

## LEGAL COUNSELING ON THE EFFECT OF HR QUALITY AND WORK STRESS ON EMPLOYEE PERFORMANCE IN MANAGING MANGROVE FOREST TOURISM POTENTIAL IN THE PASAR RAWA MARKET VILLAGE LANGKAT

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**Abstract:** This study aims to determine the effect of human resource quality and work stress on employee performance, in this case, the Farmers Group of Advanced Greening Together with Mangrove Forests Dusun X Paluh Baru Desa Pasar Rawa. Mangrove forest is a tourist attraction found in Langkat Regency which has a unique, mangrove forest that plays a role for regional life that can withstand seawater abrasion and wave control. Mangrove forests are also used for the income of local residents to meet their needs and as a place for the development of certain marine life and flora and fauna. One of the fauna found in mangrove forests is baronang fish. Baronang fish is one of the fish that is a mascot mangrove tourist attraction in Pasar Rawa Village. The source of data used in this study is primary data. Data collection method using a questionnaire. The results of the analysis in this study show that work stress has a significant effect on work productivity and workload affects work productivity.

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### INTRODUCTION

Pasar Rawa Village is located in Langkat Regency and has an area of about 156 square kilometers. The village has a population of about 2,000 people, the majority of whom make a living as farmers, fishermen, or traders, It has a tropical climate with an average temperature of about 35 degrees. This village has several rivers and cleanwater sources located along the village area. The infrastructure in Pasar Rawa village continues to grow rapidly, there are several important facilities such as schools, mosques or churches, puskesmas, and traditional markets. In addition, the village also has electricity networks and internet access. The natural potential in Pasar Rawa village is very diverse, from agriculture, plantations, and fisheries, to tourism. Some of the village's superior products include watermelon, palm oil, and seafood such as fish and shrimp.

Village Potential, Pasar rawa village has a large and fertile land so that people can use the land as agricultural land. The farmers in Pasar Rawa village use agricultural land by planting various types of crops such as oil palm, watermelon, melon, rice, and chili.

Pasar Rawa Village also has a river that is used by the surrounding community as

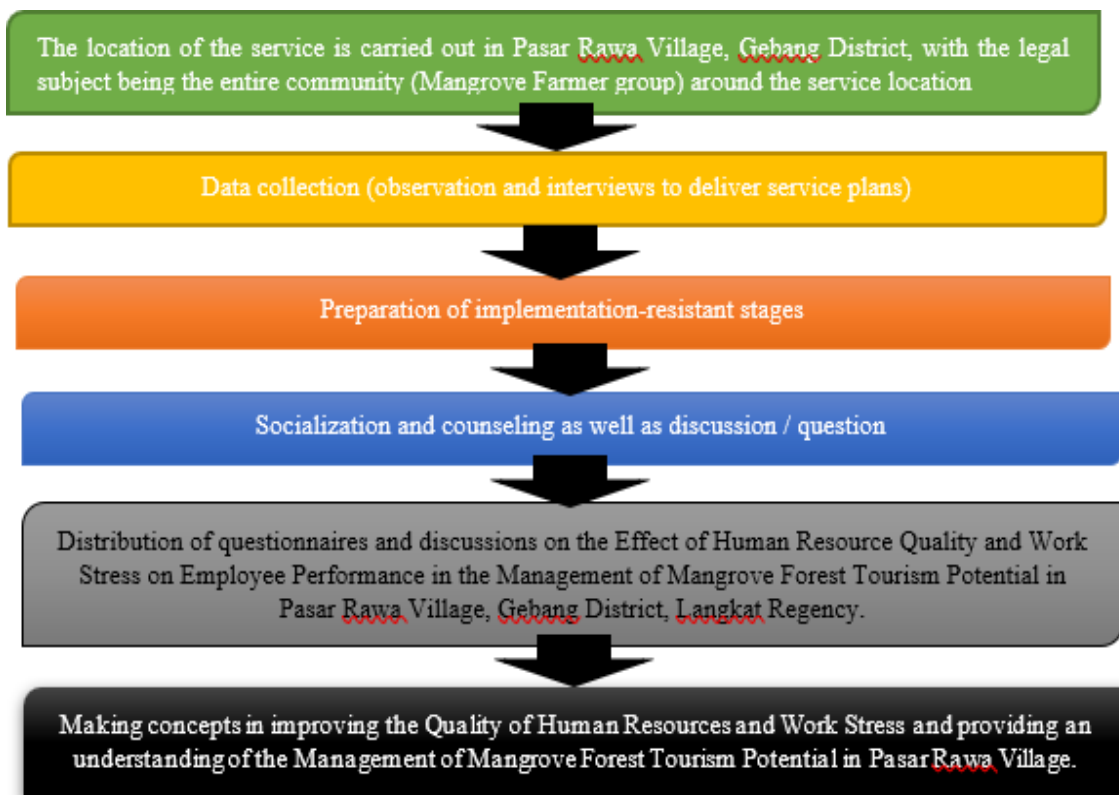
another livelihood to improve the family economy. Most of those who fish are members of the KTH Group and in the river, there are many fish, shrimps, crabs, and other fish. Some of the fish caught is sold to the toke there. A fairly wide river is found in the hamlet of X Paluh Baru around the mangrove area, which is currently used as a mangrove forest tourist attraction.

In addition to farming, KTH farmers also make baronang fish chips obtained from mangrove forest rivers, this is produced by the mothers of KTH members of Penghijauan Maju Bersama. These chips are marketed by order. The baronang fish was caught by fishermen who were none other than members of the group. Baronang fish consists of several types such as ketang fish and pertakus fish. Baronang fish chips are sold for 10 thousand / pack weighing 10 grams/pack.

## RESEARCH METHODS

### Methods of Approach Offered

The approach offered by the community service team is:



### **Working Procedure**

To realize this system, a concept was made to improve the Quality of Human Resources and Work Stress and provide an understanding of the Management of Mangrove Forest Tourism Potential in Pasar Rawa Village. The socialization and counseling activities will be carried out after first approaching the community through socialization and counseling both to the Village Head as a stakeholder or to the working community (in this case farmer groups). Then follow the stages of implementation in the form of:

#### 1. Legal Socialization and Counseling

Legal counseling is carried out by lecture method and the percentage then opens open discussions and questions and answers to the community/farmer groups present. This socialization and legal counseling also involve parties who have competence in the importance of understanding the Effect of Human Resource Quality and Work Stress on Employee Performance in the Management of Mangrove Forest Tourism Potential in Pasar Rawa Village, Gebang District, Langkat Regency.

The materials in socialization and legal counseling are:

- Socialization and legal counseling on the importance of understanding the Effect of Human Resource Quality and Work Stress on Employee Performance in the Management of Mangrove Forest Tourism Potential in Pasar Rawa Village, Gebang District, Langkat Regency.

Lecturer: Dr. Siti Nurhayati, SH., MH

- Socialization and counseling on Tourism Potential Management specifically for Mangrove Forest management

Lecturer: Vina Arnita., SE., M.Si

- Socialization and counseling on how to improve the quality of human resources of the community (farmer groups) of swamp market villages in dealing with work stress.

Lecturer: Indra Utama Tanjung., SH., MH

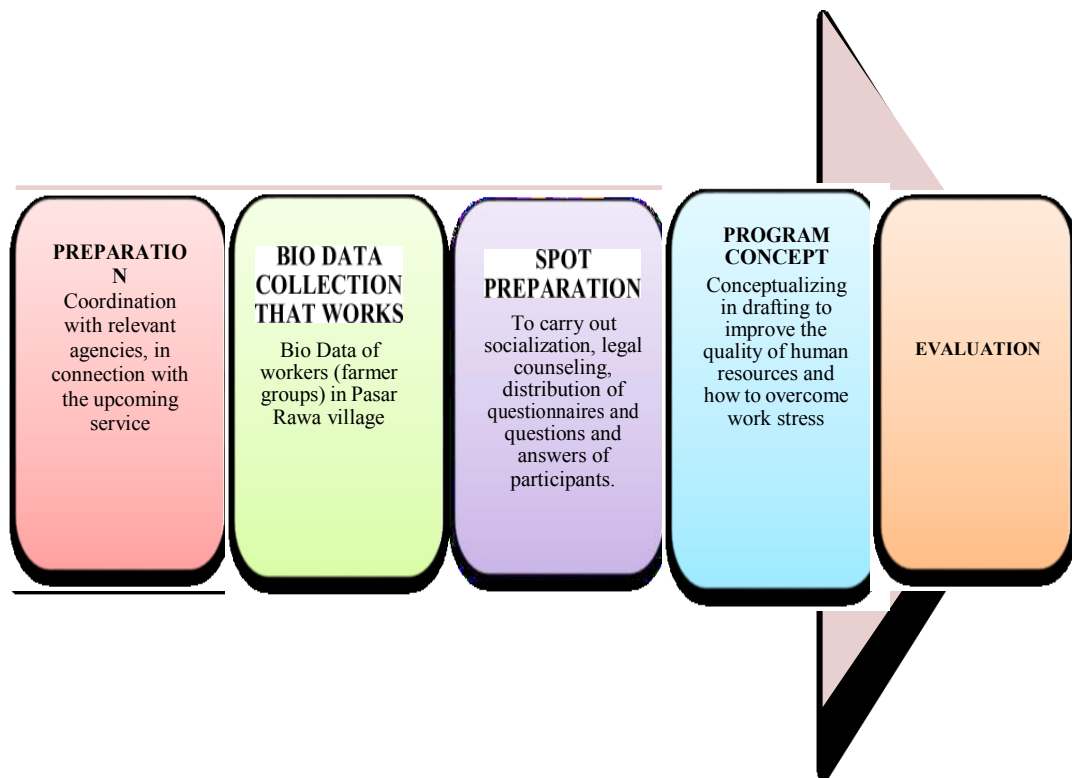
#### 2. Data Collection

- By involving at least 11 students of Universitas Pembangunan Pancabudi

consisting of 3 study programs involved in service in Pasar Rawa village to conduct initial interviews with the community, especially the mangrove forest farming group, and the distribution of questionnaires on the Effect of Human Resource Quality and Work Stress on Employee Performance in the Management of Mangrove Forest Tourism Potential in Pasar Rawa Village, Gebang District, Langkat Regency.

3. Implementation.

The overall series of PKM work procedures Socialization and counseling on the Effect of Human Resource Quality and Work Stress on Employee Performance in Managing Mangrove Forest Tourism Potential in Pasar Rawa Village, can be seen in the picture below:



**Activity Plan**

The overall activity plan that shows the steps for solving the above problems is as follows:

- a. Field observation, interviewing, and finding various problems.
- b. Assessing problems and finding solutions that will be offered to the people of Pasar Rawa Village

- c. Preparation of stages of implementing problem solutions and distributing questionnaires to the people of Pasar Rawa Village
- d. Implementation of counseling on the Effect of Human Resources Quality and Work Stress on Employee Performance in the Management of Mangrove Forest Tourism Potential in Pasar Rawa Village, and the delivery of solutions as a way to improve the quality of human resources, especially the workforce
- e. Evaluation

### **Partner Participation in Implementation**

The forms of participation of related parties in this PKM activity:

- a. In field observation activities (data collection) carried out by the PKM Team in the swamp market village environment, especially for mangrove forest farmer groups in providing complete and clear information about the problems faced.
- b. In addition, the PKM team also received assistance from the Village Head and all swamp market village officials to be granted permission to use one of the hall places as a place for socialization and counseling activities for the swamp marketvillage community, especially mangrove forest farmer groups.

### **Evaluation of Service Program Implementation**

Evaluation of the implementation of the service program and its sustainability after completion of field service activities, where results will be evaluated by re- observing the quality of labor (HR) in dealing with work stress and knowledge about finding solutions in dealing with any conditions in the field.

## RESULTS AND DISCUSSION

### Results of Service

#### Location of Service



#### Participants in Community Service Activities

The training participants were village government officials and communities (farmer groups of Dusun X Paluh Baru) in Pasar Rawa village, Village apparatus as an implementation of all village activities that are more intense in human resource management in terms of increasing the potential of mangrove forest areas that can be the income of the community.



Picture of Counseling Participant

#### Material Preparation

In terms of material, material related to socialization and counseling has been

prepared on the Effect of Human Resource Quality and Work Stress on Employee Performance in the Management of Mangrove Forest Tourism Potential in Pasar Rawa Village, including:

- a) Material in the form of power points.
- b) Cases that always occur and their resolution.
- c) Assistance with the problems faced
- d) Provide solutions to improve the quality of human resources

### **Provision of Materials**

The speakers who delivered socialization and legal counseling consisted of 3 people who already had good competence in the field of Law and the field of Human Resources, namely: Dr. Siti Nurhayati, SH. MH, Delivered material on improving the quality of farmer group communities, Vina Arnita, SE., Msi, Delivered about work management to avoid work straaas, Indra Utama Tanjung., SH., MH, , Delivered material on how to increase mangrove forest tourism potential.



Picture of Speaker 1 Dr. Siti Nurhayati., SH., MH



Speaker Image 2 Vina Arnita., SE., M.Si



Speaker Images 3 Main Senses of Tanjung., SH., MH

### **Student Engagement**

In the implementation of this socialization and counseling, student participation is needed to support the success of these activities and to assist in everything related to technical matters of socialization and legal counseling.

The names of students and their roles in PKM activities are:

1. Adrian Harmon Sitepu ( Law Study Program)
2. Indra Tedy Heriyanto Panjaitan ( Law Study Program)
3. Juandito Tamahasaya Marbun ( Law Study Program)
4. Willyam Lorensius Hutabarat ( Law Study Program)



5. Yanda Ardianta ( Law Study Program)
6. Sausan Alfiyah ( Architecture Study Program)
7. Dany Syahputra ( Architecture Study Program)
8. Dinda Putra Mulya ( Architecture Study Program)
9. Muhammad Irfan Syahputra ( Architecture Study Program)
10. Yuliati Tambunan ( Accounting Study Program)
11. Yunia Indriani ( Accounting Study Program)

With the task of helping to distribute invitations for socialization and legal counseling activities to village officials and farmer group communities, helping to prepare the room where the implementation of socialization and legal counseling, and mentoring for participants.





Picture of Student Involvement in PKM

### **Discussion of PKM Implementation Results**

Overall, the results of socialization and counseling activities on the Effect of Human Resource Quality and Work Stress on Employee Performance in the Management of Mangrove Forest Tourism Potential in Pasar Rawa Village, went well, because in general, it was in accordance with the plan in the proposal submitted. The number of farmer groups present was approximately 80 people. The presence of the community at the socialization and counseling that lasted a day showed positive results, where the workers who were present at the socialization received well and still needed to know about how to further improve the quality of human resources and how to deal with work stress in both managing mangrove forests and making UMKM derived from mangrove forest products.

In the socialization and legal counseling, each farmer group community asked many questions about what should be done to improve quality and questions about how to deal with stress at work, The delivery of socialization and counseling materials is carried out with a humanist approach and by using grammar that is easily understood by the farmer group community so that the delivery can be easily understood and understood well. After assistance is carried out on socialization and legal counseling participants, it can be known the progress of participants' knowledge regarding the material presented. This shows that what they know is only working without doing good work management. After the implementation of this socialization and legal counseling, participants are expected to be able to overcome their problems concerning human resources, stress, and mangrove forest management. It can be seen that the average participant has obtained additional knowledge that is quite adequate about what has been conveyed. Therefore, it is hoped that participants can use this knowledge to further optimize, what should be done by the community of the special farmer group of hamlet x Pluh Baru, Pasar Rawa village, gebang district, Langkat Regency.

#### **Program Compatibility with Learning Outcomes.**

This PKM program is closely related to the science of researchers consisting of various sciences, including research science related to Law, Economics, and architecture, so it is felt necessary to socialize matters related to the needs of the farmer group community related to the potential of mangrove forests. PKM in Pasar Rawa village is closely related to the field of Labor Law which can improve the quality of human resources through training from both the government and the private sector, economics can be carried out internships for people who develop UMKM from mangrove forests and from the field of Architecture can do future planning by making a mangrove tourism masterplan for the next 2 years.

In addition to the above, work together and have social sensitivity and concern for the community and the environment, master procedures or guidelines in choosing various alternative solutions both independently and/or in groups, and have thoughts, attitudes, and behaviors that reflect individuals who know about humanist roles and responsibilities and have the ability to communicate ideas, problems and problem-solving in the midwives mentioned above.

## CONCLUSION

With the process of socialization activities and legal counseling delivered to the community of the Dusun X Paluh Baru Farmer Group, Pasar Rawa Village, the delivery is carried out in a simple method, namely direct communication with the community through simple questions related to the potential of the mangrove forest, so that the communication process can take place very well.

From the results obtained from PKM activities, activities are needed to improve the quality of human resources, which in this case is a new paluh farmer group by conducting scheduled training activities from both government institutions and private institutions.

To avoid work stress due to excessive workload, good work management is needed, so that satisfaction will be obtained at work. Because the quality of resources, human resources, and work stress on performance have a positive and significant influence on each other.

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