

## COMMUNITY-BASED DEVELOPMENT ANALYSIS IN COMMUNITY RESOURCE DEVELOPMENT

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### ABSTRACT

Community-based development is known as the concept of building a more open space so that the community would be able to be involved in the development process so that development could adjust the need to utilize the potential to improve quality of life. The research model used is qualitative research, with research location in Selorejo village, dau sub-district, Malang regency, through interviews and documentation, in determining the sample, researchers used the purposive sampling, data analysis used analytical models of Miles and Huberman, while testing the validity of the data is done using triangulation techniques. Research concludes 1). community awareness to actively be involved in every community-based development process is already well supported by a culture of cooperation is still strong. 2). Efforts to improve human resource quality in Selorejo village are still low. There's an effort to optimize human quality development via education and health such as creating Early Education, Kindergarten, and Islamic Elementary Schools directed to orange farmers, and skill training for Youth groups and women groups.

**Keywords:** *development, human resource*

### A. PRELIMINARY

In state life, the government's main task is to formulate a development policy that can achieve community welfare. To realize community welfare, the efforts made by the government are often referred to as development efforts.

According to Theresia Aprilila, et al (2014) community-based development, simply defined as development that refers to community needs, is planned and implemented by the community by utilizing the potential of resources that can be accessed by the local community. Therefore, community-based development should be a development that refers to the needs of the community and not formulated by community elites who feel they know and are smarter to formulate development that is more suitable for the community.

The potential of community resources in community-based development can be interpreted as an effort to change potential resources into actual ones.

Utilization of community resource potential should be interpreted as an effort to utilize or mobilize resources that have never been touched before, but it can also mean increasing the usefulness or optimizing resources. which have not previously been exploited. To utilize the potential of community resources, quality human beings who have innovative skills are needed. So that human resources are a development resource in achieving prosperity. Human resources (human capital) occupy a very important position and role in development as managers and actors of development who can provide benefits and improve human life and welfare, Theresia Aprilila, (2014).

## **B. THEORETICAL REVIEW**

### **Analysis**

Analysis is an investigation of an event to find out the actual situation. According to Dwi Prastowo, analysis is defined as breaking down a subject into its various parts and studying the parts themselves, as well as the relationships between parts to obtain a correct understanding and understanding of the overall meaning. According to Wiradi, analysis is an activity that includes sorting, breaking down, differentiating things to be classified and grouped according to certain criteria, and then looking for estimates of meaning and relationships. In the definition of analysis stated above, it can be concluded that analysis is not just a search or investigation, but an activity that is planned and carried out seriously using critical thinking to obtain conclusions from what is estimated.

In the Contemporary Indonesian Dictionary by Peter Salim and Yenni Salim (2002), the meaning of analysis is explained as follows:

- a. Analysis is an investigation of an event (deed, essay, etc.) to obtain the correct facts (origin, cause, actual cause, etc.).
- b. Analysis is the breakdown of the main problem into parts, studying the parts and the relationships between the parts to get the right understanding of the overall understanding.
- c. Analysis is the elaboration (exposition) of something, and so on after being studied carefully.
- d. Analysis is a problem-solving process that starts with a hypothesis (conjecture, etc.) until its truth is proven through some certainty (observation, experiment, etc.). \
- e. Analysis is the process of solving a problem (through reason) into its parts based on a consistent method to achieve an understanding of its basic principles.

In the Big Indonesian Dictionary, the Department of National Education (2005) explains that analysis is an investigation of an event to find out the actual situation

### **Development**

We must look at the definition of development dynamically, and not see it as a static concept. Development is an orientation and endless business activity. The development process is a socio-economic change. Development can become a process that can move forward or its strength depends on humans and their social structure. So, it is not only conceptualized as a mere government effort.

The development process requires economic growth followed by changes (growth plus change) in changes in the economic structure, from agriculture to industry or services, and institutional changes, either through regulations or institutional reform. Planned development is perceived as a more rational and orderly effort for the development of communities that have not yet or are just developing. (Subandi: 2011:9-11).

### **Community Development**

According to Com. Dev. Handbook (In 2013), Community Development is the planned evolution of the economic, social, environmental and cultural aspects that exist in society. It is a process where community members take action together and solve problems faced together.

### **Resource**

Sonny Sumarsono (2003, H 4). In Sonny Sumarsono's opinion, human resources (HR) are services or work efforts that can be provided in the production process. In other cases, HR describes the quality of effort carried out by someone within a certain time to produce goods and services.

The second meaning, HR is related to humans who can work to provide services or work efforts. Being able to work can be interpreted as being able to carry out all activities that have economic activities.

## **C. RESEARCH METHODS**

The research method used by researchers is qualitative research, stating that qualitative research aims to understand phenomena about what is experienced by research subjects, for example, behavior, perceptions, motivation, actions, and so on. (Sugiyono 2014). Research location in Selorejo Village, Dau District, Malang Regency. The focus of this research is How Community-Based Development in Human Resource Development, the research instrument (Sugiyono, 2014) is an interview guide and field notes. ) purposive sampling technique, data source, primary data, secondary data, data analysis technique using the Miles and Huberman (1984) data analysis model, namely: data reduction, summarizing/sorting data that focus on important things, data display (Data Presentation), presenting data in the form of short descriptions, in the form of charts or tables, conclusion drawing/verification, conclusion drawing and verification, (Sugiyono, 2014). Data validity (Sugiyono 2014) uses triangulation to test the credibility of the data by checking the data against the same source with different techniques.

## **D. RESULTS AND DISCUSSIONS**

### **Implementation of Community-Based Development**

Implementation of the Community-Based Development program plays a very important role and determines the development program in accordance with the needs of the community and the potential of existing resources so that the development program is the result of community aspirations proposed through the Musrebangdes and becomes a development priority. Some of these programs include: the construction of Irrigation Channels for Agriculture, the Construction of Plesengan, the Construction of Mosques, the Construction of PAUD School

Buildings, the Construction of Pipelines to Provide Clean Water, and the Construction of Tourism Village Development. In this program the role of the community in contributing to the success of the community-based development program is very high, the community is involved in every development process from planning in the Tahlilan community deliberation forum, Farmers Group, Karang Taruna and PKK forum, the implementation of Community-Based Development is carried out enthusiastically to participate in the form of energy, material and thoughts in development implementation activities. Community participation in the community-based development process pays attention to community needs which is the realization of community aspirations expressed during Musrebangdes in accordance with the needs of local communities and this program has also utilized existing local potential, especially the potential of human resources and natural resources.

#### **Human Resource Development**

Human Resource Development is carried out through the process of planning education, training and manpower processing to become better to prepare for future responsibilities in achieving optimal goals and results. This program is the result of program integration from the Village Government based on the results of Musrebangdes and a program that was purely born from community groups including the Farmers' Group, Karang Taruna, and PKK, as a form of public awareness of the importance of the community's role in development. According to Soetomo (2012: 223), ways to improve human resources can be done through education and health. These two aspects are believed to be able to increase human resources, so to find out the development of human resources in Selorejo village can be viewed through these two aspects, namely education and health.

#### **Human Resource Development Through Education**

The good quality of Human Resources as development personnel is characterized by the presence of elements of creativity and productivity which are realized through good work or performance results both individually and in groups. This problem can be overcome by the ability to display productive work results rationally, including knowledge, skills and abilities obtained through education, both formal and non-formal education. The impact is that people's knowledge increases, their insight becomes broader, their ability to anticipate problems is higher so does their skills and of course, the quality of resources is better. In connection with this, in developing human resources through education, the village government, based on the results of the Musrebangdes, has prioritized human resource development programs as the main agenda to be able to be independent in managing the potential of community resources. The efforts made in developing human resources through education include:

1. Formal education, namely in the form of pre-school education such as Early Childhood Education (PAUD), Kindergarten and RA as well as religious education such as Sunday School (SEKAMI) for those who are Catholic and Daniah for those who are Muslim.
2. Field Schools, for the general public the dominant population is farmers in the form of Good Agriculture Practice Field Schools (SL-GAP) and Integrated

Pest Control Field Schools (SLPHT). This program is a vehicle for farmers to learn from each other and exchange experiences between members and interaction between farmers and field guides regarding good cultivation of a commodity cultivated by farmers to produce quality products, following market demand and safe for consumption.

3. Training for Karang Taruna is an effort to increase the abilities and skills of the community, especially Karang Taruna members so that they can create new jobs for the community so that they are not dependent on and burden their parents.
4. Training for PKK mothers, namely training in making orange juice, training in making orange chips, training in making orange dodol, cooking training, beauty training and sewing training, by providing opportunities for people who have special abilities and inviting outsiders who are professionals in The field is to provide training so that PKK mothers can have new knowledge.

#### **Human Resources Development in the Health Sector**

The role of health in improving human resources has an impact and is able to influence economic income and also influences the level of education, meaning that it can be said that health is the most valuable asset for a person in improving the quality of his life because it can influence a person's work ability and work productivity. In connection with this, the government together with the community has focused on improving the quality of public health which includes;

1. Providing Posyandu, there are 4 (four) posyandu, including posyandu for mothers and toddlers and posyandu for the elderly. In improving the level of health, Posyandu has played an important role in carrying out community mobility, especially among the lower classes, to participate in public health programs. Apart from that, Posyandu is also used as a means to exchange information, opinions and experiences as well as deliberation to solve various problems faced, including family problems. or society itself.
2. Counseling about Health, which is facilitated by the health service through community health centers and several higher education institutions that have collaborated with the government such as Poltekkes, through PKL, KKN and Social Service activity programs which always provide socialization and education about health to the community.

#### **Human Resource Development Strategy in the Education Sector**

The superiority of a nation is no longer marked by the abundance of natural resources, but rather by the superiority of human resources. Through the education process, individual figures will be formed as human resources who will play a major role in the community-based development process. Therefore, various strategic and sustainable steps are needed, the strategies carried out include counseling and training according to their respective professions as well as for the general public because the majority are farmers. The strategy is carried out by holding socialization about agriculture, and agricultural extension by programmed PPL officers. in field schools, such as training in making organic fertilizer, training in making organic pesticides, training in good citrus cultivation and training in marketing management. For mothers, the strategy is carried out by holding training as a form of empowering mothers which includes training in

making orange juice, training in making orange dodol, training in making traditional cakes, making Hantaran, sewing training, cooking training and beauty training, while for At Karang Taruna, the strategy implemented is holding screen printing training, workshop training, training in the IT field, training to become a tour guide. In implementing this strategy, those who play a greater role are farmer groups, Karang Taruna and PKK cadres as well as village government collaboration with other agencies, both government and private agencies.

#### **Human Resources Development Strategy in the Health Sector**

The strategy carried out through posyandu is by providing outreach to the community about the importance of health through routine community deliberation forums, encouraging the community to participate in supporting and following every posyandu program and establishing collaborative partnerships with agencies, both government and private, so that they can provide counseling and training for the community including strengthening human resources regarding health for posyandu cadres as well as supporting the entire process of the posyandu program which consists of posyandu for toddlers and the elderly.

#### **E. CONCLUSIONS**

Based on the above, it can be concluded that:

1. Community-Based Development in human resource development is carried out by involving the community in every development process,
2. Human resource development through education includes formal education, field school programs for farmers, training for KarangTaruna and training for PKK mothers as well as training for Health Cadres through posyand which is carried out regularly.
3. The human resource development strategy is carried out through education and health through preschool education, opening up opportunities for collaboration with external agencies, both government agencies and?.

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