

Management of Quality Human Resources to Improve the Community of Life in Klambir Lima Kebun Village

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DOI: <https://doi.org/10.52403/ijrr.20220515>

ABSTRACT

The purpose of this study was to determine and analyze the management of quality human resources to improve people's living standards. The hypothesis in this study is how the influence of quality human resources on improving people's living standards. The research method used is descriptive qualitative and quantitative, while the data source is primary data. The data analysis method used is multiple linear regression analysis. The results showed that partially the education variable did not have a positive and significant effect on increasing the standard of living and the income variable had a positive and significant effect on increasing the standard of living. Meanwhile, simultaneously, the variables of education and income have a positive and significant effect on increasing the standard of living.

Keywords: Quality Human Resources, Education, Income and Level Improvement Life

I. INTRODUCTION

North Sumatra is one of the largest provinces in Indonesia and is the largest area on the Indonesian island of Sumatra. Indonesia, which adheres to an open economic system, encourages every province on several large islands to participate in developing the economy to improve people's living standards through the management of quality human resources and later be able to create creative ideas that can generate value to increase their standard of living. The village of kelambir lima

kebon is one of the villages in North Sumatra, Deli Serdang Regency, which is a village with traditional communities who work as dominant oil palm farmers. The village of kelambir lima gardens has many very beautiful landscapes, because it has not been touched by humans. However, the village will not develop if its human resources are not optimal in utilizing the advantages in the village.

One thing that can be done by the local government so that these human resources are of high quality is to improve education. Education is one aspect of development and at the same time an absolute requirement for realizing national development. Therefore, education has a strategic position in all aspects of national development, especially in efforts to develop human resources. The development of human resources cannot be separated from the education obtained since humans were present in this world. Education begins in the womb until we grow up and education lasts a lifetime (*long life education*). The education that children get before going to school is family education (informal) which is considered very important for educating children, because the family environment is the first where children are raised. According to the Directorate of Early Childhood Education (2010) "This early age is *the golden age*, but at the same time a very critical period in the stage of human development. The results of the study

revealed that until the age of 4 years the level of intelligence capability of children has reached 50%. At the age of 8 years it reaches 80% and the remaining 20% is obtained at the age of 8 years and over. In this case, education is not only obtained from an early age but also takes place from time to time which has stages or higher levels of education.

The family is an effective vehicle in developing human resources as a process of improving human quality to make choices. The family can be seen as a miniature for the objective picture of society, nation and state. The family as a social institution has various functions that cover all important aspects of human life. These aspects include economic, educational, social, cultural, health, religious, legal, and so on. According to Law Number 20 of 2003 "Formal education is a structured and tiered educational path consisting of basic education, secondary education, and higher education". Since the 9-Year Compulsory Education program was implanted, the lowest education level for children is junior high school education. So that all children have the opportunity to get education and teaching. Because it does not rule out that thinking based on adequate education will produce more developed thinking and will be able to improve the standard of living and its descendants. In contrast to people who are blind to education, they will continue to be in a zone that may not be able to provide improvement in their lives.

According to BPS (2010: 36) the main causes of children dropping out of school or children not continuing their education are due to lack of awareness of parents about the importance of children's education, economic limitations or no cost, unfavorable geographical conditions, limited access to school, because distant schools or lack of educational facilities. According to Saepuloh & Suherman (2018) in their research, the causes of the dropout rate in Tangerang City are: (1) The economic condition of the community is weak; (2) Support from parents and living

environment is still lacking; (3) The education program from the government is limited, so it has not been able to reach all underprivileged communities. Basically, education is the most important element in a country. Because from education, reliable human resources are born. Therefore, if education in a country is not managed properly or even neglected, then it is certain that the nation's children who are born as successors to build the country will become powerless and displaced by the times and will have an impact on the survival of a country.

The education that is dreamed of by all people is just a dream because the problems that occur in the world of Indonesian education are so big and complex. One of them is that there are still many Indonesian children who cannot enjoy or continue their education. The number of out-of-school and low-educated children in Indonesia is still high. Slameto (2010) "if a child lives in a poor family, the basic needs of the child are not met, as a result, the child's physical health and growth will be disrupted so that the child's learning is also disrupted". According to Sukanto (2010:209) things that affect socioeconomic status include: 1) the size of wealth. 2) The size of the power. 3) The measure of honor. 4) The measure of knowledge.

II. MATERIALS AND METHODS

Study Design

This research uses descriptive qualitative and quantitative research methods. With the following research procedures:

1. The preliminary stage is carried out by collecting data and then knowing the phenomena in the study.
2. The second stage is the data analysis stage by analyzing it through a qualitative approach.
3. The third stage is data interpretation by interpreting the results of the predicted values of each variable and comparing them with the theory and results of previous studies. Interpretation can

prove the theory, challenge the theory and develop new theories as a reference for research results.

4. The stage of drawing conclusions is to conclude the results achieved and recommend to related parties related to the object of research.

Research sites

This research was conducted in the Village Community of Klambir Lima Kebun, Hamparan Perak District, Deli Serdang Regency, North Sumatra.

Study Duration:

The time of the study was carried out in December 2021 to March 2022

S sample size:

The sample in this study amounted to 45 respondents

Sample size calculation:

Sampling in this study was carried out using a *non-probability sampling technique*, namely sampling was used because if the characteristics of the population were not identified with certainty and even the number was present but not identified with certainty. Determination of the sample was carried out by using the *accidental* sampling technique, namely the researcher looked for respondents who were met by chance and were willing to fill out a questionnaire with actual conditions. According to Sugiyono (2013) suggesting that the minimum sample size is 5-10 times the number of indicators estimated. The number of indicators in this study is 9, so it can be determined the number of respondents as many as $5 \times 9 = 45$ respondents.

Subject & selection method

The research population was taken from the Klambir Lima Village Community, Hamparan Perak District, Deli Serdang Regency, North Sumatra. With the following characteristics:

Participation Criteria:

1. Respondents who live in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency.
2. Gender.

3. Minimum age of 20 years.
4. Respondents have income activity

Procedure methodology

This research requires primary data. For primary data, data was collected using the *Rapid Rural Appraisal* (RRA) method, which is a participatory approach to obtain data/information and general *assessments* in the field in a relatively short time. The advantage of this approach is that research can cover a wider area in a relatively short time to obtain broad information in general.

The collection of information and data was carried out flexibly, not rigidly tied to a questionnaire. In this RRA method, the information collected is limited to information and what is needed according to the research objectives, but is carried out in more depth by tracing sources of information so that complete information is obtained about something. Questionnaires act as general guidelines to remind researchers not to deviate from the research objectives. Another specialty of this RRA is that the survey of information collection is carried out by multidisciplinary researchers or researchers who are able to view problems in a multidisciplinary manner. To reduce deviations caused by the subjective element of the researcher, every time after conducting *interviews* with respondents, discussions are held among researchers, exchanging information about a particular problem. If there are differences in views on a problem caused by erroneous information or misinterpretation, confirmation of the source of information or additional information is sought so that the same perception will be obtained among researchers.

Statistic analysis

To determine the magnitude of the influence of education variables and human resource income on improving people's living standards, multiple linear regression analysis is used, as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Where:

- Y = Improved Standard of Living
- X1 = Education
- X2 = Revenue
- e = Error

The data that has been collected is continued by tabulating according to the needs of the study then followed by descriptive analysis. In addition, quantitative analysis is also carried out through education and income of human resources as well as improving the standard of living. This research is a study to find quality human resource management to improve people's living standards in Klambir Lima Kebun Village, Hampan Perak District, Deli Serdang Regency, North Sumatra. The target to be achieved is to spur economic growth and acceleration of the community so that the standard of living of the community increases with the target of increasing education and income quality of human resources.

The last stage of testing is to see and prove the influence of education and human resource income on improving people's living standards, then a suitability test is carried out on each of the regression equations, including:

R^2 (coefficient of determination) aims to determine the strength of the independent variable (*independent variable*) explaining the dependent variable (*dependent variable*).

Partial test (t-test), is intended to determine the statistical significance of the regression coefficient partially. If $t_{hit} > t_{table}$, then H_0 is rejected and H_1 is accepted.

Simultaneous test (F-test), is intended to determine the statistical significance of the regression coefficient simultaneously. If $F_{hit} > F_{table}$, then H_0 is rejected and H_1 is accepted.

III. RESULTS

Characteristics of Respondents in the Research Area

Characteristics of respondents obtained from the results of the questionnaire that has been filled out by 45

respondents in this study. The characteristics of the respondents which will be described below describe how the condition of the respondents studied included gender, age, age of income activity in Klambir Lima Kebun Village, Hampan Perak District, Deli Serdang Regency, North Sumatra which will be explained in the table, as follows:

Table 1. Characteristics of Respondents by Gender

No.	Gender	Number of people)	Percentage (%)
1.	Man	11	24.4
2.	Woman	34	75.6
Amount		45	100

Source: Data Processed by Researchers (SPSS v. 25), 2022

Based on Table 1, it shows that of the 45 respondents the highest are female respondents, namely 34 respondents or 75.6%, while the female sex are 11 respondents or 24.4%. This table shows that the people who participated in this study in Klambir Lima Kebun Village, Hampan Perak District, Deli Serdang Regency, North Sumatra were more women than men.

Table 2. Characteristics of Respondents by Age

No.	Age	Number of people)	Percentage (%)
1.	20 – 30	11	22.9
2.	31 – 40	29	60.4
3.	> 40	8	16.7
Amount		45	100

Source: Data Processed by Researchers (SPSS v. 25), 2022

Based on Table 2, it shows that of the 45 respondents in this study, most of them were in the age range of 20-30 years, namely there were 11 respondents or 24.4%, then the number of respondents who were in the age range of 31-40 years were 29 respondents or 60.4% and respondents in the age range > 40 years as many as 8 respondents or 16.7%. This table shows the age of the respondents involved in this study at the most in the range of 31-40 years.

Table 3. Characteristics of Respondents Based on Work Activities

No.	Position	Number of people)	Percentage (%)
1.	Working	11	24.4
2.	Businessman	8	17.8
3.	IRT/ Not Working	26	57.8
Amount		45	100

Source: Data Processed by Researchers (SPSS v. 25), 2022

Based on Table 3., it shows that of the 45 respondents based on the work activities of the Klambir Lima Kebun community, the respondents in this study were 11 respondents or 24.4%, followed by entrepreneurial activities, namely 8 respondents or 17.8% and activities as IRT/not working as many as 26 respondents or 57.8%. This table shows that the results found in the field show that the respondents' income activity is greater as housewives/not working. From this number, some data were found that the respondents were part-time

doing activities as laborers, for example laundry workers and others.

Descriptive Statistical Analysis

In this study, the author uses descriptive analysis, which is an analysis that can be used to describe respondents' perceptions of the statements that have been proposed. The number of respondents' answers starts from numbers 1 to 5 for each item of the questionnaire statement from the variables of education, income and improvement in living standards.

Table 4. Descriptive Analysis of Educational Variables (X1)

No	Statement	Alternative Answer					Tot	Average	Note.
		SS	S	R	TS	STS			
1.	The higher the level of education, the higher the income I will receive.	11	10	12	11	1	45	3.42	Well
2.	The work I do is in accordance with my last education.	17	9	8	10	1	45	3.68	Well
3.	The education I have teaches me how to be creative and earn an income.	12	11	12	10	0	45	3.55	Enough

Source: Data Processed by Researchers (SPSS v. 25), 2022

Based on Table 4., it is known that the answer to the questionnaire to the first statement "if the level of education is higher, the income I will receive will be higher too", the average value for the first statement is 3.42% which is included in the good category. This shows that the level of education is able to increase the income of the community in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra.

The answer to the questionnaire on the second statement "the work I do is in

accordance with my last education", the average score for this statement is 3.68% which is included in the good category. This shows that the work done by the respondent is in accordance with his education.

The answer to the questionnaire on the third statement "the education I have teaches how to be creative and earns money", the average score for this statement is 3.55% which is included in the good category. This shows that education can increase creativity and earn income.

Table 5. Descriptive Analysis of Income Variables (X2)

No.	Statement	Alternative Answer					Tot	Average	Note.
		SS	S	R	TS	STS			
1.	The income earned is generated from my monthly salary working in a company.	8	17	8	12	0	45	3.46	Well
2.	The income I earn is generated from the business I am involved in.	11	10	12	11	1	45	3.42	Well
3.	The income I earn is generated from my labor and government assistance.	9	19	10	7	0	45	3.66	Well

Source: Primary Data processed with SPSS v.25, 2022

Based on Table 5., it is known that the answer to the questionnaire on the first statement "the income earned is generated from my monthly salary working in a company", the average value for the first statement is 3.46% which is included in the good category. This shows that respondents get income from working in the company.

The answer to the questionnaire on the second statement "the income I get is generated from the business I am involved in", the average value for this statement is 3.42% which is included in the good category. This shows that some respondents get income from business.

The answer to the questionnaire on the third statement “the income I earn is generated from the results as labor and government assistance”, the average value for this statement is 3.66% which is

included in the good category. This shows that the respondents get their income from labor/non-permanent work and government assistance.

Table 6. Descriptive Analysis of Variables Improving Living Standards (Y)

No	Statement	Alternative Answer					Tot	Average	Note.
		SS	S	R	TS	STS			
1.	The income I earn is sufficient for the needs of my family.	11	15	11	8	0	45	3.64	Well
2.	The income I earn is helped by the education I get.	15	10	11	9	0	45	3.68	Well
3.	My health needs are always well catered for.	14	15	6	10	0	45	3.73	Well

Source: Primary Data processed with SPSS v.25, 2022

Based on Table 6., it is known that the answer to the questionnaire on the first statement "the income I earn is sufficient for the needs of my family", the average value for the first statement is 3.64% which is included in the good category. This shows that the respondents meet the needs of the income indicator.

The answer to the questionnaire on the third statement "my health needs are always well met", the average value for this statement is 4.73% which is included in the good category. This shows that respondents always get good health care.

The answer to the questionnaire on the second statement "My income is helped by the education I get", the average value for this statement is 3.68% which is included in the good category. This shows that respondents who have a good education will have an impact on their income.

Multiple Linear Regression Analysis

Multiple linear regression testing aims to measure how much influence education (X1) and income (X2) have on improving living standards (Y). Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra will be explained as follows:

Table 7. Multiple Linear Regression Analysis

Model		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.415	1.320		4.102	0.000		
	Education	-0.362	0.234	-0.440	-1.545	0.130	0.196	5.113
	Income	0.901	0.274	0.938	3.292	0.002	0.196	5.113

a. Dependent Variable: Improved Standard of Living

Source: Primary Data processed with SPSS v.25, 2022

Based on Table 7., the results of the multiple linear regression test are in the regression coefficient column. The standard multiple linear regression equation can be obtained as follows:

$$Y = 5.415 + -0.362X1 + 0.901X2 + e$$

1. It is known that the constant value is 5.415. This value can be interpreted if education and income affect the dependent variable of increasing the standard of living, then the value of the dependent variable of increasing the standard of living is 5.415.

2. It is known that the regression coefficient value of the education variable is -0.362, which is negative. This means that when education increases by 1 unit, the increase in living standards tends to increase by -0.362.

3. It is known that the regression coefficient value of the income variable is 0.901, which is positive. This means that when income increases by 1 unit, the increase in living standards tends to increase by 0.901.

Hypothesis testing

Table 8. t test results

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	5.415	1,320		4.102	0.000
	Education	-0.362	0.234	-0.440	-1,545	0.130
	Income	0.901	0.274	0.938	3,292	0.002

a. Dependent Variable: Improved Standard of Living

Source: Primary Data processed with SPSS v.25, 2022

Based on Table 8., it can be seen:

1. calculated t value of the education variable (X1) < from t_{table} is -0.362 < 1.679 and sig > alpha is 0.130 > 0.05, meaning that the education variable (X1) has no positive and significant effect on the variable of increasing living standards in Klambir Lima Kebun Village, District Silver Overlay, Deli Serdang Regency, North Sumatra.

2. calculated t value of the income variable (X2) > from the t_{table} is 0.901 > 1.679 and sig < alpha is 0.002 < 0.05, meaning that the income variable (X2) has a positive and significant effect on the variable of increasing living standards in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra.

Table 9. F . Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	96,152	2	48.076	10,481	0.000 ^b
	Residual	192,648	42	4,587		
	Total	288,800	44			

a. Dependent Variable: Improved Standard of Living

b. Predictors: (Constant), Income, Education

Source: Primary Data processed with SPSS v.25, 2022

Based on Table 9., it can be seen that this equation model has a significant level of 0.000 which is smaller than the alpha of 0.05. This means that all independent variables which include education (X1) and income (X2) are significant explanations for the dependent variable, namely an increase in living standards (Y). The results show that F_{arithmetic} > from F_{table} that is 96,152 >

2.81, while sig. < of alpha 0.000 < 0.05, indicating that simultaneously the education variable (X1) and income (X2) have a positive and significant effect on the variable of increasing living standards in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra.

Table 10. Coefficient of Determination Test Results (R²)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.577 ^a	0.333	0.301	2.14170

a. Predictors: (Constant), Income, Education

b. Dependent Variable: Improved Standard of Living

Source: Primary Data processed with SPSS v.25, 2022

Based on Table 10., the R² (R² Square) number is 0.333 or 33.3%. This shows that education (X1) and income (X2) on increasing living standards in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra by 33.3% while the remaining

66.7% is explained or influenced by other variables not examined. In this research.

IV. DISCUSSION

The Effect of Income on Improving Living Standards

Based on the analysis, the t -count data of the education variable (X_1) < from t table is $0.362 < 1.679$ and $\text{sig} > \alpha$ is $0.130 > 0.05$, meaning that the education variable (X_1) has no positive and significant effect on the variable of increasing living standards in Klambir Village, Five Gardens, Hamparan Perak District, Deli Serdang Regency, North Sumatra. This means that after the research is done, partially if the education variable does not determine the improvement in living standards, if the education is not developed with creative thoughts. Although statistical calculations are considered to have no effect, it is hoped that the community will further increase the level of minimum education to the tertiary level and not only in formal education but also in non-formal education in order to improve self-quality, to be able to earn greater income and be able to compete globally.

The Effect of Income on Improving Living Standards

Based on the results of the analysis, the calculated t value of the income variable (X_2) > from the t table is $0.901 > 1.679$ and $\text{sig} < \alpha$ is $0.002 < 0.05$, meaning that the income variable (X_2) has a positive and significant effect on the variable of increasing living standards in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra. Income is very important for the needs of the community. The community must be able and try to improve their standard of living. By increasing the income received, it is clear that the need for goods and services will increase. So or finished goods or activities that can change the condition of goods from one certain level to another, towards increasing the value or usability that is useful for meeting all the needs of society.

The Effect of Education and Work Income on Improving Living Standards

Based on the results of the analysis, $F_{\text{count}} > \text{from } F_{\text{table}}$, namely $96,152 > 2.81$, while $\text{sig.} < \text{of } \alpha$ $0.000 < 0.05$, indicating that simultaneously the education variable (X_1) and income (X_2) have a positive and significant effect on the variable of increasing living standards in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra. An increase in the standard of living is the same as the welfare of the community which is the fulfillment of all the basic needs of each community. Social welfare is a condition of the fulfillment of all matters relating to the needs of a decent life for the community, with the aim of improving welfare, quality and survival so that they can afford it (Law No. 11 of 2009 articles 1 and 2). Welfare is a subjective matter, so that each family or individual in it who has different guidelines, goals, and ways of life will give different values about the factors that determine welfare (BKKBN 1992).

V. CONCLUSION

Based on the results of research and discussions that have been carried out, it can be concluded as follows:

1. Education has no positive and significant effect on improving living standards in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra.
2. Income has a positive and significant effect on increasing living standards in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra.
3. Education and income together have a positive and significant effect on improving living standards in Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra.

The people of Klambir Lima Kebun Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra, who were

recorded as majority respondents were housewives or did not work. However, as a result of observations, some of the IRT chose to work as part-time workers, such as laundry workers, etc. The results of the observations show that education has no effect on improving the standard of living, but the suggestions put forward by researchers are that people are encouraged to keep trying to improve education. The importance of education, among others, is 12 years of compulsory education.

For further researchers, in order to be able to develop a model of the level of education and income on the level of welfare of the community in Klambir Lima Kebun Village by including more complex variables. The number of respondents also needs to be increased so that they can represent the wider community. Qualitative research also needs to be carried out so that the complexity of the research results is expected to be more significant in estimating and explaining the Management of Quality Human Resources to Improve the Living Standards of the Klambir Lima Kebun community, which is located in Hampan Perak District, Deli Serdang Regency, North Sumatra.

Acknowledgement: None

Conflict of Interest: None

Source of Funding: None

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How to cite this article: Teguh Wahyono. Management of quality human resources to improve the community of life in Klambir Lima Kebun Village. *International Journal of Research and Review*. 2022; 9(5):86-94. DOI: <https://doi.org/10.52403/ijrr.20220515>
