

BAILEO:

JURNAL SOSIAL HUMANIORA

Volume: 1

Nomor : 2, Januari 2024

FISIP UNIVERSITAS PATTIMURA

e-ISSN 3026-3468

p-ISSN 3026-2593

Manuscript accepted:

21/11/2023;

Final revision:

10/01/2024;

Approved:

10/01/2024;

THE LEVEL OF COMMUNITY PARTICIPATION IN HUMAN RESOURCE DEVELOPMENT IN BARAKKAE VILLAGE, BONE REGENCY

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ABSTRACT

This research aims to determine community participation in development in the Barakkae Village, Lamuru District, Bone Regency. In this study, the author employs a descriptive method using a qualitative approach. The research was conducted in Barakkae Village, Lamuru District, Bone Regency, with primary data collected from 8 individuals. Data collection techniques involved field studies and literature reviews, including observations, in-depth interviews, and documentation. The research took place over 1 month. The findings of this research indicate that community participation in human resource development in Barakkae Village, Lamuru District, Bone Regency, is not entirely consistent with the views of Cohen and Uphoff in 1977. Barriers to community participation in human resource development in Barakkae Village can be identified, particularly in decision-making, where there appears to be a lack of space provided by the village to accommodate the community's aspirations. Efforts to overcome barriers to human resource development include the provision of proposal repositories, especially on a priority scale, involving the participation of village officials who encourage community involvement voluntarily.

Keywords: Community Participation, Development, Human Resources

INTRODUCTION

Development is a process that defines planned change or improvement towards a better condition. This concept is generally associated with efforts to achieve progress for humanity. Development is often understood in an economic context, where the goal is to achieve increased prosperity. As a transformative process, development also encompasses meeting needs and improving quality of life, focusing on sustainable growth. Therefore, critical aspects of the development concept involve changes, growth, need fulfillment, and the enhancement of dignity and self-worth.

Development generally involves a series of systematically planned and executed activities to bring about positive change in society. This process encompasses not only economic dimensions but also social and cultural aspects. Moreover, development aims to enhance the quality of life for communities by providing better access to education, health, and other resources. Therefore, an understanding of development must involve a holistic perspective to ensure that every aspect of community life is included in efforts toward improvement and

progress. The development concept's keywords reflect these goals' essence, including change as the primary driver. Economic growth, fulfillment of basic needs, and the enhancement of individual dignity and self-worth are indicators of success in development efforts. Thus, a profound understanding of this concept is crucial for designing and implementing practical and sustainable development policies.(Amaliah & Sakir, 2023)

Community participation is a form of active involvement by citizens in identifying issues and potential in their environment. It involves the selection and decision-making related to alternative solutions to address problems, the implementation of efforts to address these issues, and the direct involvement of the community in evaluating the changes that occur. The entire process of community participation plays a crucial role in the success of development planning because it involves various perspectives and interests that reflect the community's diversity. The importance of community participation is not only in identifying problems but also in understanding and managing proposed solutions, creating the need for collective awareness. Therefore, there is a need for awareness among the public to understand their roles and responsibilities in the development process. This awareness creates motivation and a desire to work with the government in nation-building efforts. Thus, the growth of this awareness becomes the key to rallying effective community participation, ensuring that the voice and contributions of each individual are valued and an integral part of the sustainable development process.(Samaun et al., 2022)

Community participation creates a process that supports community awareness of the situations and issues they face. It involves active efforts by the community to find implementable solutions to address various problems. Community participation is a significant goal beyond just being part of the process. As an indicator of Human Resources Development, community participation significantly impacts development outcomes. More relevant and sustainable policies can be generated by directly involving the community in the planning and implementation of development activities. Community participation has evolved from being a mere obligation to the status of a fundamental right for every citizen. Communities have in-depth knowledge of their needs and challenges; therefore, they have the right to be directly involved in every development planning or activity stage. The freedom to make decisions and determine the course of a development activity is now the community's right, not just a responsibility. This ensures that community participation is seen as a task and a fundamental right inherent in every individual's effort to achieve needs-oriented development.

Human Resources development demands active participation from the community, both in the role of subjects and objects, as the success of development heavily relies on their involvement. The primary goal of this development is to enhance the community's capabilities so that they can independently manage the potential in their area. This involves the development of skills and knowledge within the community, providing them with the necessary tools to optimize available resources. Without community participation, Human Resources development cannot achieve the desired success. Human Resources Development also aims to empower the

community to determine the direction of development in their respective areas. The community can actively shape development policies that align with local needs and potential by acquiring the necessary skills and knowledge. Thus, human resources development creates more skilled individuals and communities with the capacity to formulate and guide their development, aiming to improve overall quality of life. (Laily, 2015)

Although development is often carried out with enthusiasm, high frequency, and exemplary implementation, such efforts are considered unsuccessful without community participation, especially in the context of the Millennium Development Goals (MDGs). Conversely, simple efforts with limited resources but supported by high community participation, capable of improving the population's well-being, are deemed more valuable in the eyes of the broader community. Therefore, the critical indicator of success in any Human Resources development process is the extent to which the community is involved, both as subjects and objects of development. The greater the community participation in Human Resources development activities, the better the progress can be achieved. (Hakim, 2017)

The importance of community participation in Human Resources development is not only an effort to avoid actions that could hinder development but also the realization of the community's rights, duties, and capabilities to determine the direction of development in their respective areas. Community involvement is not just about providing opportunities but should be based on the understanding that they have a significant role in shaping development policies and practices. This underscores that community participation is not just a strategy but a foundation that ensures sustainable development relevant to the needs and aspirations of the local community. (Mondong, 2013)

Based on the initial observations on October 13, 2023, in Barakkae Village, Lamuru District, Bone Regency, the researcher identified a significant issue related to the lack of effectiveness in Human Resources development. Although the local government has initiated several programs, such as entrepreneurship training and banana chip-making training, it is evident that the presence and participation of the community did not reach an optimal level, falling short of 100%. This fact was revealed through the attendance and absence records of the community during the implementation of these programs. The number of invitations issued by the local government was 100, but in reality, the community participation was only around 50 people. This phenomenon illustrates a gap between the efforts to organize activities and the level of community involvement. Some residents preferred spending time in gardens or fields. In contrast, others prioritized household chores over participating in entrepreneurship and banana chip-making training organized by the local government.

It is essential to understand the factors that may influence the low participation of the community in these programs. Below-expectation attendance may be due to a lack of community understanding of the benefits and relevance of the activities held. Additionally, the preference to allocate time for daily activities such as working in the garden or doing household chores reflects the need to adjust strategies or improve communication to enhance the community's

understanding and interest in Human Resources development activities. To enhance the effectiveness of development programs, a comprehensive evaluation of the causes of low participation is necessary, along with identifying appropriate solutions. Additional steps may involve more intensive awareness campaigns, adjusting activity schedules to better suit local community habits, or actively involving the community in the planning and implementation. Thus, it will ensure that Human Resources development efforts can garner maximum support and participation from all community segments.

RESEARCH METHOD

In this study, the author employed a descriptive method using a qualitative approach. The research was conducted in Barakkae Village, Lamuru Subdistrict, Bone Regency, with primary data collected from 8 individuals. Data collection techniques included field studies, literature reviews, and involved observations, in-depth interviews, and documentation. The research lasted one month, providing sufficient time for the author to gather relevant data focusing on the research objectives and detail the required information from participants. Data processing involved steps such as data reduction, data presentation, and concluding/verification, aiding the author in organizing findings systematically and in-depth.

The qualitative approach in this research provided flexibility to explore the complexity and context of community life in Barakkae Village. Field studies allowed the researcher to observe conditions directly, while in-depth interviews and documentation provided a profound understanding of individuals' views and experiences related to the examined issue. Thus, through a combination of data collection techniques and analytical methods, the author could present a holistic and in-depth overview of the lack of community participation in Human Resources development in the area.

RESULTS AND DISCUSSION

Community participation in implementing Human Resource Development programs signifies their concern for the development efforts undertaken. The community's involvement is not only a manifestation of their problem but also a crucial factor that can influence the success of regional development programs. Therefore, identifying issues and potential in the community plays a vital role in engaging the community in development. This involves exploring alternative decision-making to address problems by evaluating the changes that occur.

Community participation can be seen as the foundation that builds the success of development programs. Through the community's active involvement in identifying issues and potential, as well as making alternative decisions, a dynamic is created that directly involves them in the development process. The success of Human Resource Development programs is measured not only by how well issues are addressed but also by the extent to which the community is involved and engaged in evaluating the changes that occur. Thus, community

participation is a measure of success and a key pillar in building a more empowered and engaged community in the development process.

Community Participation in Decision-Making

Community participation in the decision-making process related to Human Resources Development programs reflects their concern for implementing development initiatives. This factor serves as an indicator and significantly influences the success of development programs in a region. Therefore, identifying issues and potentials in the community involves alternative decision-making steps to address problems and engages the community in evaluating the changes that occur. (Surwatini, 2017) "Community participation involves making decisions about alternative solutions, implementing efforts to address problems, and participating in evaluating the changes that occur."

Concretely, in the village of Barakkae, Lamuru Subdistrict, Bone Regency, participation in decision-making during human resource planning meetings tends to be indirectly involved, delegated to cadres, BPD, Karang Taruna, and community figures such as the head of RT and RW. This creates a situation where the general public present does not directly carry out decision-making in meetings. In the end, the human resource development initiative empowers the community and builds positive change. Referring to the concept of Tadzizul Ndraha in 1990, as quoted by (Amilia et al., 2020)

"Participation is interpreted as an individual's willingness to contribute to the success of each program according to their abilities, without sacrificing personal interests. Thus, community participation can be understood as the level of active involvement of the community in physical and non-physical development programs tailored to each individual's capacity and potential."

However, when applied in the context of Barakkae Village, it is evident that the community's goals often differ from those of the government, especially in planning human resource development programs. Nevertheless, the community's perspective on physical development or infrastructure shows a uniformity of thought, active participation, and a more significant contribution to implementing these programs. (Irawan & Sunandar, 2020)

In examining the planning of human resource development, differences in views on common goals between the community and the local government seem not to have fully formed, as seen in the views on infrastructure development programs. Therefore, development in Barakkae Village cannot yet be considered successful, as it has not reached the desired targets and goals. Further efforts are needed to strengthen communication and mutual understanding between the community and the government in formulating development goals and agendas, especially regarding human resource development.

Community Participation in Implementing Programs

After being involved in the decision-making process, the community is expected to participate actively in implementing programs. In this context, once the program has been planned and decided, the community is expected to execute the program according to the decisions made. This approach reflects the understanding that after planning, the next step is implementing the program to meet the community's needs. This perspective is in line with the concept expressed by Mubyarto Kartodirdjo (Purba & Budiono, 2019), stating that “The contribution of the community can be measured by their willingness to support every stage of development implementation according to their capacities, without sacrificing their interests.”

The situation in Barakkae Village, Lamuru District, Bone Regency reflects efforts in planning development programs as a strategy to explore and advance the potential held by the community. This step is realized through identifying potentials in development program planning meetings, which are then directly implemented by the community under the supervision of the village government. According to Mulyadi's perspective (1988), community participation in human resources development can be measured by the extent to which they are willing to participate in and implement programs, as the community becomes an indicator of the success of a program.(Rioni & Saraswati, 2019)

However, the level of community participation has not yet reached its optimum, considering their awareness of the importance of resource development is not fully developed. Despite the initial enthusiasm of the community towards these activities, it does not continue sustainably, and they are not yet independent in implementing the provided programs. Therefore, further efforts are needed to increase community awareness and maintain continuity and independence in implementing Human Resources development programs.

Community Participation in Enjoying the Results of the Program

Participation in utilizing the program needs to be genuinely activated by the community, as this is a form of support for the development efforts initiated by the government. Through this active involvement, the community can participate in caring for and maintaining the development. Maximizing the utilization of the provided programs is essential, considering that the results of development will directly impact the community's life. This utilization should not only be seen in terms of physical output or results but also needs to be evaluated based on the direct benefits felt by the community. As stated by Priyatna as quoted by (Tanjung et al., 2017):

“Participation whose decisions lie with the community itself cannot proceed without the belief that what they will do will benefit themselves, their families, or even the well-being of the community and the nation. Therefore, this understanding needs to be strengthened so that the community does not only view development programs as the government's responsibility but also as an opportunity to enhance personal and collective well-being.”

The human resource development program aims primarily to develop the potential within the community. Therefore, the Barakkae Village government is expected to make the best efforts

in designing and implementing these programs. In contrast, the community is expected to maximize the benefits of these programs to develop themselves. Although the community is involved in human resource development, their participation tends to be driven by personal interests rather than a common goal to achieve collective well-being. As a result, the existing potentials within the community are often overlooked. (Bali & Adhitama, 2019)

A less proactive mindset results in these potentials not being fully unearthed. The community should proactively explore themselves by utilizing the available natural resources. However, the limited encouragement from the government at this point is also a hindering factor, so the entire community does not fully feel the benefits of these development programs.

Community Participation in Program Evaluation

In every stage of human resource development, evaluation becomes necessary to measure a program's success. This evaluation makes it straightforward to what extent human resource development programs benefit the community. Conversely, programs that are less or not beneficial can be identified. This approach allows priorities to be given to more effective programs that meet the desires and satisfaction of the community in the ongoing development process, as expressed by Swignjo (1985:110) as quoted by (Ridwan, 2021) that "Participation in the evaluation aims to ensure that all work is carried out according to the previously established plan."

As seen in the research conducted by the researcher in Barakkae Village, Lamuru Subdistrict, Bone Regency, referring to (Sakir & Pattimura, 2022), the active participation and contribution of the community are crucial elements in identifying issues and potentials within the community. The goal is to evaluate collective well-being. However, in Barakkae, this has not fully materialized according to the referenced guidelines. Community participation in the development of human resources is still minimal, influenced by several obstacles, as explained earlier.

Some of these constraints involve government programs' demands and a social construction perspective that prioritizes infrastructure development. As a result, the community is still not fully aware of the importance of human resources development to enhance future well-being. Further efforts are needed to educate the community about the relevance and benefits of human resources development to achieve more optimal collective well-being. As mentioned, the initial focus of development is primarily on physical infrastructure. Only after completing infrastructure development will the government commence efforts in human resources development.

Several aspects have become the main focus based on the research findings regarding the obstacles to community participation in human resources development.

1. The planning of human resources development programs in Barakkae Village is still limited, as the focus of village development programs has been predominantly directed towards physical and infrastructural development. Observation results indicate that this

tendency is due to the community's expectation to see and feel the direct impact of the development programs initiated by the village government. Additionally, the emphasis on physical development by the central government is a significant factor causing insufficient attention to human resources development. The impact of the development orientation, which prioritizes infrastructure, also influences the community's mindset toward development planning programs. The main obstacle that arises is the community's perception that village development primarily focuses on infrastructure development. Furthermore, the perception that human resources development requires significant funding and a long time also affects the community's interest and attention to human resources development.

2. The obstacles to community participation in decision-making are evident in the limited specific space provided by the village to accommodate community aspirations. The decisions are still represented by several individuals acting on behalf of the community, but in reality, many residents do not have a comprehensive understanding of the decided planning. Ideas and suggestions still often come from specific individuals and are conveyed through oral communication channels, leading to uneven distribution of information throughout the community. Additionally, the regular village meetings with the community are inconsistent, impacting residents' limited participation in a more open and transparent decision-making process.
3. The obstacles to community participation in the implementation of development are evident in the community's lack of continuity or sustained involvement in participating in development activities. The contributions provided by the community are still far from adequate, especially in efforts related to the development of human resources
4. The social construction perspective that defines village development as physical and infrastructural development has created the perception that community participation is mainly directed toward programs that involve obtaining funds, not for sustainable activities. Conversely, when involved in physical development, the community shows positive contributions by providing labor assistance through cooperation or donating available materials. However, in the context of human resources development, community contributions are more about the presence and need to be continuously directed to achieve optimal results
5. The obstacles to community participation in utilizing Posyandu programs involve several factors. Firstly, there is a sense of boredom in the community due to the perception that Posyandu activities are considered monotonous. This is accompanied by a lack of socialization in the community about the Integrated Service Post (Posyandu) program, so this activity is often only seen as a means to provide vitamins to toddlers. Additionally, the ease of access to healthcare makes the community less involved in Posyandu activities. On the other hand, for fish farming and training programs, the lack of consistency in implementation and supervision causes the development programs to be

unsustainable. Funds from the government are also limited to finance these programs. The community relies entirely on the funds provided by the Village, so the community's independence and initiative to continue development efforts have not yet fully materialized.

6. The obstacle in conveying evaluations to the community is related to the lack of space to accommodate the community's aspirations, ideas, and thoughts so that they can be processed and followed up. If community participation in providing suggestions, criticisms, ideas, and thoughts is well managed, it can be seen that the community is quite active in contributing.

In facing the obstacles mentioned earlier, efforts are needed from the government, the community, and third parties concerned with human resource development. This includes programs such as POSYANDU or fisheries programs, which are concrete steps to improve the welfare of the Barakkae Village community. The following are the efforts that need to be undertaken:

1. The necessary efforts involve the Village Government providing clarity in each meeting regarding decision-making related to the programs to be implemented. The Village Government also needs to convey an understanding that development in the village is not only about infrastructure development but also includes the development of human resources that need to be enhanced. This is expected to change the mindset of the community itself.
2. The government needs to provide a dedicated space for holding meetings and responding to the aspirations of the community regarding ideas and thoughts they want to convey.
3. Scheduling regular meetings with the community is a crucial step to ensure that the programs to be implemented are run according to the expectations and desires of the community.
4. The efforts involve maximum socialization by the government, aiming to implement programs with high levels of participation. The government can achieve this by guiding the community according to the objectives of the activities through skill training
5. Collaboration between local government and the community is expected to create human resource development programs that align with the potential and aspirations desired by the community.
6. Efforts also require consistency and sensitivity from policymakers and policy implementers. They need to work synergistically to address human resource development programs in the Village of Barakkae, Lamuru District, and Bone Regency.

CONCLUSION

The research conducted in Barakkae Village, located in the Lamuru District of Bone Regency, provides insightful findings about the state of community involvement in human

resources development. Interestingly, the level of community participation observed does not entirely resonate with the perspectives put forth by Cohen and Uphoff in 1977. This divergence becomes particularly evident when examining various stages of development. For instance, decision-making processes within the village are dominated by a select few, leading to a scenario where a significant portion of the community remains unaware and uninformed about crucial decisions. Such centralized decision-making diminishes the sense of inclusivity and poses challenges in program implementation. Moreover, the sustainability of these human resource development initiatives is further jeopardized by two primary factors: inadequate socialization and a noticeable deficit in funding. The lack of comprehensive socialization efforts means that many community members are not adequately briefed or engaged in the initiatives, resulting in a lack of grassroots support and understanding. On the financial front, the insufficient allocation of funds hampers the effective execution and continuity of these development programs. Another noteworthy concern lies in the evaluation mechanisms employed by the Village Government. The current system seems to lack a structured approach for incorporating community feedback, affecting program evaluations' accuracy and comprehensiveness. Recognizing these challenges, proactive measures are being undertaken to enhance the effectiveness of human resources development in Barakkae Village. These initiatives include the establishment of prioritized repositories for program proposals, the engagement of experts through the Musrembangdes platform, and robust advocacy efforts to secure a more substantial budget allocation from the central government. These strategies aim to foster a more inclusive, informed, and collaborative approach to human resources development by involving a diverse range of stakeholders.

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