

Analysis On Maintenance Program Community Development Environment in City Of Manado

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Abstract: *This study aims to (a) Preparation and planning activities of community development programs in the maintenance of the environment are in accordance with the goals and objectives, (b) The resources in the development of the program, (c) Techniques and strategies for the implementation of programs to improve the welfare of human resources (HR), especially in terms of management (d) Results achieved mainly the program management of human resources (HR). Methods or approach used in this research is qualitative descriptive, qualitative data analysis is done by means of a rating scale (rating scale). The analysis showed that the level of understanding and knowledge about the environmental preservation program, located in the area of strong and good intervals, preparation of human resources, especially instructors, weak and less intervals, techniques and strategies in this regard, namely the implementation of human resource management has been implemented i.e. with the manufacture of the green line, the provision of bins, improved drainage, water supply to improve the environmental functions strong and good interval.*

Keywords: *Analysis, Community Development, Environment*

I. Introduction

1.1. Background Of The Problem

Community empowerment plays an important role in the development program, both non-physical development and physical development which can provide opportunities to establish and develop itself, and it is an important variable in human resource development programs in which to achieve the goals and objectives of the program human resource management is very important, and determine in community empowerment.

Aris Ananta (2009) says that is qualitatively not all community development has reached the target of independence in accordance with the purpose of empowering the community, need to continue monitoring developments in order to become an advanced society and independent, yet on the other hand, some of the empowerment of the community has a value added, excellent products, or potential and resources large enough to be developed as a center for the growth of existing settlements in the vicinity. Expected locations are nearby and have not been empowered to be able to obtain dispersive effect of the location of the growth centers. For that we need a new breakthrough in human resource development with Ecological approach. Further according Ananta that empowerment in the field should be monitored because sometimes does not fit with what is expected, because the other side there is the empowerment of communities that have added value, there is a superior product or resource potential and large enough to be developed. Community participation in urban development starting from the planning, implementation, and use / maintenance. Meeting the needs of the community must be in accordance with the carrying capacity of its environment. Availability of natural resources are very limited and uneven, while the demand for natural resources is increasing due to increasing human needs and diverse. Community empowerment in preserving the environment in the city of Manado not been up and still need improvement with regard to environmental management.

Strategic Plan (2011-2015) argued Manado most important aspect determining the success of community empowerment should be a change of human resources itself. The development of human resources is defined on two levels: First, the development at the level of (individual) relating to the development of ratio, functional skills and value system. Second, the development of which is related to the empowerment of human resources. Given the complexity of managing the environment, it is necessary in the implementation of development planning and implementation of environmental management by involving all components, ranging from human resources. Based on the 2000 population census showed that the number of urban population in Indonesia has reached more than 85 million people, with the rate of increase of 4.40 per cent per year during the period 1990-2000. The number was estimated at almost 42 percent of the total population. Following this trend, today (2005) estimated that the urban population has exceeded 100 million, and now nearly half of Indonesia's population lives in urban areas. This is of course a very broad impact on development planning and management efforts of urban areas. Along with the rapid development of the city of Manado so this time as a growing population and enhance the role of human activity in development activities, resulting in a change in the dynamics of the city in the provision of facilities, infrastructure and services. Moreover, not optimal

preservation of the environment in the city of Manado which can be identified based on observations in the field caused by factors weak empowerment of human resources in the maintenance of the environment, environmental management of maintenance funding, less stringent regulations and weak law enforcement by government against violations of the environment, there are a handful of people who still lack of understanding of the environment is a cause of environmental damage in the city of Manado. Addressing issues such as the above, it is necessary to have in the program evaluation process perbedayaan khususnya in maintaining the environment in the city of Manado. Evaluation activities are carried out not only regarding the implementation of development programs, but involves all aspects of human resource development are included in the efforts to preserve the environment in the city of Manado in order to obtain the expected results in accordance with the objectives to be achieved.

According Tjutju Yuniarsih (2009: 17), is positioned as a form of human capital (human capital) as well as other forms of his capital (such as technology, machinery, land, money, etc.) that is crucial to the growth of the productivity of the organization. More broadly, Abdurrahmat Fathoni (2006: 10) states that human resources are the most important capital and wealth of any human activity. Man as the most important element, the absolute analyzed and developed in such a way that the time, effort and ability to really be used optimally for the organization or individual interests. According Abdurrahmat Fathoni, human resource management is the process control based on the power management function derived from a human. Human resource development can not be separated from efforts to improve the quality of human resource management. No matter how good a program is made to be difficult to be realized if the human resources involved in the implementation of the program is not managed in accordance with the functions and principles of human resource management. Revelation Saidi and Supandi Halim (2007: 13) states that the development of human resources intended to improve skills or human ability to perform various activities in the community. Human resource development activities closely related to efforts to improve the standard of living. Improved living standards of the course covers various aspects of life. Not only focused on the economic aspects of this increase in income or income but includes other vital aspects in life. Jane Smith (2000: 1) it outlines the empowerment of the dimensions involved, namely empowering people means encouraging them to become more involved in decisions and activities that affect their work. While Chistopher Gibson and Michael Woolcock (2008: 1) assess the empowerment of the corner of the capacity development of empowerment refers to the process of increasing the capacity of individuals or groups to make choices and change the choices into desired actions. Jane Smith's opinion in line with Edi Suharto that empowerment refers to the ability of people in this group of vulnerable and weak that they have the power. Strength meets the basic needs so that it has the freedom, either from hunger, ignorance or of pain and reach productive resources that enable them to increase their income and obtain goods and services. Also can participate in the development and decision-making. To support the development of human resources, it needs to be supported by the activities of empowerment. Wibowo (2010: 414) argues that empowerment is a process to make people become more powerful or more capable to solve their own problems, by giving them the confidence and authority to foster a sense of responsibility.

Some studies relevant to the research related to empowerment in preserving the environment, among others, research conducted by Hastuti Puspitasari the title Evaluation of Environmental Management Concept of Gender in the District of Yogyakarta (2006: 52) note that: (1) Environmental management in Yogyakarta city showed varying circumstances. In the sanitation management / of sanitation, prevention of domestic wastewater are very clear gender imbalance. Women are not always involved in all stages of activity. Thus the management of these areas have not fully gender sensitive, and in waste management, men and women had a similar opportunity to participate in the entire process. Therefore, these activities can be classified as gender sensitive activities, (2) policy and legislation applicable in Yogyakarta Municipality especially concerning regulation in the field of environmental management does not indicate gender discriminatory regulation or both in men as well as in women. Provisions exist either editorial or substantially not show any discriminatory provisions. Accommodation gender insights contained in the provisions on participation and provisions concerning the rights and obligations of legal subjects set forth in the regulations on the environment. Thus, regulation is not the obstacle for women to participate in decision making on environmental management, (3) Substantially, the policies and regulations of the applicable environmental management d Yogyakarta City showed no gender bias. Gender bias occurs more frequently in the promotion phase of policies and regulations that then impact the implementation. Trias Yuniar Mediawati (2011) in his study entitled Public Participation Levels in Environmental Management In Program National Community Empowerment (PNPM) Urban in Jember, East Java, it is known that the environmental management in Jember required public participation. Public participation plays a role in the phenomenon of initiative, financing, decision-making, labor mobilization, and problem resolution. The public participation in the typology of community participation levels based on the theory of Arnstein at the level of placation for the initiative, consultation for financing, delegated power for decision-making and mobilization of personnel, as well as partnerships for the phenomenon of problem solving.

1.2. Problem

From some of the problems and previous studies which have been mentioned above, the main objective of this research are (a) Preparation and planning activities of community development programs in the maintenance of the environment are in accordance with the goals and objectives to be achieved (b) source-resources in the development of community development programs, especially human resource management in the maintenance of the environment are in accordance with the goals and objectives to be achieved (c) Techniques and strategies for the implementation of community development programs on environmental preservation to improve the welfare of the human resources (HR), especially in terms of management (d) The results of community empowerment programs in the maintenance of the environment mainly the management of human resources (HR).

II. Research Methods

The method of analysis applied to this program is using qualitative descriptive method. Thus, the data collected will be analyzed by qualitative approach. Data were obtained from 120 respondents who propagated represent 9 districts in the city of Manado. Analysis of the results of the charging Rating Scale is done by calculating the average score, total score, minimum score, the maximum score. Steps in the analysis of data from the charging Evaluation Sheet (questionnaire) in the form of Rating Scale (Rating Scale) by Aiken is: (a) Incorporate any answers in the table (do tabulation of data), (b) Calculate the total score, the mean, the maximum score, minimum score, (c) Entering data in the table on the calculation conclusions. Furthermore, the data that has been summarized and interpreted to make the decision. Methods or other research approach used is qualitative research. According Raco (2010) that the inductive nature of the particular facts and reality then researchers establish general patterns. Data analysis in the evaluation of this program is done by classifying data based on information obtained from documents and theoretical studies, interviews, evaluation sheet (questionnaire) of each data classified according to the four aspects of data consisting of Context, input, process and product. The approach taken in the data analysis includes the analysis of qualitative data.

The data obtained from the spread sheet or evaluation questionnaires were analyzed in the form of Rating Scale (Rating Scala) is the raw data obtained in the form of numbers and then interpreted in a qualitative sense. The results of the analysis lies in the region will gain a strong and included in the category of either interval means the dominant means the program according to the respondent has been running smoothly, while saying lies in the weak areas and are included in the category of less mean interval according to the dominant of the respondents have not run in accordance with the hope to achieve goals and objectives.

III. Research Result

The results of the evaluation plan program activities with the aim to prepare human resources in the maintenance of environmental programs, and to achieve the goal is to prepare human resources to realize the improvement of environmental functions and management of the natural resources of the results of the analysis lies in the strong areas and included in the category good interval.

Human resources include; community, particularly employees and the instructor is still lacking and yet meet the needs in the field with the aim to prepare human resources in environmental maintenance program, to realize the environmental improvement of the results of the analysis lies in the weak areas and are included in the category of less intervals. The results of the evaluation of the implementation of the techniques and strategies of community empowerment programs that implement the extension with the aim to prepare human resources, and to achieve the goal is to prepare human resources to achieve improved environmental functions of the results of the analysis lies in the strong areas and are included in the category of the interval good. The results of the analysis of the results of that program through community empowerment programs in this case of human resource management has been implemented to achieve the goal is to prepare the human resources function is to realize environmental improvement of the results of the analysis lies in the strong areas and are included in the category of good interval.

3.1 Level of Understanding Environment Respondents About Meaning Acquired Through Counseling

The respondents who totaled 64 or 53.33 percent gain information about the meaning of the environment through policies / guidelines or appeal issued by the Ministry of Environment and rate this a sign that the community is very positive welcome. The respondents who totaled 73 or 60.83 percent gain information about the meaning of the environment through policies / guidelines or appeal issued by the level of the city of Manado, and it is a sign that the community is very positive welcome. The respondents who were 60 or 50 percent get information about the meaning of the environment through policies / guidelines or appeal issued by the Environment Agency and rate this a sign that the community is very positive welcome. The respondents who totaled 67 or 55.83 percent gain information about the meaning of the environment through policies / guidelines or appeal issued by the District level and it is a sign that the community is very positive welcome.

3.2 Level of Respondents Knowledge About Environmental Care Acquired Through Life Extension

The numbering 77 or 64.16 per cent of the level of knowledge about environmental preservation programs through policies / guidelines or appeal issued by the Ministry of Environment and rate this a sign that the community is very positive welcome. The respondents who totaled 78 or 65 percent gain information about the environment through the maintenance program policies / guidelines or appeal issued by the level of the city of Manado, and it is a sign that the community is very positive welcome. The respondents who are 85 or 70.83 percent gain information about the environment through the maintenance program policies / guidelines or appeal issued by the Environment Agency and rate this welcome sign that the dominant society is very positive. The respondents who totaled 81 or 67.15 percent gain information about the environment through the maintenance program policies / guidelines or appeal issued by the District level and it is a sign that the community is very positive welcome.

3.3 The response of the implementation of development programs society through environmental preservation counseling.

The respondents who totaled 76 or 63.33 percent gain information about the environment through the maintenance program policies / guidelines or appeal issued by the Ministry of Environment and rate this a sign that the community is very positive welcome. The respondents who are 80 or 66.66 percent gain information about the environment through the maintenance program policies / guidelines or appeal issued by the level of the city of Manado, and it is a sign that the community is very positive welcome. The respondents who totaled 81 or 67.5 percent gain information about the environment through the maintenance program policies / guidelines or appeal issued by the Environment Agency and rate this a sign that the community is very positive welcome. The respondents who totaled 75 or 62.5 percent gain information about the meaning of the environment through policies / guidelines or appeal issued by the District level and it is a sign that the community is very positive welcome. The respondents were a total of 11 or 9.16 per cent to get the chance / assignment for a training on the maintenance program environment from the national level is less and it is dependent on the work of the respondents. The respondents were numbered 1 or 0.8 percent get a chance / assignment for training on environmental preservation program of the provincial level is less and it is up to the job of the respondent, if for example, the teacher job potential. The respondents were numbered 2, or 1.66 per cent to get the chance / assignment for training on environmental preservation program of the city of Manado less level and it is up to the job of respondents. The numbering 2 or 1.6 percent get a chance / assignment for training on environmental preservation program of the city of Manado less level and it is up to the job of the respondent, if for example, the teachers work very potential for this level.

3.4 Implementation Respondents In the Community Empowerment Program To Raise Environmental Quality

The respondents who totaled 63 or 52.5 per cent carry out environmental preservation programs through policies / guidelines or appeal issued by the Ministry of Environment and rate this a sign that the public responded positively. The respondents who are 80 or 66.66 per cent of implementing environmental preservation through policies / guidelines or appeal issued by the level of the city of Manado, and it is a sign that the public responded positively. The respondents who totaled 58 or 48.33 per cent of implementing environmental preservation through policies / guidelines or appeal issued by the Environment Agency and rate this a sign that the public may not fully understand, so a bit less. The respondents who totaled 55 or 45.83 per cent of implementing environmental preservation through policies / guidelines or appeal issued by the District level and it is a sign that the community is very positive welcome. The findings in the environmental field maintenance problems are still a handful of society have not been up to implement this contributing factor is the culture that is still difficult to change the nature of practice have grown accustomed to act as he pleases as aesthetics that has pioneered the government on traditional markets decorate flower pots but the people who sell in the surrounding damage and allow to disappear / die. Programs that have been successful in order to be maintained to continue the planned activities in accordance with program planning in accordance with the goals and objectives. Technical application of professional still very dependent on the availability of human resources in this field instructor for power is lacking is not in accordance with the needs on the ground.

IV. Conclusion

Plan program activities with the aim to prepare human resources in environmental preservation programs, and to achieve the goal is to prepare human resources to realize the improvement of environmental functions and management of natural resources from the analysis lies in the strong areas and are included in the category of good interval. Resources include; community, employees and instructors in community development programs, especially in terms of human resource management in accordance with the purpose to prepare human resources in the maintenance of environmental programs, and to achieve the goal is to prepare human resources

to realize the functional improvement of environmental and resource management nature of the results of the analysis lies in the weak areas and are included in the category of less intervals.

Techniques and strategies for the implementation of community development programs that implement education and training in accordance with the purpose to prepare human resources for the maintenance of environmental programs, and to achieve the goal is to prepare human resources to realize the improvement of environmental functions and management of natural resources from the analysis lies in the strong areas and are included in the category of good interval.

Community empowerment programs in this case of human resource management has been implemented in accordance with the Strategic Plan is for the purpose of preparing human resources to achieve improved environmental functions and management of natural resources from the results of the analysis lies in the strong areas and are included in the category of good interval.

Overall results from the preparation of the program of activities to prepare human resources to preserve the environment, techniques and strategies for the implementation of community empowerment through education and training to prepare human resources to realize the functions in the maintenance of the environment of the results of the analysis lies in the area strong and included in the category of the interval, while the provision of human resources as an instructor for the implementation of the education and training needs in environmental preservation programs lies in the weak areas and are included in the category of less intervals.

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