The Effect of the Effectiveness of the Family Hope Program on Poverty Reduction in Sorkam Kanan Village, West Sorkam District, Central Tapanuli Regency

Nurul Dalimunte[1]
[1]Faculty of Administrative Sciences, UPMI Medan

A R T I C L E   I N F O

ABSTRACT

Poverty is one of the problems experienced by developing countries, including Indonesia. Efforts to reduce poverty in Indonesia have been carried out by the government in every era of government with various poverty alleviation programs that aim to break the chain of poverty and improve the welfare and economy of the people in Indonesia. This study aims to determine whether there is an effect of the Effectiveness of the Family Hope Program on Poverty Reduction in Sorkam Kanan Village, West Sorkam District. The method used in this study using quantitative methods. The data sources include primary data and secondary data. Data collection techniques in the field, obtained by means of interviews, observation and questionnaires. It can be concluded that this study uses the product moment correlation test which is distributed to respondents with the results of r = 0.611. These results indicate that the effectiveness of the family of hope program in reducing poverty in the Sorkam right sub-district, West Sorkam sub-district is quite strong. Meanwhile, the results of the significant correlation coefficient test are t = 5, 319. From the test results, it can be concluded that there is a positive and significant influence between the hopeful family program on poverty reduction in Sorkam Kanan Village, West Sorkam District . While the advice offered by the researcher is that PKH participants are expected to attend every meeting held by the PKH supervisor so as to increase public knowledge about the goals and benefits of the assistance received.

ABSTRAK

Kemiskinan merupakan salah satu masalah yang dialami oleh negara-negara berkembang, termasuk Indonesia. Upaya penanggulangan kemiskinan di Indonesia telah dilakukan oleh pemerintah di setiap era pemerintahan dengan berbagai program pengentasan kemiskinan yang bertujuan untuk memutus mata rantai kemiskinan serta meningkatkan kesejahteraan dan perekonomian masyarakat di Indonesia. Penelitian ini bertujuan untuk mengetahui ada tidaknya Pengaruh Efektivitas Program Keluarga Harapan terhadap Penanggulangan Kemiskinan di Desa Sorkam Kanan Kecamatan Sorkam Barat. Metode yang digunakan dalam penelitian ini menggunakan metode kuantitatif. Sumber data meliputi data primer dan data sekunder. Teknik pengumpulan data di lapangan, diperoleh dengan cara wawancara, observasi dan angket. Dapat disimpulkan bahwa penelitian ini menggunakan uji korelasi product moment yang dibagikan kepada responden dengan hasil r = 0,611. Hasil tersebut menunjukkan bahwa efektivitas program keluarga harapan dalam penanggulangan kemiskinan di Kecamatan Sorkam Kanan, Kecamatan Sorkam Barat cukup kuat. Sedangkan hasil uji koefisien korelasi signifikan diperoleh t = 5,319. Dari hasil pengujian dapat disimpulkan bahwa terdapat pengaruh yang positif dan signifikan antara program keluarga harapan terhadap penanggulangan kemiskinan di Desa Sorkam Kanan Kecamatan Sorkam Barat. Sedangkan saran yang diberikan peneliti adalah peserta PKH diharapkan hadir pada setiap pertemuan yang diadakan oleh pembina PKH sehingga dapat menambah pengetahuan masyarakat tentang tujuan dan manfaat dari bantuan yang diterima.

Corresponding Author:

Nurul Dalimunte,
Faculty of Administrative Sciences,
UPMI Medan,
Jl. Teladan No.15, Teladan Bar., Kec. Medan City, Medan City, North Sumatra 20214.
Email: nuruldalimunthe009@gmail.com

I.   INTRODUCTION

Human resources are the most important and main factor for every organization, both government and private business entities or agencies. The importance of professional human resources and experts in their fields is not only for their own interests, but also for the benefit of the organization and agency. Because by increasing the ability or skills for employees, it will improve the performance of these employees.

Performance is an effort in carrying out the task, so that the desired target can be achieved based on the capabilities of the employee for the problems encountered when carrying out the work. The performance of an employee is basically the result of an employee's work during a certain period compared to various possibilities. For example standards, targets/targets or criteria that have been determined in advance and have been agreed with Malayu (2007: 10) says that: "Human Resource Management is a science and art that regulates the relationship and role of the workforce in order to be effective and efficient in realizing company goals. , employees and the community through Human Resources Management functions which consist of planning, organizing, directing, controlling, procurement, compensation development,In general, every government agency in its operational activities uses various resources to achieve the goals that have been set, which is called the apparatus (Employee). How toutilize one of the most dominant resources, namely human resources, which is needed to achieve goals, so that their achievements can be effectively and efficiently realized, is a major problem for leaders, especially leaders in a government agency. In the implementation of development, it actually requires two things that are considered very principal, namely natural resources and human resources. When viewed from its existence in the process of improving a policy and development, it turns out that the existence of human resources has a more important value because human resources are the movers and users of natural resources.

Regional Autonomy Serviceincreased means the organization or agency concerned will obtain the expected goals. Lack of Regional Autonomy Services both in terms of work, this is due to lack of support from the leadership. Leaders in the agency who may not understand objectively the placement and duties of each of their subordinates.Improvement of human resources is strategic thing in motivating community involvement in various development movements, this of course will not be separated from multi-sectors including education, so a high and adequate level of education is expected to show high participation in development. Then the development carried out can be successful if there is community participation.

The success of development depends on how much the participation of all people in the form of appreciation of mental attitude, determination and enthusiasm, obedience and discipline, which in turn will be nuanced to improve life. Fulfillment of that direction requires policies so that in turn community participation will increase. Development is an effort that is always carried out as part of the process of change for the better. The development carried out certainly cannot be separated from the involvement of all users of the results of the development itself, either individually or in groups.

Human Resource Development remains one of the most important and strategic decision-making areas for institutions because the last pillar of an organization's survival efforts lies in its success in managing human resources, because Human Resource Development has the task of recruiting workers, developing employees, evaluating employees, providing compensation to employees, dismissal of employees and employee welfare. So that if Human Resource Development is carried out properly and correctly, it will produce good quality human resources as well.Human Resource Development is all managerial activities in planning, recruiting, placing, coaching and

developing, payroll, appraisal, dismissal of workers to providing severance pay (retirement funds) for workers so that they have professionalism. The professionalism of employees or officials is the basic capital in carrying out Regional Autonomy Services to the community, both government agencies at the central level to the lowest government, including the sub-district office.

II.   RESEARCH METHOD

2.1 Population and Sample
1. Population

   The population in this study were the employees of the Medan Maimun Sub-district Office, 43 employees.
2. Sample

   According to Arikunto, if the subject is less than 100, it is better to take all so that the research is a population study. Furthermore, if the number of subjects is large, it can be taken between 10-15% or 20-25% of the total population and this has been considered representative. Based on the instructions above, the researchers in taking the sample were 43 people.

2.2   Data Collection Techniques
In conducting this research activity, the data collection techniques used by the author are as follows:
1. Literature study (Library Research)

   That is the collection of data obtained from books and quotations that have direct relevance to the problem to be studied.
2. Field studies (Field Research)

   That is research based on direct review of the object to be studied to facilitate primary data so that the data obtained is more accurate. The data collection techniques that will be carried out in this writing are.
   a. Observation (Observation)

      That is conducting direct observations of the research object to observe closely the problems at hand so that this research can be easily carried out, because the object under study is observed closely.
   b. Questionnaire (Quisoner)

      Namely collecting data by distributing questionnaires to the respondents. Where respondents can choose one of the answers that have been provided by the researcher in the list of questions that have been provided. The weighted value of the questionnaire that has been determined is:
      a) For the answer "A" is given a value of 5
      b) For the answer "B" is given a value of 4
      c) For the answer "C" is given a value of 3
      d) For the answer "D" is given a score of 2
      e) For the answer "E" is given a value of 1

2.3   Data analysis
The data analysis technique was carried out by quantitative data analysis, which was used to test the relationship between the independent variable and the dependent variable using statistical calculations. Researchers in this case use the formula:
1. Product moments

   To find out the correlation between the variables KCompetence of regional autonomy employees variable (X) with variable (Y) the implementation of regional autonomy, in order to prove the truth of the hypothesis proposed in this study is to use the correlation coefficient formula of product women from kari persons quoted by Suharsimi Arikunto (Arikunto, 1998 :146) that is :

$$rxy = \frac{n . \sum XY - (\sum X).(\sum Y)}{\sqrt{\left\{ (n . \sum X^2 - (\sum X^2\ )) \right\}\left\{ (n . \sum Y^2 - (\sum Y^2\ )) \right\}}}$$

Information:

n = Number of respondents

rXy = Employee Competence local government

Y = Implementation of autonomy

2. Significant Test

To test the significant level of the Regional Government Employee Competence variable (X) and the Bound Variable (Y) the implementation of regional autonomy, the Z test with the formula

$$t = \frac{Z}{\sqrt{(n-1)}} \quad Rakhmat, 2001 : 14$$

III.   RESULT AND DISCUSSION

The discussion is carried out after obtaining primary data, concerning the characteristics of respondents, respondents' responses to the independent variable (X), namely employee competence, and the dependent variable (Y) of the regional autonomy services carried out. based on questionnaires distributed to respondents, with the number of question items for the Independent Variable (X) 14 questions, (Y) 14 questions for the Bound Variable with a total of 37 respondents.

(Sugiono, 2003: 214) To find out the significance of the influence of Employee Competence on Regional Autonomy Services, the t-test with the formula as stated by Sugiono in Administrative Research Methods, (2003:214) is as follows:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0,459\sqrt{37-2}}{\sqrt{1-0,459^2}}$$

$$t = \frac{2,676}{\sqrt{0,789}}$$

$$t = 3.011$$

The statistical hypothesis is as follows:

Ho :μ = 0 (no relationship)

Ha: 0 (there is a relationship)

The calculated t value is then compared with the t table price. For the 5% error in the two-party test, dk = n - 2 = 34, then t table = 2.044 is obtained. By comparing between t count = 3.011 and t table = 2.044. Then t count > t table, Ho is rejected and Ha is accepted. Thus, it means that there is a significant influence between Employee Competence (variable X) on Regional Autonomy Services (variable Y).

Furthermore, to calculate the percentage of the influence of the independent variable (X) on the dependent variable (Y), the determinant formula is used as follows:

D = r2. 100%

D = (0.459)2. 100%

D - 0.211.100%

D = 21.1%

It is known that the average of 43 respondents' answers for the independent variable (X) Employee Competence The average number is 4.13, this figure belongs to the High category, it can be seen in the following description:

1. Employees in doing work feel that there is cooperation between employees and leaders, including the High category, the average score obtained is 4.28

2. Employees in doing work feel that there is employee cooperation in the work environment, including the High category the average number obtained is 4.19
3. Employees have the ability to cooperate with employees, including the High category the average score obtained is 4.25
4. Employees in doing work feel there is peace in doing every field of work, including the High category the average score obtained is 4.19
5. Employees in doing work feel a comfortable atmosphere at work, including the High category the average score obtained is 4.14
6. Employees in doing work like the work assigned to them, including the High category the average score obtained is 4.03
7. Employees in doing work feel a sense of friendship in doing their work, including the High category the average score obtained is 4.19
8. Employees in doing work are always in an atmosphere of mutual cooperation, including the High category the average score obtained is 4.14
9. Employees in doing work are always valued as employees, including the High category the average score obtained is 4.19
10. Employees in doing work feel the level of welfare they get, including the Medium category, the average number obtained is 3.67
11. Employees in doing work feel comfortable at work, including the High category the average score obtained is 4.14
12. Employees in doing work feel there is peace of mind at work, including the High category the average score obtained is 4.11

For the Independent Variable (X) Competence of Employees at the Subdistrict Office of Medan Maimun, Medan City, the average number is 4.13, this includes the category of High Competence of Employees with Dimensions: Harmonious Relationships, Task and Work Satisfaction, Work climate atmosphere, Feelings Benefits, Economic Satisfaction Level, Material, Peace of Mind at the Subdistrict Office of Medan Maimun, Medan City show positive things.

Regional Autonomy Services at the Medan Maimun Subdistrict Head Office it is known that the average answer from 43 respondents for the independent variable (Y) Regional Autonomy Services The average number is 3.75, this figure belongs to the Medium category, which can be seen in the following description:

1. The quality of work that has been carried out so far has been in accordance with the demands / work standards that have been determined by the leadership, including the Medium category, the average score obtained is 3.86
2. The quality of employee work has been able to satisfy the leadership, including the Medium category, the average score obtained is 3.78
3. Employees always work to improve the quality of work by paying attention to the guidelines that have been set by the leadership, including the Medium category, the average score obtained is 3.94
4. Employees carry out their duties always cooperate by producing better work, including the High category the average score obtained is 4.00
5. Employees who have received training and work with full discipline, including the Medium category, the average score obtained is 3.86
6. Employees who work have high work motivation so that the work results are more perfect, including the Medium category, the average number obtained is 3.97.
7. From the results of the work carried out by the required target employeepreviously achieved quality results, including the Medium category, the average score obtained was 3.64
8. From the results of the work carried out by the previously required target employees, it has been achieved well, including the Medium category, the average number obtained is 3.50

9. The results of work by field so far have supported work effectiveness, including the Medium category, the average score obtained is . 3.72
10. The work carried out by employees always understands the work system quickly and on time, including the Medium category, the average number obtained is . 3.69
11. The work carried out by employees so far has met the maximum work results, including the Medium category, the average number obtained is 3.78
12. The work carried out by employees so far has been completed according to the specified standards, including the Medium category, the average score obtained is 3.67
13. The work carried out by employees so far has been completed exceeding the specified standards, including the Medium category, the average score obtained is 3.33

For the Bound Variable (Y) Regional Autonomy Services at the Subdistrict Office of Medan Maimun, Medan City, the average number is 3.75, this is included in the Medium category of Regional Autonomy Services with its Dimensions: Quality of Work, Quantity of Work, Reliability, Attitude at the Camat Office Medan Maimun Subdistrict, Medan City shows quite positive things.

IV.   CONCLUSION

The magnitude of the Influence of Employee Competence (X) on Regional Autonomy Services (Y) at the District Office of Medan Maimun Medan City can be seen in the results of calculations through the Product Moment Data Analysis Technique is significant, meaning that employee competence and human resource development increase or increase. The magnitude of the influence of employee competence employees make a major contribution to regional autonomy services at the subdistrict office of Medan Maimun, Medan City.

Referensi

Abdul Wahab, Solihin, (1990), Introduction to State Policy Analysis, Jakarta: Rineka Cipta.

Ajhar, Mhd. Karya Satya, 2008. "Financial Performance Analysis of Regency/City Governments Before and After Regional Autonomy",

Amal, Ichlasul, (1992), Regional And Central Government In Indonesian Politics: West Sumatra and South Sulawesi 1949-1979, Yogyakarta: Gadjah Mada University Press.

Anderson, 2003. Public Policy as Policy Developed by Government Agencies and Officials.

Bastian, Indra, 2001. Local Government Financial Accounting Manual, BPFE, Yogyakarta.

Department of Accounting, Graduate School, Faculty of Economics, University of North Sumatra, Medan.

Grindle, Merilee S. (1980), Political Theory and Policy Implementation in the Third World, NJ: Princeton University Press.

Ministry of Home Affairs, (2000), Association of Regional Autonomy Legislation 1974 to 2000, Bandung: Bureau of Regional Government Organization of West Java Province.

Obsborne, David and Ted Gaebler, (1992), Reinventing Government: How The Entrepreneurial Spirit is Transforming the Public Sector, Mass: Addison-Wesley Publishing.

Patton, Carl V. & David S. Sawicki, (1986), Basic Methods of Policy Analysis and Planning, New Jersey: Prentice-Hall Englewood Cliffs.

Rondinelli, Dennis A. Rondinelli And G. Shabbir Cheema, (1988), "Implementing Decentralization Policies: An Introduction", Dalam Cheema and

Rondinelli, Decentralization and Development, Policy Implementation in Developing Countries, California: Sage Publications Inc. 13

Yoyon Bahtiar Irianto, (1993), "Typology of Household Organizational Teachings", Papers, Bandung: IKIP Bandung.