ANALYSIS OF THE IMPACT OF TRAINING AND DEVELOPMENT ON INCREASING COMMUNITY CAPABILITY VILLAGE IN HUMAN RESOURCE MANAGEMENT IN KWALA SERAPUH VILLAGE, LANGKAT DISTRICT

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Keywords:
Training, Development, HR Improvement, HR Management, Kwala Serapuh Village

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Abstract:
This research aims to analyze the impact of training and development on increasing the capabilities of the people of Kwala Serapuh Village, Langkat Regency in managing natural resources. This research is a case study involving the Kwala Serapuh Village community as the main sample. Data was collected through interviews, observations and questionnaires which were then analyzed using SPSS software. The research results show that training and development has a significant positive impact on increasing community capabilities in managing natural resources. The results of the statistical analysis show a significant increase in the knowledge, skills and understanding of the Kwala Serapuh Village community regarding sustainable natural resource management practices. These findings have important implications in efforts to increase the capabilities of the Kwala Serapuh Village community in maintaining and managing their natural resources in a sustainable manner. The results of this research also provide a strong basis for the government and related institutions to design more effective training and development programs in supporting efforts to conserve natural resources at the local level.

INTRODUCTION

Natural resource management is crucial for sustainable development and community welfare. In Indonesia, especially in rural areas, village communities are often the main actors in managing local natural resources, such as forests, rivers and land. However, the challenges faced by rural communities in managing natural resources cannot be ignored. Limited knowledge, skills and access to modern technology can affect the effectiveness and sustainability of natural resource management efforts at the local level. The Kwala Serapuh Village Community is a group living in rural areas who are highly dependent on natural resources, such as forests, rivers and agriculture. However, they often have limited understanding and skills needed to manage these natural resources

sustainably. This can result in overexploitation and degradation of natural resources, which can endanger environmental sustainability and their livelihoods.

Sustainable management of natural resources is the key to maintaining environmental sustainability and improving community welfare. In the context of Kwala Serapuh Village, natural resources such as forests, rivers and agricultural land are important assets that support their lives. Therefore, it is important to provide appropriate training and development so that they can manage these resources wisely. One approach adopted by governments and non-government organizations is to provide training and development to village communities. Training is a method used to develop human resources related to the abilities or skills of employees or employees who have occupied a certain position or job within a company or organization (Apriliana & Nawangsari, 2021).

This training aims to increase community knowledge and skills in managing natural resources, as well as equipping them with new skills and the best methods that are relevant to local conditions. Training is aimed at completing skills in doing work, as well as being able to use work equipment correctly. However, even though training efforts have been carried out, there has not been much research that thoroughly analyzes the impact of training and development on increasing the capabilities of village communities in managing natural resources. Increasing community capabilities is one of the key factors in achieving sustainable natural resource management.

Training and development can be an effective means of increasing people's knowledge, skills and awareness of the importance of sustainable management of natural resources. Humans are an important component in an organization who will move and carry out activities to achieve goals. The success of an organization is determined by the quality of the people within it, so self-development is needed to increase its capability in utilizing resources. According to Jonah in (Paul, 2020) that capacity development is an effort made to improve or improve the quality of human resources in an organization.

Human development or development is closely related to increasing intellectual abilities needed to carry out better work. Human resource development is based on the fact that every workforce needs better knowledge, expertise and skills. Self-development helps citizens to prepare themselves to face changes in jobs or professions caused by new technology or new product markets. Langkat Regency, especially Kwala Serapuh Village,

is an area that has abundant natural resource potential. Most of the people in the village earn their income as farmers and fishermen.

The people of Kwala Serapuh Village have a tradition passed down from generation to generation in managing natural resources, such as processing palm nipah into brown sugar, processing jeruju leaves into chips, crushed shrimp and shrimp paste, but they also face various obstacles in dealing with environmental changes and economic development. Therefore, this case study in Kwala Serapuh Village is relevant to identify whether training and development has had a significant impact on the capabilities of village communities in managing natural resources. With this background, it is hoped that this research can provide a better understanding of the impact of training and development on increasing the capabilities of village communities in managing natural resources.

LITERATURE REVIEW

Understanding Training

According to the Big Indonesian Dictionary, training comes from the basic word Latih, which means learning and getting used to being able to do something. The word training is a word that has the prefix pe- and the suffix - which in Indonesian means process, method, act of training, activity or training work. The term training has several similarities which in English is called training. The aims or objectives of human resource training according to (Sutrisno, 2016) that is;increasing work productivity, improving work quality, increasing work morale, fostering personal growth.

Understanding Human Resources Development

According to (Hasibuan, 2017) Development is an effort to improve employees' technical, theoretical, conceptual and moral abilities in accordance with job or position requirements through education and training. Meanwhile, according to the opinion of Chalofsky in (Wake, 2012) Human resource development is interpreted as the study and practice of increasing the learning capacity of individuals, groups and organizations through the development and application of learning-based interventions with the aim of optimizing the growth and effectiveness of humans/employees and organizations.

Understanding Community Capabilities

According to (Amirullah, 2015) explains that capability is the ability to properly exploit the resources owned within oneself and within the organization, as well as one's potential to carry out certain activities or a series of activities. Like an individual, it is not necessarily someone who has talent, for example a piano player can play the piano well. This is largely determined by how he develops it with practice, and study. This is supported by Robbin's opinion, which means that ability is a capacity possessed by each individual to carry out their duties. So it can be concluded that ability is an assessment or measure of what the person does.

RESEARCH METHODS

Research Approach

This research seeks to analyze and describe the impact of training and human resource development on increasing the capabilities of Kwala Serapuh village residents, Tanjung Pura District, Langkat Regency. The type of research used in this research is a descriptive analysis method. According to (Arifudin, 2019) that descriptive analysis is an empirical study that investigates a specific symptom or phenomenon in a real life setting. The results of this research were collected using primary data and secondary data.

Population and Sample

According to (Sugiyono, 2016) stated, Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to study and then draw conclusions. The population of this study were residents of Kwala Serapuh Village, numbering ± 500/KK.

Sample According (Sugiyono, 2018)The sample is part of the number and characteristics of the population. Meanwhile, sample size is a step to determine the size of the sample taken in carrying out research. Therefore, sampling needs to pay attention to special methods that are adapted to existing considerations. Determining the number of samples in this study used purposive sampling. Purposive sampling is a sampling technique by determining certain criteria. Due to time constraints and the distance between residents' residences, the researchers took a sample of 5 respondents from each hamlet with a total of 6 hamlets in the village, so the total sample for this study was 30 respondents.

Data analysis method

According to(Sugiyono, 2019), data analysis in qualitative research is carried out during data collection, and after completing data collection within a certain period.

Descriptive Statistical Analysis

According to (Sugiyono, 2019) Descriptive research is research conducted to determine the existence of the value of an independent variable, either one or more variables (independent) without making comparisons or connecting it with other variables. Descriptive statistical analysis, describes or provides an overview of data in the form of tables, graphs, histograms of average values so that others can easily get an idea of the nature (characteristics) of objects from the data.

Classic assumption test

According to (Ghozali, 2018)The classical assumption test is the initial stage used before multiple linear regression analysis. This test is carried out to provide certainty that the regression coefficients are not biased and are consistent and have accuracy in estimation. According to (Ghozali, 2018) To determine the accuracy of the model, it is necessary to test several classical assumptions, namely, normality test, multicollinearity test, heteroscedasticity test and autocorrelation test.

Multiple Linear Regression Analysis

Multiple linear regression is a regression model that involves more than one independent variable. Multiple linear regression analysis was carried out to determine the direction and how much influence the independent variable has on the dependent variable (Ghozali, 2018). Multiple linear regression analysis is used to determine causal relationships by determining the value of Y (as the dependent variable) using the formula "statistics or mathematical model" and to estimate the value associated with X (as the independent variable).

$$\boldsymbol{Y = a + b1X1 + b2X2}$$

Information :

Y = Community Capability

a = constant value

b = regression coefficient value

X1 = Training

X2 = Development

Hypothesis testing

a. Partial Test (t)

The partial test basically shows how far the influence of one explanatory or independent variable individually is in explaining variations in the dependent variable (Ghozali, 2018). The condition that an independent variable has an effect on the dependent variable is when the significance probability value is less than α (5%). This means that the independent variables from a study have a significant effect on the dependent variable.

b. Partial F Test (Simultaneous)

According to Ghozali (2018), the F test here aims to find out whether the independent variables together have an effect on the dependent variable. In this research, the f statistical test of significance level used is 5% (0.05), which means the risk of error in decision making is 0.05.

c. Determination Analysis (R2)

The coefficient of determination test is used to determine the best level of accuracy in regression analysis, this is indicated by the magnitude of the coefficient of determination (*R*2). The coefficient of determination value is between zero and one. Mark (*R*2) small means that the ability of the independent variables to explain variations in the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict variations in the dependent variable (Ghozali, 2018).

RESULTS AND DISCUSSION

Descriptive statistics

The author analyzed and presented variables X1 (Training), 30 Copies.

Table 1. Descriptive Statistics

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Training	30	23	30	27.17	1,510
Development	30	25	30	27.97	1,402
Capability	30	24	30	27.37	1,351
Valid N (listwise)	30				

P.Issn : 2808-859X
E.Issn : 2809-0853

In Table 1, it is known that the average value of the Training variable (X1) has a minimum value of 23, a maximum of 30, a mean of 27.17 and a standard deviation of 41.510. Development Variable (X2) with a minimum value of 25, a maximum of 30, a mean of 27.97 and a standard deviation of 1.402. The Capability Variable (Y) minimum value is 24, the maximum is 30, the mean is 27.37 and the standard deviation is 1.351, with a total of 30 data.

Classic assumption test

a. Data Normality Test

The normality test is carried out to test whether the distribution of data follows or approaches a normal distribution. In this research, the method used to test the data normality test uses the One Sample Kolmogorov-Smirnov method with a significance level of 0.05, meaning that the data is considered normal if the residual value is > 0.05 and vice versa, the data is considered abnormal (abnormal) if the residual value < 0.05.

Table 2. One Sample Kolmogorov Smirnov Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		30
Normal Parameters, b	Mean	.0000000
	Std. Deviation	1.12605881
Most Extreme Differences	Absolute	.073
	Positive	.073
	Negative	-.057
Statistical Tests		.073
Asymp. Sig. (2-tailed)		,200c,d

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction
d. This is a lower bound of the true significance

In Table 2, it can be seen that the results of data processing, the Smirnov Kolmogrov significance value is 0.200, so it can be concluded that the data is normally distributed, where the significance value is greater than 0.05 (p= 0.200 > 0.05). Thus, overall it can be concluded that the data observation values are normally distributed and can be continued with other classical assumption tests.

b. Multicollinearity Test

The multicollinearity test was carried out to see whether there was a linear relationship between the independent variables in the regression model. The results of the multicollinearity test are explained in the table, as follows:

Table 3. Multicollinearity Test Results

Coefficientsa

Model		Collinearity Statistics	
		Tolerance	VIF
1	Training	,947	1,056
	Development	,947	1,056

a. Dependent Variable: Capability

From Table 3, it can be seen that all independent variables are not subject to multicollinearity problems. This can be seen from the VIF <10 and Tolerance> 0.10 values. The Training variable has a tolerance value of 0.947 and a VIF of 1.056. The Development variable has a tolerance value of 0.947 and a VIF of 1.056.

c. Heteroscedasticity Test

The heteroscedasticity test is used to test whether in a regression model there is equality or dissimilarity of variance between one observation and another. Heteroscedasticity testing uses scatterplot graphs.

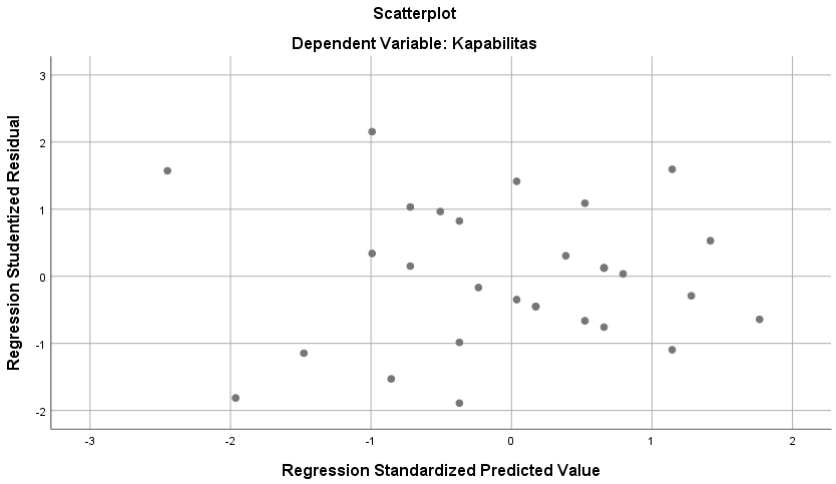

Figure 1. Heteroscedasticity Test Results

From Figure 1, it can be seen that the points are spread randomly and are spread both above and below the number 0 on the Y axis. So it can be concluded that heteroscedasticity does not occur in the regression model in this study.

RegressionMultiple Linear

Multiple linear regression analysis is a statistical method used to understand the relationship between one dependent variable (response variable) and two or more

independent variables (predictor variables) with the assumption that the relationship can be explained by a linear model.

Table 4. Results of Multiple Linear Regression Analysis

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,909	5,256		2,266	,032
	Training	,464	,147	,519	3,150	,004
	Development	.102	,159	.105	2,639	,002

a. Dependent Variable: Capability

Based on Table 4, it can be seen that the regression equation formed is Capability = 11,909 + 0.464 (X1) + 0.102 (X2) and is described as follows:

a. The constant value obtained is 11,909, this shows that if the Training (X1) and Development (X2) variables are constant, then Capability is 11,909.
b. The coefficient for the Training variable (X1) obtained a value of 0.464, this shows that every change in the Training variable (X1) of 1% will affect Capability (Y) by 46.4% with the assumption that the Development variable (X2) is considered constant.
c. The coefficient for the Development variable (X2) obtained a value of 0.102, this shows that every change in the Development variable (X2) of 1% will affect Capability (Y) by 10.2% with the assumption that the Training variable (X1) is considered constant.

Hypothesis testing(Conformity Test)

a. Partial Significant Test (t Test)

A partial test (t test) is carried out to find out whether the independent variable is partial to the dependent variable.

Table 5. Partial Significant Test Results (t Test)

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,909	5,256		2,266	,032
	Training	,464	,147	,519	3,150	,004
	Development	.102	,159	.105	2,639	,002

a. Dependent Variable: Capability

Based on Table 5, to determine the partial influence of the independent variable training and development on the dependent variable community capability, it is as follows:

1) Training has tcount (3.150) > ttable (2.051) and is significant 0.004<0.05, meaning that partially training has a significant effect on community capability.
2) Development has tcount (2.639) > ttable (2.051) and is significant 0.002<0.005, meaning that partially development has a significant effect on community capabilities.

b. Simultaneous Significant Test (F Test)

The F test is carried out to find out how the independent variable influences the dependent variable.

Table 6. Simultaneous Significant Test (F Test)

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16,194	2	8,097	5,945	.007b
	Residual	36,772	27	1,362		
	Total	52,967	29			

a. Dependent Variable: Capability
b. Predictors: (Constant), Development, Training

Based on Table 6, the F test calculation shows that the F value is 5.945 > F table 4.210, with a significance of 0.007 < 0.05. This shows that all independent variables, namely training and development, simultaneously have a significant effect on community capability.

c. Coefficient of Determination

This test is used to measure the closeness of the relationship from the model used. The coefficient of determination (adjusted R2) is a number that shows the magnitude of the variance or spread of the independent variables. Which explains the dependent variable or a number that shows how much the dependent variable is influenced by the independent variable. The coefficient of determination is between 0 and 1 (0 < adjusted R2 < 1), where the coefficient value is close to 1, then the model is said to be good because the closer the relationship between Training and Development and community capabilities.

Table 7. Coefficient of Determination Test Results (R2)

Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.553a	,306	,454	1,167

a. Predictors: (Constant), Development, Training

b. Dependent Variable: Capability

From Table 7., it can be seen thatThe Adjusted R Square value is 0.454. The results of this statistical calculation mean that the ability of the independent variable to explain variations in changes in the dependent variable is 45.4%, while the remaining 54.6% is explained by other factors outside the regression model being analyzed.

CONCLUSION

1. The Effect of Training on Community Capabilities

Based on the results of the partial test (t test) carried out with SPSS in this research, it is known that there is a partially significant influence of the independent variable on the dependent variable as seen in the obtained value of tcount (3.150) > ttable (2.051) and a significant value of 0.004<0.05. So it can be concluded that the Training variable (X1) partially has a positive and significant effect on the Capability variable (Y). These results explain that training has an important influence in increasing capabilities. Training has a very important role in increasing the capabilities of village communities in managing natural resources, as revealed in the case study of the Kwala Serapuh Village Community, Langkat Regency. Through proper training, people can gain better knowledge, practical skills and awareness of the importance of environmental conservation and sustainable practices. The results of this training not only have a positive impact on the environment, but also on the village economy, by increasing agricultural yields and saving natural resources. In addition, training also has the potential to bring about sustainable behavioral change among communities, making them more involved in practices that support sustainable natural resource management.

2. The Influence of Development on Community Capabilities

Based on the results of the partial test (t test) carried out with SPSS in this study, it is known that there is a partially significant influence of the independent variable on the

dependent variable as seen in the tcount value of (2.639) > t_{table} (2.051) and a significant 0.002<0.005, meaning partially, development has a significant effect on community capabilities. Human resource development is a key factor in increasing the capability of village communities in managing natural resources, as found in the case study of the Kwala Serapuh Village Community, Langkat Regency. Investments in education, training and increasing community knowledge have proven that skilled and educated human resources have a positive impact on sustainable natural resource management. With a better understanding of sustainable practices, people are becoming more aware of the importance of protecting the environment around them. Furthermore, the skills and knowledge gained through human resource development enable society to optimize the use of natural resources without damaging the ecosystem. Therefore, investment in human resource development is an important step in strengthening the capabilities of village communities in managing natural resources sustainably and contributing to environmental preservation for future generations.

3. The Effect of Training and Development on Community Capabilities

Based on data analysis and hypothesis testing that has been carried out in this research, it can be seen that the Fcount value is 5.945 > F_{table} 4.210, with a significance of 0.007 <0.05. This shows that all independent variables, namely training and development, simultaneously have a significant effect on community capability.

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