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**ANALYSIS OF HR NEEDS FOR THE FUNCTIONAL POSITION OF
EMPLOYMENT ANALYST AT THE MINISTRY OF AGRARIAN AFFAIRS AND
SPATIAL PLANNING/ NATIONAL LAND AGENCY**

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Abstract

The purpose of this study is to determine the analysis of human resource needs for the Functional Position of Employment Analyst at the Ministry of Agrarian Affairs and Spatial Planning/National Land Agency. The method used in this study is a qualitative research method, namely research that intends to understand the phenomenon of what is experienced by research subjects holistically, and by means of descriptions in the form of words and language, in a special natural context and by utilizing various methods. scientific. The results showed that human resource planning in terms of predicting the demands or needs of human resources was not effective. Human resource planning in terms of predicting the availability of human resources has not been effective. It can be suggested that to address the needs/demands of human resources the Ministry of Agrarian Affairs and Spatial Planning/National Land Agency should refer more to Government Regulation Number 54 of 2003 concerning the preparation of formations based on a needs analysis and the provision of employees according to available positions with due observance of the norms, standards and procedures set by the government. The importance of utilizing human resource management in government, namely the utilization of government apparatus management is also needed because of the increasing burden on government apparatus in managing development. Both in terms of volume which can be seen from the increasing amount of state budget.

Keywords: HR Needs, Functional Positions of Employment Analyst

Introduction

An organization in general must consist of people who work together to achieve goals in accordance with what has been determined. Therefore, it is undeniable that the need for adequate human resources or employees according to their competence is always needed by each part of the organization so that organizational goals can be achieved optimally. Human resources or employees are one of the main assets of an agency which is an active planner and actor of every organizational activity. Employees have heterogeneous thoughts, feelings, desires, status, and educational background, age and gender that are brought into an organization. The quality and quantity of human resources must be in accordance with the needs of the organization so that they are effective and efficient in supporting the achievement of goals. The requirement for

efforts to increase the ability of human resources is absolutely essential to create a better organization and manage it with a high level of efficiency and effectiveness as a vehicle for achieving various goals to be achieved (Suratno in [http// www. Capability of Human Resources](http://www.CapabilityofHumanResources)). This also includes the need for human resources within the Republic of Indonesia's National Land Agency (BPN-RI), particularly organizations at the district/city land office level. Head of BPN-RI Hendarman Supandji (2014) in his remarks at the presentation of the results of individual official competency mapping This also includes the need for human resources within the Republic of Indonesia's National Land Agency (BPN-RI), particularly organizations at the district/city land office level. Head of BPN-RI Hendarman Supandji (2014) in his remarks at the presentation of the results of individual official competency mapping This also includes the need for human resources within the Republic of Indonesia's National Land Agency (BPN-RI), particularly organizations at the district/city land office level. Head of BPN-RI Hendarman Supandji (2014) in his remarks at the presentation of the results of individual official competency mapping echelon III and IV within BPN say that: The most important element in an organization is human resources.No matter how good a system is, it will not work properly if it is not supported by professional human resources.

The Ministry of Agrarian Affairs and Spatial Planning/National solid ground superintendence is individual of the sacred calling underneath the administration working compartment that be required to be extraordinary contemporary administration programs that are summarized in the compartment elbow grease program. The work programs of President Joko Widodo's cabinet related to the most relevant tasks of the Ministry of Agrarian Affairs and Spatial Planning/National Land Agency are: Improving the quality of life of Indonesian people through improving the quality of education and training with the "Indonesia Pintar" program; as well as increasing people's welfare with the "Indonesia Work" and "Indonesia Prosperous" programs by encouraging land reform and a 9 million hectare land ownership program, the village row house program or subsidized low-cost flats and social security for the people in 2019.

Functional officials are actually no different from structural officials. Everything is a task that must be answered with the integrity and professionalism of the stakeholders. Employment Analyst Position holder in implementation his work is based on scientific disciplines, methodologies, and techniques certain analysis, which if drawn more broadly is the result of implementation general tasks of government and development, especially in the field civil servant management. Paying attention to the strategic value of the position holder functional staffing analyst in his role to handle the task personnel management, efforts to foster functional positions are absolutely necessary carried out in a more conceptual manner and must continue to be carried out improvement of laws and regulations so as to guarantee continuity of the functional position development system. . However, it can not be played yet effectively given

various limitations inherent in it, such as resources human assessment which is still very limited.

Job analysis according to Sirait (2006:46) is a process to obtain information as detailed as possible regarding the facts that occurred, as needed to complete the tasks assigned to a position. Mathis and Jackson (2006: 262) state that " distribution is placing a person's situation into the hold together employment position, how advantageously an worker convulsions his employment testament influence the proportion and superiority of elbow grease." Hood (in Keban, 2008:36) put forward the New Public Management (NPM) paradigm emphasizing output control, using performance indicators, attention to smaller units with higher competition. Placement of work positions aside from being an effort to improve performance is also usually done to adjust the needs of agencies or in certain sections. The results of position information can be used for employee mapping, employee placement, and promotion. Human resource development has very complex goals and benefits, for organizations, employees and for customers from the organization (community). citing the opinion of Komang Komang, (2012) that human resource development has a purpose; Work productivity, efficiency, damage, accidents, service, morale, career, conceptual, leadership, remuneration, consumers. The planning maturity in all development sectors is the planning stage of this health development, it is necessary to pay attention to planning the need for human resources. The success of an organization in achieving its goals is inseparable from the role and availability of quality human resources (Hani Handoko, 1987).

Certain Functional attitudes are a accumulation of attitudes that incorporate functions and responsibilities accompanying to operational utilities supported on trustworthy skillfulness and aptitudes in conformation with clause 1 character 11 of collection character 5 of 2014 in reference to the sovereign state non-military Apparatus. This delimitation is euphemistic pre-owned in many modifications governing operational positions, exceptionally for modifications enacted subsequently the personation of collection character 5 of 2014 in reference to sovereign state non-military Apparatuses.

Certain Functional Positions are positions occupied by employees divided into 2 categories, namely:

Table 1.1
Type of Functional Position

No	Type of Functional Position
1	Expertise Functional Position is a acknowledged qualifications fitness operational situation with assignments supported on supremacy of body of knowledge and application in the environment of skillfulness supported on the substantial science and/or supported on enfranchisement commensurate to skillfulness and mean business supported on trustworthy accreditation.
2	Functional Skills Position is a functional position of a technician or acknowledged facilitate who carries elsewhere his responsibilities and functions victimisationing trustworthy

	elbow grease course of action and approaches and is supported on supremacy of technological consciousness in individual environment of body of knowledge or bounteous supported on a fixed certification.
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Source: Law Number 5 of 2014

Functional Position is executing the duties of the core functions of the organization, supported on the skillfulness or aptitudes they chalk up both skillfulness as a techno structure, supporting staff, operational core group all the more strategical Apec. Existence of Functional positions has a central role in determining the performance of government organizations that have task to provide support in the form of expertise and administrative. Nawawi (2017:44), explains that "Human resource planning is a process determination of strategies for acquisition, use, development, and maintenance of resources based on the current needs of the organization / company and future developments.

According to the adherence to the principle of the imagination of the governmental solid ground Agency(Perkaban) first of 2013 in reference to continuance course of action archetypes for non-military domestic staff inside the Republic of Indonesia's National Land Agency, until now district/city land offices have been classified into 3 (three) types, namely land office type A, type B, and type C. This type of office is measured by the level of activity in serving the community. In addition, these types of land offices are also used as one of the basic considerations in the framework of appointment in echelon positions, apart from other considerations. To meet the needs of human resources at the land office based on the typology of the office, the number and competence of human resources must be met.

Research methods

This research starts from an assumption there is a development problem human resources functional positions staffing analyst at Ministry of Agrarian Affairs and Spatial Planning/National Land Agency which then uses framework of interpretation in the form of theory human resource development have a purpose to explore assumptions in this study. The research strategy used is a case study, according to Creswell (2014) because in research it seeks to investigate the issue of human resource development staffing analyst functional position at Ministry of Agrarian Affairs and Spatial Planning/National Land Agency.

Approach in this research is qualitative. Qualitative drawing near euphemistic pre-owned thanks to the principal determination of this evaluation search for to accommodate discription and deed of exploitation operational situation anthropoid processes Staffing psychoanalyst at Ministry of agricultural administrations and Spatial Planning/National solid ground Agency. Qualitative drawing near according to According to Moleong (2017: 6) qualitative evaluation is evaluation that have in mind to distinguish phenomena approximately what is accomplished by evaluation subject-matters much as behavior, perceptions, motivations, performances and

others holistically and by have in mind of characterizations in the configuration of brief conversation and language, in a characteristic contexton epistemology that inquire into a collective phenomena and anthropoid problems, accentuates the individualism of aroused substantiality socially, accelerate communication between researchers with the paragraph underneath contemplate.

Comprehensive data collection techniques, for investigate the issue of the stories collected from informants. Informant then interviewed individually, and make observations as well use document literature to know how really and factors that influence it. Study This is a descriptive research, because trying to describe a phenomenon human resource development functional position of staffing analyst atMinistry of Agrarian Affairs and Spatial Planning/National Land Agency.Data analysis and data collection in qualitative research is more concentrated on the process. Miles and Huberman, (1984) believe that qualitative data analysis activities are interactive and continuously until the data is saturated. These activities are data reduction, data presentation and conclusion/verification chart.

Results and Discussion

Analysis of the results of observations, interviews, and document study which constitutes overview of the development implementation functional human resources analyst staffing atMinistry of Agrarian Affairs and Spatial Planning/National Land Agency,Resource development analysis functional human staffing analyst done with a focus on the individual which includes individual development, career development, and management performance.

A. Individual Position Development Process Personnel AnalystMinistry of Agrarian Affairs and Spatial Planning/National Land Agency

Poniman and Hidayat (2015) say that development individual is a process for improve knowledge, skills and personal behavior through formal learning activities or informally to improve individual capacity is good for now as well as the future. Based on the results field findings obtained thatMinistry of Agrarian Affairs and Spatial Planning/National Land Agencydo activities individual development carried out in all work units, this was revealed from the results observation and interview with functional analysis of personnel. In addition, the steps carried out byMinistry of Agrarian Affairs and Spatial Planning/National Land Agencyassociated with individual development is analysis individual development needs already done byMinistry of Agrarian Affairs and Spatial Planning/National Land Agencyis to do analysis Analyst formation needs staffing through assigning goals, approaches in development individual, action, and monitoring and evaluation.

B. Position Career Development Process Functional Personnel AnalystMinistry of Agrarian Affairs and Spatial Planning/National Land Agency

Human resources according some experts such as, Greenhaus (1987), Aufrey Collin (2006), Noe (2010), Bernardin and Russell (2011), Dessler (2015) said that career is a series of positions or titles that one occupies within an organization's environment. Draft we can say that definition staffing analyst functional career is series of positions or titles occupied by a staffing analyst in an organization. A staffing analyst career is a no-go double job. If one is appointed being a structural position, then an employee must be temporarily suspended from the position of personnel analyst. Career functional analysis of staffing in Ministry of Agrarian Affairs and Spatial Planning/National Land Agency moving so slow, even though the functional analyst career path employment is clear. Maximum someone staffing analyst to move up to a higher level is 5 years, but if it reaches 5 years it has not can, still given one year free while to collect numbers credit.

Besides that Ministry of Agrarian Affairs and Spatial Planning/National Land Agency also has a development roadmap human resources whose contents are other than about further study also contains about functional analyst career path target employment until 2018. This as stated by informants following. Functional staffing analyst also aware of the roadmap functional analyst career development staffing, but turns out to be an analyst staffing do not yet know if in in the roadmap contains about career development.

C. Process Analyst Functional Career Management Staffing Ministry of Agrarian Affairs and Spatial Planning/National Land Agency

Career Management according to Gilley et al (2002: 60) is as a process continuously preparing, implement and monitor individual career plans within the organization's career system. From the definition above it is clear that the organization has a duty to help employees in managing their careers. From the results of interviews, activities performance management carried out by employee Ministry of Agrarian Affairs and Spatial Planning/National Land Agency include: process promotion, promotion process functional position of personnel analyst, development roadmap creation human resources, career coaching functional analysis of staffing, and making job maps, facilitating tasks study and study permits, as well as facilitation training, workshops, and scientific forums.

According to the Regulation of the Head of BKN Number 35 of 2011 concerning Guidelines Preparation of Civil Servant Career Patterns Civil, job map is defined as name and position level structural and functional description within an organizational unit structure of the lowest level up to the level the highest. definition above is actually the same as the path definition career, Wayne F Cascio (2006: 31) say that career path describe a logical sequence of positions based on what's real done by someone inside organization. So from the definition of Wayne F Cascio, then the job map can be said as a career path in a organization.

D. Forecasting Human Resource Demands Ministry of Agrarian Affairs and Spatial

Planning/National Land Agency

Apparatus Human Resources (HR) is the most important element for government agencies that act as the prime mover in realizing the vision and mission and goals of government organizations. The cognitive semantics of forecasting, developing, implementing and controlling that make sure the corporation has the appurtenant character of staff member the prerogative distribution of staff member the hold together time, which is mechanically bounteous utilitarian (George in Mangkunegara, 2007). Based on the two opinions above, human resource planning or workforce planning can be interpreted as a process of determining the need for labor based on forecasting, developing, implementing,

Furthermore Rothwell (Pfeffer, 2003) offers HR planning techniques which include:

1. Investigation both in the external environment, internal, organizational
2. Forecasting or forecasting the availability of supply and demand for human resources today and in the future
3. Planning for recruitment, training, promotions, etc
4. Utilization, which is intended for manpower then provides feedback for the initial process

Through effective human resource planning an analysis of the organization's human resource needs under changing conditions is carried out, as well as developing activities that satisfy these needs. Effective human resource planning includes staffing planning and program planning.

Conclusion

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

1. Resource development human functional analyst position staffing at Ministry of Agrarian Affairs and Spatial Planning/National Land Agency already running, though cannot be said to be effective. Matter This is because the findings during the study showed that it still existed resource development activities human resources that have not been implemented, among other things there is no need analyst functional workload employment per level of position.
2. Individual development in Ministry of Agrarian Affairs and Spatial Planning/National Land Agency no analysis the need for competency training staffing analyst, so causing the training program to not going well, still a lot functional analyst staffing take part in a training no as needed.
3. The results of the research show that resource planning Human aspects in terms of predicting the demands or needs of human resources have not effective. Human resource planning is reviewed from the aspect of forecasting availability human resources are not yet effective. Can be suggested To address the needs / demands human Resources Ministry of Agrarian Affairs and Spatial Planning/National Land Agency should be more refers to Government Regulation Number 54 of 2003 concerning preparation Formation based on needs analysis and provision of employees according to available positions taking into

account the norms, standards and procedures established by the government. The importance of utilizing human resource management in government, namely the utilization of government apparatus management is also needed because of the increasing burden on government apparatus in managing development. Both in terms of volume which can be seen from the increasing amount of state budget.

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