2018). Innovation can also be said to be something new or not done at all. In improving welfare for all Citizens communities, the local government of Ahrus implements a change in the form of efforts in dealing with social problems and regional economic development. In implementing an independent region with regional autonomy, the government must implement innovations and changes involving the citizens themselves, so that the policy is not only top down (Widiastuti, R. N., Yuwono, 1389).

Innovation is a process to implement governance Spaces ideal / good government. In this aspect of local government innovation related to planning in the development of regional development based on a technology or traditionally. One way that local governments have innovations in giving birth to good governance is the government that is able to develop its regions (Nainggolan, R. D. N., & Yuwono, 1389). In each region has an important role in making breakthroughs to build and develop the region from the innovation of its government, in the era of globalization in each region is required to be able to build its own Area. In the era of being the benchmark point in every change made between the central government and local government, from the beginning of the birth of the Undang-Undang Nomor 22 Tahun 1999 (which was later revised into the Undang-Undang Nomor 32 Tahun 2004) on local government that has certain limitations in making innovation programs, to the implementation of regional autonomy as a form of local government that already has full rights and powers to implement its own government (Fachrudin, 2017).

Regional autonomy is seen as a means for regional development, mature and form an independent region in carrying out various government and development tasks. The independence of an autonomous region is in fact very prioritized the ability of the resources contained in the region to develop existing financial resources and managed to ensure superior income and bia used to finance the implementation of local government and development. The authority of the autonomous region becomes regional independence, it cannot also be said with a depravity that Full in each region in carrying out all affairs and all functions of its Autonomy without the consent of the central government, regardless of the higher rules and national interests. Given the freedom to make regional autonomy based on the principles of the Indonesian state. In an Indonesian country, sovereignty is only in the state government or in the central government, because there is no sovereignty of the local government. Therefore, everything is given and handed over to the region, in the last responsibility in the administration of government affairs will always be in the hands of the central government. Therefore the local government and the unitary state are one part that is tied to the central government. Thus, regulations made and carried out by local governments are part of the national regulatory Integrity. The difference lies only in how to utilize the wisdom, potentials, innovation of competitiveness, and performance of a region in achieving these national goals at the regional level that in time will support the achievement of national goals as a whole (I. Setiawan, 2017).

### **Public Participation in Development**

Public participation is defined as the participation of the community layer in a broad process both in the decision-making process and policy monitoring that will greatly affect their lives. Various regulations that have been given as a forum for participation for the community sub-tansi no rules how community participation is done. The existence of the community in a process of development policy that is gradually regulated in accordance with the existing letter together with the Minister of home affairs and ministers of national development / chairman of Bappenas. The circumstances that have shown all the processes of drafting development policies are elitist, or it can be said that the government is the determinant of all development policies, and the community has the right to convey aspirations to the government about what they want (Sapri, S., Mustanir, A., Ibrahim, M., Adnan, A. A., Wirfandi, 2019). Patirispasi community becomes one of the important roles because the community is placed as a subject of development is not the object of the development itself. This is an important breakthrough today, because it relates to the principle of good governance that must provide a truly space to all levels of society in determining its own life. So that the appropriate development-development so that it can be directly felt by the citizens. The principle has the aim to give birth to a more democratic society that is able to bring local governments more successful in implementing governance. Many and lack of community participation will achieve success in achieving the government's program (Ramdani & Habibi, 2017).

The unitary state of Indonesia is defined by having the main goal, which is to be able to provide a decent life for all levels of society. Included are progress, Health, Education and race comfortable for the people. Therefore, the state presents a forum of organizations called government as institutions that hold the power of the state in making planning, determining goals, and covering targets. In order to achieve the success of community development in the regions so that every program of planning, implementation and evaluation of development should involve the community, because the community layer is able to know the problems and needs that must be implemented in the development of the region (Husnul Imtihan, Dr. Wahyunadi, SE, 2017). Running regional autonomy that has been run by the government since 2001 has shown a change in the implementation of government in each region. From one of the changes that exist is to give some authority didalm organizing that is in the scope of government. Through the addition of existing authority, therefore the government apparatus in the region is desired to be able to manage and carry out the best possible With services by reviewing previous problems in accordance with the wants of the community (If, I, K., Putar, I, W, 2016).

The governance regulations of the Indonesian state are based on all principles of governance, which there is a principle that must still be carried out, namely the involvement of community participation is the realization of a democratic government as the community is given the opportunity to be able to participate in development planning by looking at the needs expected by the community. Not only in terms of planning aspects, participation wants support in every development planning and public service, in order to be able to feel the

results of development and services, as well as review and evaluate the workings of the government (Sagita, 2016). A good public policy pattern is to provide space for the community to develop independently in the formulation process. The implementation and evaluation of a policy can have an impact in the level of social welfare that is forever. Thus requires communication, a process and activeness between the layers of citizens and government symbolically mutualism until it is wanted can give answers dynamics, imperatives and public interests. Public policy from another point of view is interpreted as a product to achieve the interests of the public whose philosophy is to provide conditions in public engagement from the beginning to the end. Public categorized as lead actor and policy making (A. Sururi, 2019).

### **Human Power Source Management**

Human resource management, useful as the driving wheel of a Company that considers human resources to be living organisms which means the heart of a company or organization's life. therefore the motivation to utilize the surrounding elements to support its economy. The large number of human resources that are not managed by an organization, makes a village deteriorate (Afandi, Fathoni, &Hasiholan 2019). Hr management is the process of preparing individuals to carry out different or higher responsibilities within the organization, usually related to improving intellectual maturity to carry out better work. Development leads to learning opportunities designed to help the development of workers (Pergiwa, Arlinita, Gustiani, &Wulan, 2019). Human resource management is also a very important aspect in the educational process in general. Therefore, the functions in human resource management must be implemented optimally so that the needs related to the objectives of individuals, companies, organizations or institutions can be achieved. In addition, with good human resource management procedures are expected deficiencies and problems faced by the Indonesian nation, namely related to competitiveness capabilities can be resolved (Samuel &Rostyaningsih 2019).

Nowadays, it is increasingly realized that human resources are important and a source of competitive advantage for the organization. As stated in the previous section, changes in the business environment have had little impact on the company. Human resources also undergo a change from a partial to a more integrated and strategic direction (Widodo, Soekmadi, &Arifin 2018). Human resource development (HR) is a very vital thing for an organization to do because with the development of human resources, the organization in question means to have adapted to the environment and development in order to achieve more qualified human resources (Sirih, Ismail, &Juharni 2019). The management of human resources is a very important aspect to support the sustainability of a nation in the macro plains and organizations or institutions in the micro plains (Nuryanta, 2018). Issues related to human resources management to create competencies have two kinds of targets, namely managerial talent and technological change. Managerial capabilities need to be improved to improve human resources competence, while the technological revolution needs to be done as one of the means of achieving excellence (Hadji et al., 2017).

The power of human resources in an organization Deepens awareness of its existence, so that people are seen as the most significant assets of an organization with varying capital. The strength of human position exceeds other capital such as materials, methods, energy, machinery, market so as to encourage experts to add personal capital management theory (Ariastini, Yuniarta, &Kurniawan, 2017). Human resource management is matters related to the development, use and protection of human resources. The task of human resource management is to manage human elements with all the potential that can be obtained by human resources that can achieve organizational goals (Mulyana, 2016). For an organization, the management of human resources concerns the entire affairs of the organization and the goals that have been set. Therefore, all components or elements contained in it, namely the managers with various activities must focus on planning that concerns the preparation of staff, the establishment of position training programs and so on (Lelloltery, Pujiatmoko, Fandelli, &Baiquni, 2018).

The existence of human resources plays an important role in the development of tourism. Tourism human resources include tourists /tourists or as employment workers. The role of human resources as workers can be in the form of human resources in government institutions, human resources that act as entrepreneurs (entrepreneurs) who play a role in determining the satisfaction and quality of workers, play a role in observing, controlling and improving the quality of tourism also determines the comfort, satisfaction of tourists visiting the region (Setiawan, 2019). Tourism human resources is the potential contained in man to realize his role as an adaptive and transformative social being who is able to manage himself and all the potential contained in nature towards the welfare of life in a balanced and sustainable order in the field (Atmoko & Santoso 2019). Human resource development strategy is a way or plan made by the company to face challenges related to human resources by making a change and improvement of human resources work to be more maximal and skilled in carrying out the task given, so that the company's objectives are achieved well (Lumenta, Mantiri, &Monintja 2019).

Human resources An important method for developing a successful Organization. Even human capital interacts in organizational structure (Hanafiah, H., &Hidayat, 2019). The power of human resources in an organization Deepens awareness of its existence, so that people are seen as the most significant assets of an organization with varying capital. The power of human position exceeds other capital such as materials, methods, energy, machines Encourage experts to add personal capital management theory (Ariastini et al., 2017). So that the management of human resources (HR) is also done in a certain way Organization, and education as well. Managing human capital tasks starting with training, acquisition, recruitment and assignment, coaching, maintenance, and development. Basically human resource program management, organizing, coordinating, implementing and monitoring procurement To achieve organizational goals, growth, remuneration, integration, maintenance and separation of employees. Human resource management can also be defined as management and resource efficiency in individuals/groups (Muslihat, M., &Ginanjari M, 2019).

Quality resources, among others, are demonstrated by high performance and efficiency. Individual success is tied to standards of behavior-oriented activities and work. Same with performance results where performance success can be seen from two administrative and technical angles. Success is an example of research conducted by Employees or organizations, therefore, necessary efforts to improve efficiency performance are factors that affect such payments. Quality efficiency, and drive to work (Sakban, S., Nurmal, I., & Ridwan, R, 2019). The work environment and job satisfaction should also be produced as significant, because, It has a huge impact on the death of the company. There are several references that develop for the lives of workers in diversity organizations so that the needs are different, and for each organization it is really important Or an organization to consider the needs of workers and expectations, to know your talents and expertise in employee development to achieve organizing targets. That is why every company needs to position employees according to their expertise and expertise in handling each job Their duties, in order to achieve the success and goals of the organization Supporting employees who can make commitments, so that they can Improve work efficiency for workers (Panjaitan, D., 2020).

### **C. METHOD**

This research has been done wakatobi regency. The selection of research locations is determined by Purposive Sampling. Method of Purposive Sampling is a technique of determining the location of research in a manner based on certain considerations. As for the consideration of the author segaja conduct research in Wakatobi District because the location is a tourist area. The study used a brief qualitative analysis conducted to illustrate the questions researchers were studying and to combine data about the purpose of the research site. Qualitative research method is a collection of research procedures that provide detailed data on human attributes, situations, party symptoms or observed in other populations either in writing or verbally (Moleong 1994). Researchers tend to use this method because, in the process of searching for data, it is useful to address existing problems and to meet research needs. As for the type of data used in the research, this is secondary data from library study surveys, reports from various government-related forums and social media, as well as news and documents that can support and complete the study section (Rijal Ramdani, Eko Priyo Purnomo & Ilmu., 2018).

### **D. EXPLANATION**

Wakatobi Regency is one of the regencies in Southeast Sulawesi Province, Indonesia, the capital of Wakatobi Regency is located on the island of Wangi-wangi, based on the Undang-Undang Nomor 29 Tahun 2003 Wakatobi regency was formed. The name Waaktobi comes from the abbreviation of four island names namely Wangi-wangi, Kaledupa, Tomia and Binongko. In addition, Wakatobi Regency is famous for underwater tourism (diving) not only that, Wakatobi island also has some beach tourism that is no less beautiful with its underwater scenery.

Parawisata is an asset that must continue to be developed in attracting tourism, so that tourism has always been one of the government's goals in

improving the quality of tourist attractions not only in terms of places, but by finding new tourist attractions. innovation of the local government of wakatobi regency in supporting tourism by improving tourist attractions and adding tourist attractions. The development of tourist attractions in Wakatobi Regency has improved with the contribution of the local government in improving tourist attractions is very influential. Can be selected from the table below:

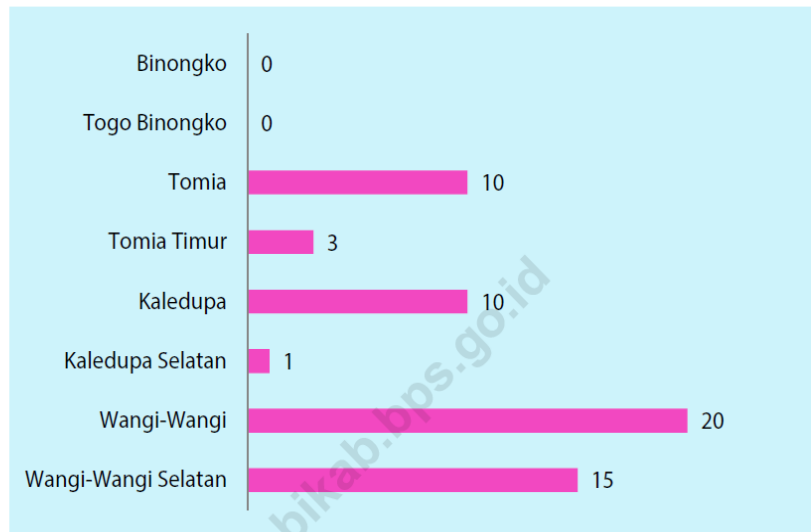
District	Types of Attractions	
	Nature Tourism	Cultural Tourism
(1)	(2)	(3)
Binongko	19	68
Togo Binongko	9	45
Tomia	47	57
Tomia Timur	23	51
Kaledupa	18	35
Kaledupa Selatan	9	29
Wangi-Wangi	26	62
Wangi-Wangi Selatan	44	104
<b>Wakatobi</b>	<b>195</b>	<b>451</b>

**Data source:** *BPS Wakatobi 2020*

The development of Wakatobi Regency tourism object is increasing as a form of innovation of the local government in utilizing the resources of Wakatobi island with various natural beauty given is very dear if not used as a regional asset. Merupak district tourist area that has the beauty of bringing the sea or the beauty of the coast, so with tourist attractions that have begun to increase so that many attract tourists. Wakatobi regency is famous for its underwater tourism. Therefore, the local government provides good innovation to the development of adequate facilities and infrastructure in supporting tourist attractions as one of the strategies in improving tourist attractions.

Local government innovation will greatly influence the development of tourist attractions, because tourism is one of the regional assets in supporting the economic growth of the region and the surrounding community. The addition and development of tourist attractions will not be separated from the intervention of local governments. In addition, Wakatobi Regency has a variety of cultural customs that are no less interesting than various tourist attractions. The richness of cultural customs as one of the assets of the ancestors who then still develop in always developed until now. So many festival events are conducted to show the cultural assets of the people of Wakatobi Regency. But not only that local government innovation in the development of tourism also has an impact on the satisfaction of visitors.

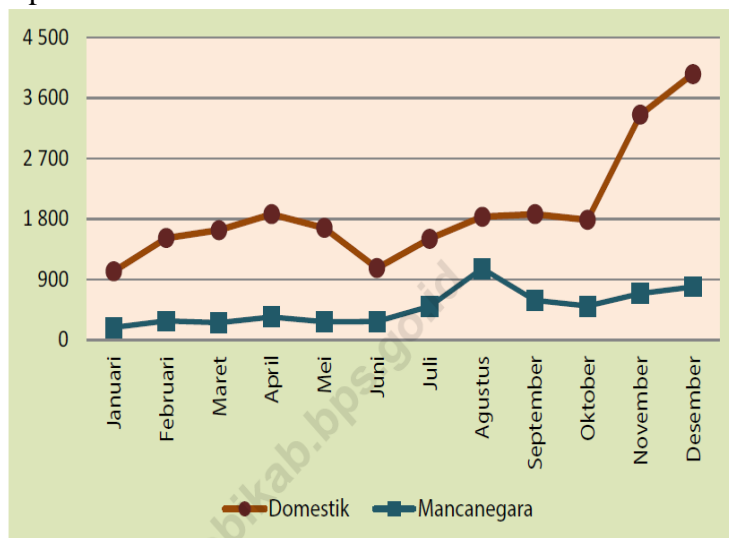




**Figure 1:** Wakatobi Regency Inns/Hotels (Source BPS Wakatobi 2020)

From the presentation hasi above the number of inns in Wakatobi regency is still in the dominant by the capital of fragrances with one of the most visited tourist centers by the visitors. Fragrant island is a lot of tourist attractions with adequate facilities in pampering the eyes of visitors, so the local government continues to be centered on the island of fragrances as one of the places that always experience a fairly rapid improvement of the region. The abundance of fragrances in the scents indicates that the island of fragrances is the main pusast that is always used as a tourist spot.

The level of addition of lodging in supporting the kenayaman visitors continues to be done by making improvements and making new things. In supporting the increasing number of tourists must be provided good services and facilities. The increasing number of tourist visitors in Wakatobi Kabuapet can be seen in the presentation below.



**Figure 2:** Presentation Graph of Number of Visitors (Source BPS Wakatobi 2020)

From the results of the presentation of tourist visitors on the island of Wakatobi from the beginning of January to December experienced a significant increase. its increase in December gave a strong signal that the innovation of the local government in Wakatobi tourism has a good influence on the increase in the number of visitors every month. The increasing number of tourism resulting in the growth of the economy will also improve. In providing a good picture of innovation in a region in determining economic improvement will make economic welfare for the whole community.

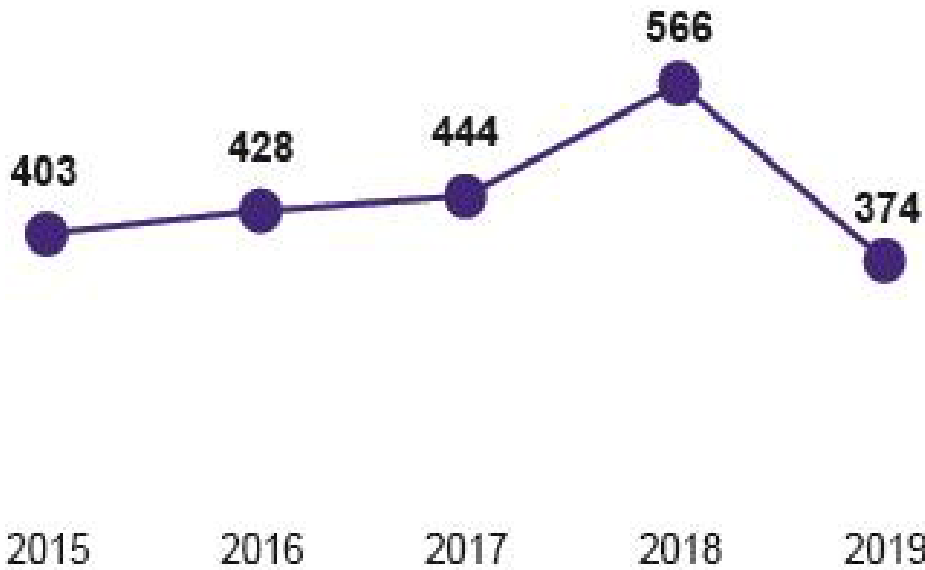
From year to year the increase of wakatobi regency Tourism continues to be seen very clearly with the addition of tourist attractions and improvements in providing security to visitors has always been the top priority of the local government of Wakatobi Regency. The level of security of visitors will be seen by the increasing number of tourists, so that the presentation shows that the level of innovation of local governments in tourism gives good results.

But the level of comfort of a tourist depends on air or sea transportation also as a support for tourists to want to visit the island of Wakatobi. Because the relevance of the mode of transportation that has been described in the beginning can show that transportation not only supports humanist mobility, but also a sector that supports and supports economic activity, both in terms of distribution of goods and services, the results of economic activity in the region itself, as well as the distribution of goods and services from outside the region.

Air transportation is one of the means that can overcome the obstacles of space and time that will limit human space movement across regions. Specifically allegedly related to the known Wakatobi Regency as a tourist destination with its underwater beauty and included in the 10 national priority tourist destinations (New Bali), of course the sustainability is one of which is supported by the ease of transportation. The impacts that may be caused by the ease of transportation include an increase in the number of tourists both foreign and domestic.

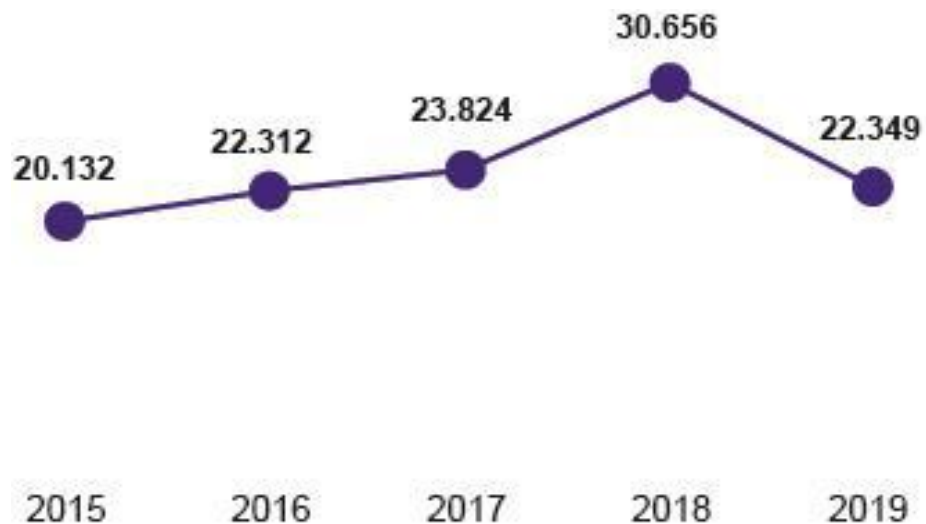
The commitment of the Wakatobi Regency Government in overcoming accessibility constraints and encouraging investment opportunities for regional economic progress, was realized by the construction of Matahora Airport located on Wangi-Wangi Island in 2007. Matahora Airport started operations in 2009. Along with the development and mobility of the community in Wakatobi Regency the existence of Matahora Airport continues to increase. Both from the quality of service on the terminal side of the airport and the flight service.

Related to this fact, indirectly the existence of air transportation equipment can have a considerable contribution in supporting the economic growth of Wakatobi Regency. The collection of air transportation data in Wakatobi Regency in 2019 was conducted at Matahora Wangi-Wangi Airport, through the Air Transport Statistics Data Compilation which collects flight activity data at the airport. The data source used in this publication is data from Matahora Airport that has been audited by the Airport Authority Office. The graphic image below will show the number of developments in the number of air force departures at Matahora Wangi-Wangi airport in Wakatobi Regency in the last five years.



**Figure 4:** Development of The Number of Air Transport Departures at Matahora Wangi-Wangi Airport, 2015-2019 (Source BPS Wakatobi 2019) (Unit).

Flights from Matahora Airport only serve one destination, namely to Haluoleo Kendari Airport. During 2019, the number of domestic air transportation departing from Matahora Airport reached 374 flight units. This condition decreased by 33.92 percent when compared to 2018 which reached 566 flight units (Figure 4). This is because Garuda Indonesia aircraft are no longer operating, so only Wings Air aircraft will operate at Matahora Wakatobi Airport in 2019.



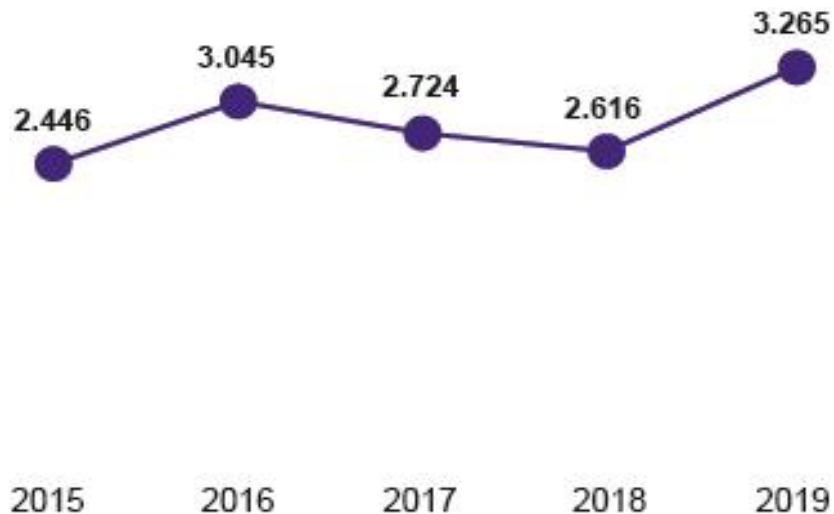
**Figure 5:** Number of Passenger Departures at Matahora Wangi-Wangi Airport, 2015-2019 (Person). (Source BPS Wakatobi 2019).

In line with the decrease in the number of air transport departures, the number of passengers using air transport facilities also decreased (Figure 2). The

number of passengers departing in 2019 reached 22,349 passengers, a decrease of 27.1 percent when compared to 30,656 passengers in 2018. But it is not only air transportation that will support the development of tourism in the District. However, sea transportation is also one of the transportation that must be developed by the government.

Because sea transportation is one mode of transportation that has a strategic role for an island nation, especially Wakatobi Regency which is also an archipelago area. Sea transportation has an advantage in the distribution of large quantities of goods. Wakatobi regency which is an archipelago consists of four large islands (Wangi-Wangi, Kaledupa, Tomia, and Binongko) and dozens of other small islands, utilizing sea transportation to support easy access between regions is one of the strategic vitals. The ease obtained by the existence of sea transportation is thought to have an impact also on economic aspects, aspects of political, social, and cultural ideology, as well as defense and security.

Judging from the economic aspect, the sea transportation sector relatively has a greater role as a liaison between regions, so that economic activity runs smoothly. Distribution of goods and services between regions can be facilitated by the existence of sea transportation modes. While from ideological and political aspects, the sea transportation sector is suspected to play a role in maintaining the integrity of the nation and the integrity of the Unitary State of the Republic of Indonesia (NKRI) in addition to being a means of supporting the implementation of government administration throughout the country. And in the chart below will show the number of developments in the number of tourist visits using sea transportation.



**Figure 6:** Development of The Number of Domestic Cruise Ship Visits in Wakatobi Regency, 2015-2019 (Unit). (Data source: BPS Wakatobi 2019).

Domestic shipping ship visits at three ports in Wakatobi Regency, namely Class III Wanci Port, Kaledupa Working Area Port, and Tomia Working Area Port in 2019 were recorded as 3,265 units. When compared to 2018 which amounted to 2,616 units, ship visits in Wakatobi Regency increased by 24.8

percent. The increase in ship visits comes after two declines in 2017 and 2018. One of the causes of the increase in the number of ship visits in 2019 is the decrease in the number of aircraft coming to Wakatobi, so that people switch from air transportation to the sea.

## E. CONCLUSION

Innovations of local governments in creating and supporting tourism in Wakatobi Regency from year to year continue to be carried out. The level of improvement and addition of tourist attractions continues to be carried out carefully to support regional economic growth. The local government of Wakatobi Regency continues to process in supporting and improving infrastructure as a form of comfort for tourist visitors. on the island of Wakatobi there are 195 natural attractions to pamper the eyes of visitors, not only that in Wakatobi Regency is also famous aka the tone of its culture is still very kenta, so in Wakatobi Regency there are 451 cultural tourism. And one of the transportation contons that will greatly support the number of tourists is air transportation. As a fast, effective, and efficient mode of transportation, air transportation and marine transportation are one of the most important infrastructures in the development of tourism. In this, the government of Wakatobi Regency has had enough of full discussion to develop tourism.

## REFERENCES

- Almunadia, Amri, A. (2018). *Partisipasi masyarakat lokal dalam pengelolaan objek pariwisata pantai lampuuk kecamatan lhoknga kabupaten aceh besar*. 3.
- Amirudin, A. (2017). *Inovasi Peran Pemerintah Desa Dalam Kebijakan Pariwisata Di Kota Batu*. 2(1), 26–32.
- Anggi Samuel, D. R. (2019). *Semarang Dalam Pengembangan Dan Pengelolaan Pariwisata Kabupaten Semarang*.
- Ariastini, N. K. D., Yuniarta, G. A., & Kurniawan, P. S. (2017). Pengaruh Kompetensi Sumber Daya Manusia , Sistem Pengendalian Internal Pemerintah , Proactive Fraud Audit , Dan Whistleblowing System Terhadap Pencegahan Fraud Pada Pengelolaan Dana Bos Se-Kabupaten Klungkung. *E-Journal SI Ak Universitas Pendidikan Ganesha*, 8.
- Christne N. Lumenta, Michael S. Mantiri, D. K. M. (2019). *Pengelolaan objek wisata pantai pulisan di desa pulisan kecamatan likupang timur minahasa utara*. 3(3), 1–10.
- Hanafiah, H., & Hidayat, A. (2019). *Pengelolaan Sumber Daya Manusia Pada Sekolah Dengan Kurikulum Internasional Studi Komparasi Di Sekolah Pelita Harapan, Sekolah Tunas Muda Dan Sekolah Tzu Chi*. 12(02), 14–26.
- Lellohtery, H., Pujiatmoko, S., Fandelli, C., & Baiquni, M. (2018). *Pengembangan Ekowisata Bahari Berbasis Masyarakat Dan Peran Stakeholder Dalam Pengelolaan Sumberdaya Alam Di Taman Wisata Alam Laut Pulau Marsegukabupaten Seram Bagian Barat Propinsi Maluku*. 6(3), 302–314.
- Muji Listyo Widodo, Rinekso Soekmadi, H. S. A. (2018). *Analisis Stakeholders Dalam Pengembangan Ekowisata Di Taman Nasional Betung Kerihun*

- Kabupaten Kapuas Hulu*. 8(1), 55–61. <https://doi.org/10.29244/jpsl.8.1.55-61>
- Mulyana, M. (2016). Manajemen Sumber Daya Manusia (SDM) Ritel Dalam Meningkatkan Kinerja Perusahaan. *Jurnal Ilmiah Ranggagading, Volume 10*(October 2010), 164-170 Manajemen.
- Muslihat, M., & Ginanjar M, H. (2019). *Pengelolaan Sumber Daya Manusia Di Smp Hasmi Islamic Boarding School Tamansari Bogor*. 02(01), 103–118.
- Nor Afandi , Aziz Fathoni, L. B. H. (2019). *Pemberdayaan sumber daya manusia terhadap kemajuan masyarakat desa loram kulon, kecamatan jati, kabupaten kudus*. (1), 1–8.
- Panjaitan, D., & S. (2020). *Pengelolaan Lingkungan Kerja Dan Kepuasan Kerja Pengaruhnya Terhadap Komitmen Karyawan Pt.Dm International*. 4(1), 28–37.
- Pergiwa, D. I., Arlinita, P., Gustiani, S. A., & Wulan, S. (2019). *Pengembangan Sumber Daya Manusia Dalam Pengelolaan Aset Wisata Desa Cilangkap Kecamatan Buahdua Kabupaten Sumedang*. 1–6.
- Rijal Ramdani, Eko Priyo Purnomo, R. D. P. A., & Ilmu. (2018). Karet Alam Sebagai Basis Pembangunan Pedesaan dan Peningkatan Tarap Hidup Masyarakat Yang Berkelanjutan. *Magelang: Universitas Tidar Magelang*, 44(1), 21–36.
- Sakban, S., Nural, I., & Ridwan, R, B. (2019). Manajemen Sumber Daya Manusia. *Carbohydrate Polymers*, 6(1), 5–10. <https://doi.org/10.1109/MTAS.2004.1371634>
- Setiawan, R. I. (2019). *Pengembangan Sumber Daya Manusia di Bidang Pariwisata : Perspektif Potensi Wisata Daerah Berkembang*. 23–35.
- Sri Hamdaniah Sirih, Imran Ismail, J. (2019). *Strategi pengembangan sumber daya manusia pada bkpsdm kabupaten majene*. 5–11.
- T. Prasetyo Hadi Atmoko, I. B. S. (2019). *Pengembangan Kapasitas Sdm Pariwisata Di Kawasan Airport City Kabupaten Kulon Progo*. 978–979.
- Wibawa, M. I., & Budiasa, I. G. S. (2018). Pengaruh Kebijakan Pemerintah, Partisipasi Masyarakat Dan Kewirausahaan Terhadap Kualitas Destinasi Wisata Pura Taman Ayun. *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana*, 6, 1667. <https://doi.org/10.24843/eeb.2018.v07.i06.p07>
- Humaing, F., Rimbing, H., Sumanti, A., P. W. (2018). *Ipteks Penguatan Badan Penelitian Dan Pengembangan Daerah Provinsi Sulawesi Utara Pasca Penerapan PERATURAN PEMERINTAH*. 02(02), 590–593.
- Oktaviyani, W., & Nugraha, J. T. (2018). Inovasi Pemerintah Daerah Dalam Pelaksanaan Program Smart City di Kota Magelang (Studi Kasus Bappeda Kota Magelang). *Jurnal Mahasiswa Administrasi Negara (JMAN)*, 02(01), 30–41.
- Widiastuti, R. N., Yuwono, T. (1389). *Inovasi Kampung Tematik di Kota Semarang, Pembangunan Kawasan Kumuh Berbasis Partisipasi dan Pemberdayaan Masyarakat (Studi Kasus: Kampung Sehat Ramah Anak)*.
- Nainggolan, R. D. N., & Yuwono, T. (1389). *Inovasi Pemerintah Daerah dalam Sistem Perencanaan Berbasis Teknologi Informasi untuk mewujudkan Good Governance di Kota Semarang*. 1–17.

- Fachrudin, M. A. (2017). Inovasi Kepemimpinan Kepala Daerah (Studi Kasus Walikota Surabaya Ir.Tri Rismaharini,MT). *Journal of Politic and Government Studies*, 6(2). Retrieved from <https://media.neliti.com/media/publications/137459-ID-inovasi-kepemimpinan-kepala-daerah-studi.pdf>
- Setiawan, I. (2017). Implementasi Inovasi Daerah Di Kota Balikpapan. *Ilmu Pemerintahan Suara Khatulistiwa*, 2(2), 83–97.
- Sapri, S., Mustanir, A., Ibrahim, M., Adnan, A. A., Wirfandi, W. (2019). Peranan Camat dan Partisipasi Masyarakat Dalam Musyawarah Perencanaan Pembangunan Di Kecamatan Enrekang Kabupaten Enrekang. *MODERAT: Jurnal Ilmiah Ilmu Pemerintahan*, 5(2), 33–48. Retrieved from <https://jurnal.unigal.ac.id/index.php/moderat/article/view/2127>
- Ramdani, D. F., & Habibi, F. (2017). Penguatan Partisipasi Masyarakat Dalam Mendorong Program Smart City di Kota Bandung. *Prosiding Seminar Nasional Riset Terapan / SENASSET*, 0(0), 125–129. Retrieved from <http://e-jurnal.lppmunsera.org/index.php/senasset/article/view/436/462>
- Husnul Imtihan, Dr. Wahyunadi, SE, D. M. F. M. S. (2017). Peran Pemerintah Dan Partisipasi Masyarakat Dalam Perencanaan Pembangunan Daerah (Musrenbang Ds. Taman Sari Kecamatan Gunungsari Kabupaten Lombok Barat 2016). *Jurnal Trunojoyo.Ac.Id*, 11(1). Retrieved from <https://journal.trunojoyo.ac.id/neo-bis/article/download/2952/pdf>
- Jika, I, K., Putar, I, W, S. (2016). *Peranan inovasi lurah dan partisipasi masyarakat terhadap keberhasilan pembangunan di kelurahan penatih kecamatan Denpasar timur*. 9, 89–97.
- Sakban, S., Nural, I., & Ridwan, R, B. (2019). Manajemen Sumber Daya Manusia. *Carbohydrate Polymers*, 6(1), 5–10. <https://doi.org/10.1109/MTAS.2004.1371634>
- Sururi, A. (2019). Inovasi Kebijakan Publik. *Journal of Chemical Information and Modeling*, 53(9), 1689–1699. <https://doi.org/10.1017/CBO9781107415324.004>