The Relationship of Conditional Cash Transfer Receiver Community With Human Resources Development

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Abstract. *The relationship between community participation and human resources development in Desa Cipetir Kecamatan Lebakwangi Kabupaten Kuningan is pivotal to be analyzed, it is worthwhile to improve human resources quality in Desa Cipetir. The objectives of this study are: 1) to know conditional cash transfer receivers' participation in supporting human resources development; 2) to describe conditional cash transfer encouraging human resources development; 3) to analyze the relationship between conditional cash transfer receivers' participation and human resources development. This study was held because of community awareness level to participate in establishment is generally low if government assistance does not exist and the quality of human resources is still low, but through conditional cash transfer program, community is encouraged to participate in establishment, especially human resources development which the objective is to improve human resources quality. This study used quantitative approach with correlational descriptive method. The result in this study are: 1) participation level of conditional cash transfer receivers' participation is high, it is 81,29%; 2) human resources development in Desa Cipetir is high, it is 82,83%; 3) conditional cash transfer receivers' participation has very strong and positive significant relationship with human resources development in Desa Cipetir Kecamatan Lebakwangi Kabupaten Kuningan.*

Keywords: Participation, Development, Conditional Cash Transfer.

A. INTRODUCTION

The quality of the human resources of a country is one of the important factors in determining efforts to accelerate development, human resources are development agents that can actively increase and empower natural resources towards a more productive direction. Therefore, the government needs to realize how important the effort to develop human resources through programs that are and will be carried out (Soewartoyo, 2009, p. 62).

In recent years, Indonesia's population has grown rapidly. Based on the results of the 2015 Inter-Census Population Survey (SUPAS) conducted by the Indonesian Central Statistics Agency, the data can be seen on the official BPS website, showing that the total population of Indonesia in 2020 is 269.6 million. Of these, 55.8% live in urban areas and 44.2% live in rural areas. The population of Indonesia, which is not much different between cities and villages, must be balanced with equitable development that is not only focused on the central / city areas, development in villages must also be carried

out so that there is no imbalance in development between rural and urban areas. Indonesia is a country that adheres to the principle of decentralization, the central government provides opportunities and flexibility to regions to carry out regional autonomy.

According to Law No.23 of 2014 concerning Regional Government, namely villages take care of government affairs themselves according to the principle of autonomy and assistance tasks which are directed to accelerate the realization of community welfare through improvement, service, empowerment and community participation. In realizing village development, more attention is needed from various elements of society, from the common people to all village government officials. The natural potential in the village must be explored, developed and utilized as well as possible, as well as the potential for human resources that must be improved both through knowledge and skills in order to be able to explore, develop and utilize natural potential optimally (Rahayu, 2018, p. 2).

The community is the main actor in development, and local governments must become facilitators to create an atmosphere that supports various community activities which are of course expected to support government goals which are carried out through community participation (Ibran, 2018, p. 121). Therefore, development must start from the people who act as humans who best know their needs and have aspirations. Then in a village development program, community participation must be involved and included in it for common needs. The positive side of community participation can encourage emotional involvement in the programs that have been planned.

Cipetir Village is one of the villages located in the eastern part of Kuningan Regency, precisely in Lebakwangi District. Based on data from the official website of the Kuningan Regency Government, the total population of Cipetir Village is 2,712 people. Of these, 1,348 were male, and 1,364 were female. Based on the results of the interview as a preliminary study conducted on Monday, 30 March 2020 at 10:00 - 10.30 WIB with Masta Nurasa, SE as the Head of the Cipetir Village Youth Organization, he explained that the majority of the livelihoods of Cipetir Village residents are farmers, the problem experienced by the Village is the level of education is still middle to lower and the majority of people lack the awareness to take part in HR development. Based on this, it is necessary to make government efforts to improve community welfare and motivate people to participate in development, especially development in community empowerment through the Conditional Cash Transfer (PKH). In connection with the implementation of PKH, this village is one of the villages touched by the program.

In the Regulation of the Minister of Social Affairs of the Republic of Indonesia Number 1 of 2018 concerning the Family Hope Program Article 1 paragraph 1 states that the Family Hope Program which is abbreviated as PKH is a program of providing conditional social assistance to families or someone who is poor and vulnerable who are registered in the integrated data program for handling the poor and the data is processed by the basic social welfare information center and designated as PKH Beneficiary Families. The Family of Hope Program is a national program that has been implemented since 2007 with the aim of improving the welfare of the community and increasing the quality of human resources, especially in the fields of education and health, and breaking the poverty chain.

Through this program, the community is

given stimulation from the government and it is hoped that the community will be able to move to make a change for the better and participate in development in the village. In utilizing financial assistance from the government, of course, the participation of the community who is the holder of sovereignty in this country is needed and is one of the determinants for the successful implementation of development in the Village, Village development is directed at the obligations between the government and the community. Based on the fact that happened in Cipetir Village, namely its relatively low human resources, the government through the social service issued a policy of the hope family program whose purpose was for underprivileged families to improve the quality of human resources. When the program is implemented, it is hoped that the community will actively participate in carrying out their obligations as recipients of the hope family program because community participation is very important and necessary in a development program considering that the success of the program is closely related to community participation in running the program (Makhmudi, 2018, p. 1). Therefore, the authors examined whether in Cipetir Village there was a significant relationship or not between the participation of the recipient of the family hope program with the development of human resources, which is expected if community participation is high, the quality of human resources will also increase.

B. METHOD

The approach used in this research is a quantitative approach, because the data generated is in the form of statistics or numbers and the variables are measured using research instruments as suggested by Cresswell (2013, p. 5) that the quantitative approach is a method for testing theory. -A particular theory that examines the relationship between variables, these variables are usually measured using research instruments so that the data obtained in the form of numbers can be analyzed based on statistical procedures.

Then this research uses descriptive correlational method. David in Latief (2010, p. 114) explains that correlational research is useful for predicting between one variable and another variable that has a high or positive correlation and is called descriptive if the study aims to explain the relationship between variables. And this study examines the relationship between community participation in receiving the family hope program with human resource development in Cipetir Village, Lebakwangi District, Kuningan Regency. The data collection steps include: 1) Determining the research population; 2) Develop research instruments; 3) Determine the number of samples based on the Slovin formula, namely 94 people; 4) Testing the instrument, the instrument of which is a questionnaire conducted on 94 samples; 5) Then distribute the tested questionnaires to 94 research samples, namely the recipient community of the Cipetir village family hope program; 6) After the questionnaire is distributed, the researcher explains how to fill out the questionnaire; 7) Then the sample is given 30 minutes to fill out the questionnaire until it's finished; 8) The researcher collected a questionnaire and then examined the questionnaire.

Data analysis in this study was carried out by processing quantitative data expressed in numbers. Quantitative data can be obtained by simplifying all collected data and presenting it in a systematic arrangement, then managing and interpreting the previously collected data. There are three lines of quantitative data analysis with correlational descriptive methods, namely data descriptive analysis, correlation coefficient test and hypothesis testing. So that it can be described as follows:

1) Descriptive Analysis of Data, used to describe each variable, the calculation used is to determine the percentage level of the answer score of each variable. Descriptive quantitative analysis was carried out using a Likert scale. This is in line with Sugiyono (2012: 132) that the Likert scale is a scale used to measure the opinions, attitudes and perceptions of a person or group of people regarding social phenomena. By using a Likert scale, variables are translated into indicators which are used as starting points for making instrument items in the form of questions or statements answered by the respondent; 2) Correlation Coefficient Test, because the data obtained is in the form of ordinal data generated from instruments using the Likert scale, as stated by Ali, Sambas and Maman Abdurrahman (2007, p. 57) who suggest that the Likert scale is a type of measurement scale whose data In the form of ordinal, to examine the relationship between variables, this study uses the rank correlation technique or it can be called a tiered technique or often called Rank Spearman; 3) Hypothesis Test, is a temporary answer to the formulation of the problem where the formulation of the problem is formulated in the form of a question sentence (Sugiyono, 2012, p. 96). The t-test was conducted to determine whether there was a significant relationship between variables or not (Priyatno, 2012, p.109).

C. RESULTS AND DISCUSSION

Community participation is very important in development which is the object of development to participate in planning, implementing and evaluating government programs so that the results of the program will be in accordance with the needs and aspirations of the community itself (Deswati, 2015, p. 126), therefore researchers calculated the participation rate found in Cipetir Village and, produced the following findings:

Table 1.1 Participation of PKH Recipient Communities in Cipetir Village

Participation Indicators	Percentage (%)	Participation Assessment
Education	83,03	High
Health	79,36	High
Economic	81,48	High

Source: 2020 data processing results

Based on the data in table 1.1, it is known that the analysis of the participation of the PKH recipient community in Cipetir Village, Kec. Lebakwangi Kab. Kuningan in 2020 which achieved the highest score was an education indicator as much as 83.03% belonging to the high category, then the economic indicators reached 79.36% belonging to the high category, and the lowest being the health indicators 79.36% belonging to the high category. To calculate the average, the percentage amount is divided by the indicator. so it is known the average number of recapitulation of community participation PKH recipient Cipetir Village Kec. Lebakwangi Kab. Brass in 2020 is 81.29%. Based on the criteria on the Likert scale and the percentage descriptive that has been calculated, the total score of 81.29% falls into the high category. This data also answers how much the participation of the recipient of the family hope program (PKH) in supporting the family hope program (PKH). The results of this measurement of statistical data are supported by conditions in the field, namely the number of beneficiary families sending their children to carry out the twelve year learning obligation as a form of participation in development as evidenced by data on beneficiary families which is documentation from the village. PKH is a community empowerment-based poverty reduction program. through this program the poor have begun to realize their ability and potential to get out of poverty. The community empowerment approach as an instrument of

this program is intended not only to raise awareness of the poor about their potential and resources, but also to encourage the poor to participate on a wider scale, especially in the development process in the regions (Kusumawaty, 2019, p. 49) - 50).

Table 1.2 Human Resources Development in Cipetir Village

Human resource development indicators	Percentage (%)	Human resource development assessment
Pendidikan	83,57	Tinggi
Kesehatan	81,38	Tinggi
Ekonomi	83,56	Tinggi

Source: 2020 data processing results

Based on the data in table 4:16, it is known that the analysis of human resource development in the Village Cipetir Kec. Lebakwangi Kab. Kuningan in 2020 which achieved the highest score was an education indicator as much as 83.57% belonging to the high category, then economic indicators reaching 83.56% 79.36% belonging to the high category, and the lowest being health indicators, 81.38% belonging to the high category. To calculate the average, the percentage amount is divided by the indicator. So it is known the average number of recapitulation of human resource development in Cipetir Village, Kec. Lebakwangi Kab. Brass in 2020 is 82.83%. Based on the criteria on the Likert scale and the calculated percentage descriptive, the total score of 82.83% falls into the high category. This data also answers how much the hope family program encourages human resource development. The results of this measurement are supported by conditions in the field, namely that many recipients of hope family assistance have independently opened businesses whose capital is from the help of the Hope family program, the need for health services has also been met so that people who are less fortunate can get health

services with assistance from the hope family program. especially pregnant women and toddlers, the need for education is also fulfilled so that no more children drop out of school because they have no money, of course this hope family program greatly encourages the development of human resources in Cipetir Village, Lebakwangi District, Kuningan Regency. The hope family program encourages human resource development is also assisted by PKH facilitators who socialize the family hope program and provide modules to recipients.

To find out whether there is a relationship between PKH recipient community participation and HR development, the correlation coefficient test was carried out using the Spearman Rank correlation formula and obtained a correlation coefficient of 0.949. Based on the guidelines for the interpretation of the correlation coefficient, the numbers obtained mean that the relationship is very strong because it is in the correlation interval 0.80 - 1,000. Then see the significance and obtained a significant level of 0.007. If the significant level is smaller than α (0.05), the relationship is significant. Also obtained a positive correlation coefficient, the relationship is declared unidirectional, if the participation of PKH recipient communities increases, human resource development in Cipetir Village, Lebakwangi District, Kuningan Regency also increases. Seeing the high level of participation of PKH recipient communities in supporting PKH, it will also encourage human resource development because the purpose of this program is to improve the quality of human resources.

Based on the theory, it is also explained that community participation is also closely related to development, especially human resource development because community participation is very important and necessary in a development program because the success of the program is closely related to community participation in running the

program (Makhmudi, 2018, p. 1) . The success of development from the national to the village level is not only determined by the government and apparatus, but also by the magnitude of awareness, understanding and participation of the entire community. Participation in question is participation that includes the awareness, talent, interest and creative factors that exist in a community group to plan and complete the work of the community group (Nyoman, 1982, p. 69).

D. CONCLUSION

Based on the results of the research, the level of community participation who received the Hope Family Program (PKH) in Cipetir Village, Lebakwangi District, Kuningan Regency was in the high category, namely 81.29%. With details, the education indicator is 83.03%, the health indicator is 79.36%, and the economic indicator is 81.48%.

Human resource development in Cipetir Village, Lebakwangi District, Kuningan Regency is in the high category, namely 82.83%. The details of the education indicators are 83.57%, the health indicators are 81.38% and the economic indicators are 83.56%.

From the results of the correlation test conducted by researchers in this study, the results show that the participation of PKH recipient communities has a very strong and positive significant relationship with human resource development in Cipetir Village, Lebakwangi District, Kuningan Regency.

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