The Role of Youth in the Development of Rural Human Resources, Dolok Masihul District, Serdang Bedagai Regency

Benry Gunawan Sitorus[*1], *Zulkifli Nasution*[2], *Agus Purwoko*[3]

[*1]*Regional and Rural Planning Study Program, Postgraduate School, Universitas Sumatera Utara, Medan, 20155, Indonesia*
[2]*Department of Agrotechnology, Faculty of Agriculture, Universitas Sumatera Utara, Medan, 20155, Indonesia*
[3]*Faculty of Forestry, Universitas Sumatera Utara, Medan, 20155, Indonesia*

Abstract. *The purpose of this study was to analyze the Community Satisfaction Index (IKM) and the effectiveness on online-based licensing services in the One Stop Integrated Investment and Licensing Service of Sumatera Utara Province. The analytical method used in this study was descriptive quantitative analysis. The results of the study obtained that the Index of Community Satisfaction with online-based licensing services obtained a value of 86.29. Based on KepMenPAN Number: KEP/25/M.PAN/2/2004 on General Guidelines for the Preparation of Community Satisfaction Index of Government Agency Service Units included in the quality of service "A" with the performance of service units "Very Good" because it was at the IKM Conversion Interval Value between 81.26 - 100.00. The effectiveness obtained a value of 86.02% with a very effective category because it was on interpretation of 81-100%.*

Keywords: Community satisfaction index, effectiveness, online based licensing services

Abstrak. Tujuan penelitian ini untuk menganalisis Indeks Kepuasan Masyarakat (IKM) dan menganalisis efektivitas pelayanan perizinan berbasis online pada Dinas Penanaman Modal dan Pelayanan Perizinan Terpadu Satu Pintu Provinsi Sumatera Utara. Metode analisis yang digunakan dalam penelitian ini adalah analisis kuantitatif deskriptif. Hasil penelitian diperoleh bahwa Indeks Kepuasan Masyarakat terhadap pelayanan perizinan berbasis online diperoleh nilai 86,29. Berdasarkan KepMenPAN Nomor : KEP/25/M.PAN/2/2004 tentang Pedoman Umum Penyusunan Indeks Kepuasan Masyarakat Unit Pelayanan Instansi Pemerintah termasuk dalam mutu pelayanan "A" dengan kinerja unit pelayanan "Sangat Baik" karena berada pada nilai interval konversi IKM antara 81,26 – 100,00. Efektivitas pelayanan perizinan diperoleh nilai 86,02% dengan kategori sangat efektif karena berada pada interpretasi 81-100%.

Kata Kunci: Efektivitas, indeks kepuasan masyarakat, pelayanan perizinan berbasis online

*Corresponding author at: Postgraduate School, Universitas Sumatera Utara, Jalan Prof. Mass, Medan 20155, Indonesia

E-mail address: benrygunawan@gmail.com| doi: https://doi.org/10.32734/jeds.v2i2.6610

1. Introduction

Human resources (HR) is one very important factor in a company in addition to other factors such as capital and technology. Therefore, HR must be managed properly to improve the effectiveness and efficiency of the organization, as one of the functions in the company known as human resource management (HRM).

Rural as a support of the urban economy is in need of superior quality human resources in building local economic growth. If human resources in rural areas are well developed and organized through various education and training activities, the quality of human resources can develop like those in urban areas. With this development, it is expected that human resources in both urban and rural areas will be able to develop rapidly so that Indonesia is among the top five most populous countries in the world and will prosper and become a prosperous and prosperous country.

Based on the above problems, it is considered important to conduct research on: "The Role of Youth in the Development of Rural Human Resources, Dolok Masihul District, SerdangBedagai District". This research will be limited to the DolokMasihul District area with the assumption that this area has become one of the potential human resourcedevelopment in Serdang Bedagai.

2. Definition of Development

Development according to ref. [1] provides a simpler understanding of development, namely as "A process of change for the better through planned efforts." while according to ref [2] that development can also be interpreted as a deliberate economic, social and cultural transformation through policies and strategies towards the desired direction.

Mainstream Development Theory (Modernization) is a theory of modernization and development theory of the growth model of ref. [3] and his followers. Mainstream theories or modernization theories are theories that explain that poverty is mainly caused by factors within the country concerned.

3. Methodology

3.1 Type of Research

This study is classified as explanatory studies, particularly studies that objectives to provide an explanation for the causal courting among variables via speculation testing. This studies method is a discipline survey method.

3.2 Research Location and Time

This study was conducted in Dolok Masihul Subdistrict, Serdang Bedagai Regency, with the time of the study conducted for 2 (two) months, namely in January-February 2019.

3.3 Population and Samples

The studies approach is largely a systematic manner of acquiring statistics for precise functions and use. the number of samples is based on calculations by the Slovin formula [4], namely:

$$n = \frac{N}{1 + N(e)^2}$$

3.4 Data Collection Technique

This research uses literature study techniques by studying the previous literature about this research and making it as a reference source or library. In addition, in this study also used data collection techniques using a questionnaire or questionnaire.

3.5 Types of Data

The statistics used on this observe is number one statistic, the supply of statistics is the solution to the questionnaire submitted via way of means of giving a hard and fast of questions or written statements to the respondent to be answered. Researchers also conducted a literature study sourced from literature and documents or writings related to this research.

3.6 Definition of Variable Operations

a) Independent Variable X
b) Bound Variable (Dependent Variable Y)

3.7 Data Analysis Techniques

Data analysis was carried out to address the problem of what is the role of youth in the development of rural human resources in Dolok Masihul Subdistrict, to find out this, a descriptive test was carried out, by conducting an average test. If the average value of the respondent's answers is greater or equal to 4 (four), then the role of youth in rural human resource development in Dolok Masihul District is relatively high.

Classical Assumption Test

 a) Normality Test
 b) Multicollinearity Test
 c) Heteroscedasticity Test

Test Validity and Reliability

Testing the validity and reliability of the data aims to analyze the causal relationship between research variables. Because the data obtained are behavioral data obtained from the questionnaire, then before taking the data need statistical testing for the eligibility of the Questionnaire. Validity take a look at is achieved with the goal of understanding the dedication of the questionnaire, the reliability of the questionnaire method that the questionnaire is capable of degree what have to be measured.

Simple Linear Regression Analysis

Y = a + bX + e

Hypothesis Testing

a) Simultaneous Test F

Hypothesis:

If F-count <F-table at α 0.05, then Ha is rejected

If F-count> F-table at α = 0.05, Ha is accepted

b) Partial Test T

Ha is accepted if t-count > t-table, at α = 5%

Ha is rejected if t-count < t-table, at α = 5%

4. Results and Discussion

4.1 Characteristics of Respondents

Characteristics of Respondents by Age

The majority of respondents in Dolok Masihul Subdistrict, Serdang Bedagai Regency are> 20 years old, that's forty-five human beings or 46.9% of the whole respondents.

The majority of respondents in Dolok Masihul Subdistrict, Serdang Bedagai Regency are male, namely 95 people or 100.0% of the total respondents.

4.2 Data Analysis

Validity test

It can be seen that after testing the validity of 95 respondents with a significance level of 5%, the r_{table} (df = N-2, 95-2 = 93) obtained a r_{table} value of 0.201. So that in the Role of Youth 1 indicator the validity test results obtained by 0 864, in the Role of Youth 2 indicators the validity test results obtained were 0.950, in the Role of Youth 3 indicators the validity test results obtained were 0.924, in the Role of Youth 4 indicator the validity test results obtained was 0.797. It can be seen that after testing the validity of 95 respondents with a significance level of 5%, the r_{table} (df = N-2, 95-2 = 93) obtained a r_{table} value of 0.201. So that the indicator of Rural Human Resource Development 1 obtained the results of the validity test of 0.964 on the indicator of Rural Human Resource Development 2 obtained the results of the validity test of 0.969, on the indicator of Rural Human Resource Development 3 obtained the results of the validity test of 0.960, on the Resource Development indicator Rural Human 4 obtained the validity test results of 0.955, the Rural Human Resource Development indicator 5 obtained the validity test results of 0.947, the Rural Human Resource Development 6 obtained validity test results of 0.832, from the results it can be stated that each indicator has the value above the r_{table} value is 0.201 so that the validity test for each indicator of the Youth Role is declared "valid".

Table 1. Level of Reliability Based on Alpha Level

No	Alpha	Level of Reliability
1	0,00 - 0,20	Not reliable
2	0,20 - 0,40	Somewhat reliable
3	0,40 - 0,60	Fairly reliable
4	0,60 - 0,80	Reliability
5	0,80 - 1,00	Very reliable

Table 2. Reliability Statistics Youth Role Variable (X1) Reliability Statistics

Cronbach's Alpha	N of Items
,767	22

Source: SPSS Processing Results Version 23.0

The reliability test results on the youth role variable obtained Cronbach's Alpha value of 0.767. Because the values are in the range of 0.60 - 0.80, it can be concluded that the measuring instruments in the study are in the "reliable" category.

Table 3. Reliability Statistics Variable Rural Human Resource Development (Y)

Cronbach's Alpha	N of Items
,820	7

Source: SPSS Processing Results Version 23.0

## 4.3 Classical Assumption Test

A. Normality Test

To check whether or not the regression model, the unbiased variables, and the structured variable have a regular distribution or not, statistics normality is needed. To test the normality can be done in two ways, the first by looking at the basic normal probability plot decision making chart from the normal. Probability plot graph display that refers to ref. [5], namely:

a. If there is a (point) spread around the diagonal line and follows the direction of the diagonal line, it means that it shows a normal distribution pattern so that the regression model can meet the assumption of normality.

b. If the dot (point) spreads far from the diagonal line and or does not follow the direction of the diagonal line, it means that it does not show a normal distribution pattern so that the regression model does not meet the normality assumption. Another normality test that is better done using statistical analysis. Normality testing is performed using the P-P plot graph test for testing the regression model residuals.

B. Heteroskedacity Test

To test whether in the regression model there is an inequality of variance from the residuals of one observation to another a heteroscedastic test is needed. A good regression model is a result that does not occur heteroskedacity. Heteroscedasticity test results in the from of scatterplot.
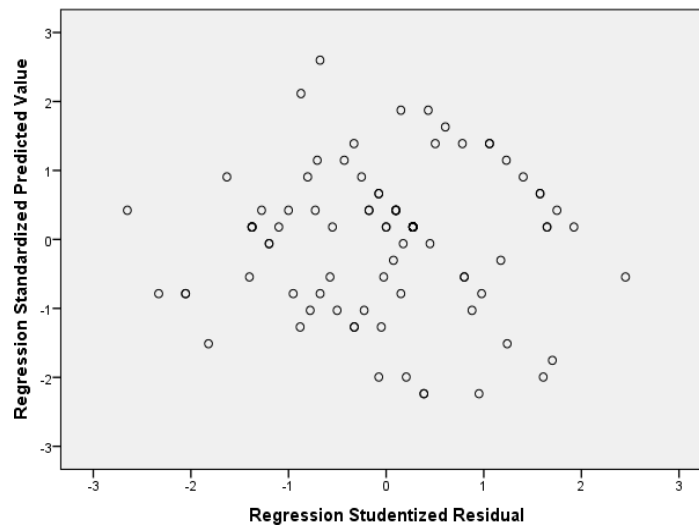
Based on the picture above, the scatterplot image shows that the dots that are generated spread randomly and do not form a certain pattern or trend line. The picture above also shows that the data distribution is around the zero point. From the results of this test indicate that this regression model is free from the problem of heteroscedasticity. Thus the assumptions of normality, multicollinearity and heteroscedasticity in the regression model can be fulfilled.

C. Hypothesis testing

a. Simultaneous Significant Test (Test F)

F test (simultaneous test) is executed to peer the impact of impartial variables at the established variable simultaneously. The approach used is to study the extent of significant (= 0.05). If the significance value is less than 0.05 then Ho is rejected and Ha is accepted.

b. Partial Significant Test (t Test)

In showing the extent to which the independent variables individually explain the variation of this test carried out using a significance level of 5% so that the Partial Test (t test) is carried out.

c. Coefficient of Determination (R2)

The coefficient of determination (R2) basically measures how a long way the model's cappotential to provide an explanation for the variant of the structured variable. In different words, the coefficient of determination (R2) is a calculation in measuring how a great deal the cappotential of all impartial variables to provide an explanation for the variance of the structured variable. This shows that the ability of the Youth Role variable (X) can explain its effect on rural human resource

development (Y) while the remaining 12.3% is explained by other factors or variables outside the model, such as: abilities and skills, attitudes, personality, perception and others. [6]

4.4 Discussion

Human resources (HR) in general must be managed properly to improve the effectiveness and efficiency of the organization, as one of the functions in the company known as human resource management (HRM). Rural as a support of the urban economy is in need of superior quality human resources in building local economic growth. If human resources in rural areas are well developed and organized through various education and training activities, the quality of human resources can develop like those in urban areas. Generally, the village is a prison network unit that has the authority to modify and manipulate the pursuits of the area people primarily based totally on nearby origins and customs which can be identified withinside the country wide authorities machine and are withinside the Regency area. At present, rural communities lack the ability to gain access to government and private services, the majority of which are in urban centers. For this reason, the Government needs to prioritize the development of Human Resources (HR) in rural or inland areas. People from rural or inland communities are expected to be the main actors for the sustainable development of their communities so that economic growth will improve. The policy of developing human resources in rural areas carried out by the government is an effort to encourage regional growth on a regular basis to further streamline development by adjusting the time, technology and situation of the rural communities.

In an effort to support the creation of integrated development and equitable development outcomes of rural communities, the government should give confidence to the village community in carrying out activities for the development of human resources in the village. In addition, this has not yet been realized, given that rural or inland communities can be the main actors of development not supported by adequate human resources. The lack of participation in the role of youth in rural or remote areas will deteriorate the quality of human resource development in the rural areas concerned. One effort to modernize and strengthen the rural economy is by the role of youth in the development of rural human resources in addition to supporting the provision of rural infrastructure by the government such as roads, clean water, electricity and other infrastructure of economic activities. This should also be the government's main focal point in the development of human resources in rural areas so that progress in rural community development can be achieved.

From the results of research conducted using SPSS version 23.0 it can be seen that the role of youth has a positive and significant influence on the development of rural human resources where this can be known from the results of tests conducted. In line with research on increasing human resource development in rural areas conducted by previous researchers, among others Wahyuddin's research results in 2018 which found that community participation in village development in Tanah Karaeng Village was classified as high in terms of the four areas of

participation namely planning to achieve a score of 58.6 percent or in the medium category, implementation achieved a score of 75.3 percent or in the high category, evaluation / monitoring 77.4 percent in the high category, and utilization of results 81.8 percent was in the very high category and research conducted by Holili in 2015 found that there are things that support the implementation of human resource development strategies by RW VI is due to the implementation of various education and training activities for citizens so that the creativity of citizens is more visible and flexible.

In the study conducted by the author, the regression results showed a positive influence between the role of youth on rural human resource development by 0,000 less than error tolerance α = 0.05. In testing the validity If r count> r table, meaning that the statement or indicator is valid.In each indicator of Rural Human Resource Development, the validity test results obtained for each indicator are above the r_{table} value of 0.201 so that the validity test can be stated that each indicator of the Youth Role is declared "valid". In the reliability test results on the role of youth variables obtained Cronbach's Alpha value of 0.767. Because the values are in the range of 0.60 - 0.80, it can be concluded that the measuring instruments in the study are in the "reliable" category. Classic assumption trying out the usage of ordinary possibility plot graph suggests that the records unfold across the diagonal line and follows the course of the diagonal line, then the regression version meets the normality assumption. In addition, testing through scatterplot shows that the resulting points spread randomly and do not form a certain pattern or trend line so that it can be seen that the regression model above is free from heteroscedasticity problems. Hypothesis Testing through F Test (simultaneous test) can be seen that F_{count} is 663,017 while F_{table} is 3.94 which can be seen at α = 0.05 (see appendix table F) where the significant probability value is much smaller than 0.05 which is 0,000 < 0.05, then the regression model can be said that in this study the role of youth simultaneously has a significant effect on rural human resource development (Y).

While the t test results note that the value of t_{count} is 7.983 while t_{table} is 1.6614 and significant is 0.000, so that t_{count} is 25.749>t_{table} 1.6614 and significant is 0.000 <0.05, Ha is accepted and Ho is rejected, which partially states Youth has a significant effect on rural human resource development (Y). This also indicates that the increasing role of youth will increase the development of rural human resources. This is in line with Wahyuddin's research in 2018 that community participation in village development in Tanah Karaeng Village is high in terms of the four areas of participation, namely planning, implementation, evaluation / monitoring, and utilization.From the results of this study also known the coefficient of determination of 0.877. This means that 87.7% of Rural Human Resource Development in Dolok Masihul Subdistrict Serdang Bedagai Regency is influenced by the Youth's Role. While the remaining 12.3% of Rural Human Resource Development is influenced by other variables not examined in this study.

5. Conclusion and Recommendations

5.1 Conclusions

a. There is a positive and significant role of youth's influence on rural human resource development in Dolok Masihul Sub-District, Serdang Bedagai District. This can be known through statistical tests conducted by the author using the SPSS version 23.00 program.

b. Based on statistical testing, the regression results showed a positive influence between the role of youth in rural human resource development by 0,000 less than error tolerance $\alpha = 0.05$. In the reliability test on the youth role variable, the Cronbach's Alpha score of 0.767. Because the values are in the range of 0.60 - 0.80, it can be concluded that the measuring instruments in the study are in the "reliable" category.

c. The coefficient of determination is 0.877. This means that 87.7% of Rural Human Resource Development in Dolok Masihul Subdistrict Serdang Bedagai Regency is influenced by the Youth's Role. While the remaining 12.3% of Rural Human Resource Development is influenced by other variables not examined in this study.

5.2 Suggestions

a. For the Government in Dolok Masihul Subdistrict, Serdang Bedagai District in order to improve and coordinate the Development of Rural Human Resources in Dolok Masihul Subdistrict, Serdang Bedagai District through the youth role of the previous one.

b. Government in Dolok Masihul Subdistrict Serdang Bedagai Regency should pay attention to the factors that   influence in the improvement of   Rural Human Resource Development. so that it can increase in a more positive direction, this is done for the development of rural human resources in Dolok Masihul Subdistrict, Serdang Bedagai district.

c. For further researchers that in increasing the Development of Rural Human Resources in Dolok Masihul Subdistrict, Serdang Bedagai Regency is not only by taking into account the role of youth. This is because the influence on the role of Youth in Dolok Masihul Subdistrict, Serdang Bedagai Regency is only 74.1%. There are still many other factors that need to be considered to be able to improve employee performance such as abilities and skills, attitudes, personalities, perceptions and others found in Dolok Masihul District, Serdang Bedagai Regency.

References

[1]   Ginandjar, Kartasasmita. 1996. Power dan Empowerment: Sebuah Telaah Mengenai Konsep Pemberdayaan Masyarakat. Jakarta: PT. Cidesindo Library.

[2]   Deddy, T. Tikson. (2005). Indikator-indikator Pembangunan Ekonomi. Bogor: IPB Press.

[3]   Rostow.W.W. 1978.The Economic Of Take Off Sustained Growth. Taipei:, International Economic Association.

[4]   Sugiyono. 2011. Metode Penelitian Kuntitatif Kualitatif. Bandung: CV. Alfabeta.

[5]   Ghozali, Imam (2015). Aplikasi Analisis Multivarite dengan SPSS cetakan Keempat. Semarang: Diponegoro University Publisher Agency.

[6]   Hasibuan. 2003. Sumber Daya Manusia Adalah Kemampuan Terpadu Dari daya Pikir dan Daya Fisik. Jakarta: PT Raja Grafindo Persada.