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

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ABSTRACT

The aim of this research is to determine the level of 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, literature reviews, and included observations, in-depth interviews, as well as documentation. The research took place over a period of 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 expressed by 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 aspirations of the community. 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 on a voluntary basis.

Key words: 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 as a whole. 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, with a focus on sustainable growth. Therefore, key aspects of the development concept involve elements such as change, growth, need fulfillment, and the enhancement of dignity and self-worth.

Development, in general, 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 keywords of the development concept reflect the essence of these goals, including change as the primary driver. Economic growth, basic needs fulfillment, 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 effective 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 diversity of the community. 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 together 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. More than just being part of the process, community participation is considered a significant goal. As an indicator of Human Resources Development, community participation has a significant impact on development outcomes. By directly involving the community in the planning and implementation of development activities, more relevant and sustainable policies can be generated. 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, and therefore, they have the right to be directly involved in every stage of development planning or activities. The freedom to make decisions and determine the course of a development activity is now a right of the community, not just a responsibility. This ensures that community participation is not only seen as a task but as a fundamental right inherent in every individual’s effort to achieve needs-oriented development.

The development of Human Resources 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 capabilities of the community 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. By acquiring the necessary skills and knowledge, the community can actively contribute to
Shaping development policies that align with local needs and potential. Thus, Human Resources development not only creates more skilled individuals but also communities with the capacity to formulate and guide their own development, aiming to improve overall quality of life. (Laily, 2015)

Although development is often carried out with enthusiasm, high frequency, and good implementation, without community participation, especially in the context of the Millennium Development Goals (MDGs), such efforts are considered unsuccessful. Conversely, simple efforts with limited resources but supported by high community participation, capable of improving the well-being of the population, are deemed more valuable in the eyes of the broader community. Therefore, the key 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 that 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 rights, duties, and capabilities of the community 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 major 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 to spend their time in gardens or fields, while others prioritized household chores over participating in entrepreneurship training and banana chip-making training organized by the local government.

It is important 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 for adjustment of strategies or improved 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 process. Thus, it will ensure that Human Resources development efforts can garner maximum support and participation from all segments of the community.

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, as well as documentation. The research lasted for one month, providing sufficient time for the author to detail the required information from participants and gather relevant data focusing on the research objectives. Data processing involved steps such as data reduction, data presentation, and drawing conclusions/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 directly observe conditions in the field, 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 the implementation of Human Resource Development programs signifies their level of concern for the development efforts undertaken. The involvement of the community is not only a manifestation of their concern but also a crucial factor that can influence the success of development programs in a region. Therefore, the process of 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 active involvement of the community in the process of 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 not only a measure of success but also 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 level of concern for the implementation of development initiatives. This factor not only serves as an indicator but also significantly influences the success of development programs in a region. Therefore, the process of 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) emphasizes that “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 decision-making in meetings is not directly carried out by the general public present. In the end, the human resource development initiative becomes a means of empowering the community, building positive change. Referring to the concept of Tadzizul Ndrah 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 development programs, both physical and non-physical, tailored to the capacity and potential of each individual.

However, when applied in the context of Barakkae Village, it is evident that the goals of the community often differ from those of the government, especially in the planning of human resource development programs. Nevertheless, the community's perspective on physical development or infrastructure shows a uniformity of thought, active participation, and a greater contribution to the implementation of 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 actively participate in the implementation of programs. In this context, once the program has been planned and decided, the community is expected to execute the program according to the decisions that have been made. This approach reflects the understanding that after planning, the next step is the implementation of the program to meet the needs of the community. 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 own 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 the identification of 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 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 as well as independence in implementing Human Resources development programs.

Community Participation in Enjoying the Results of the Program

Participation in utilizing the program needs to be truly 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. It is essential to maximize the utilization of the provided programs, 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 bring benefits to themselves, their families, or even for 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, while 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 be more proactive in exploring themselves by utilizing the available natural resources. However, the limited encouragement from the government at this point is also a hindering factor, so the benefits of these development programs are not fully felt by the entire community.

Community Participation in Program Evaluation

In every stage of human resource development, evaluation becomes a necessity as a step to measure the success of a program. Through this evaluation, it becomes clear to what extent human resource development programs provide maximum benefits to the community, and 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 reality, in Barakkae, this has not fully materialized according to the referenced guidelines. Community participation in the development of human resources is still very limited, influenced by several obstacles as explained earlier.

Some of these constraints involve the demands of government programs themselves 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 then commence efforts in human resources development.

Based on the research findings regarding the obstacles to community participation in human resources development, several aspects have become the main focus.
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 major factor causing insufficient attention to human resources development. The impact of the development orientation, which prioritizes infrastructure, also influences the community's mindset towards development planning programs. In general, 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 a number of 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 not consistent, impacting the limited participation of residents in a more open and transparent decision-making process.

3. The obstacles to community participation in the implementation of development are evident in the lack of continuity or sustained involvement of the community 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 towards 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 mutual cooperation or donating available materials. However, in the context of human resources development, community contributions are more about 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 among the community due to the perception that Posyandu activities are considered monotonous. This is accompanied by a lack of socialization to 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. There is also a limitation of funds from the government to finance these programs. The community relies entirely on the funds provided by the Village, so the independence and initiative of the community 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 aspirations, ideas, and thoughts of the community 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 various 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 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, 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 not only diminishes the sense of inclusivity but also 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, thereby affecting the accuracy and comprehensiveness of program evaluations. 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. Collectively, these strategies aim to foster a more inclusive, informed, and collaborative approach to human resources development by actively involving a diverse range of stakeholders.

REFERENCES


