

Implementation and Utilization of The El-Shadday Training Center Program on Improving Human Resources for Sekolah Tinggi Teologi El-Shadday Surakarta Students

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Abstract---Utilization is an effort to bring greater or better results or benefits by utilizing all the resources and potential they have. Utilization is intended to utilize all the potential inherent in the resources owned optimally. In the context of schools, utilization can be done to almost all the resources they have such as human resources which include teachers, staff, students, school committees, and alumni. Utilization is a derivative of the word 'benefit', which is a confrontation which merely shows receiving activities. Confronting generally leads to the acquisition or use of things that are useful both in use directly or indirectly in order to be useful. Meanwhile, according to Prof. Dr. J.S. Badudu in the Indonesian General Dictionary, said that: "Utilization is things, ways, work results in utilizing something useful."The El-Shadday Training Center Program is one of the efforts to increase resources to help improve human life and welfare for students of the Sekolah Tinggi Teologi El-Shadday Surakarta. The ETC program aims to equip students at El-Shadday Theological College as a training center to be provided. This expertise can increase human resources. So that when graduating students have a lot of expertise that can be applied and carried out for the welfare of their families. El-Shadday Surakarta Theological College or abbreviated as STT El-Shadday is a theological college under the Pelita Nusantara Kasih Christian Education Foundation Surakarta. STT El-Shadday was established in 2007 in response to the needs of GBI Keluarga Allah of Christ workers who are skilled in Bible knowledge, skilled in ministry, and of reliable character. As the establishment of the El-Shadday STT is to answer the needs of GBI Keluarga Allah Church, STT El-Shadday has a cooperative bond with the GBI Keluarga Allah Church. The GBI Keluarga Allah Church became a practical laboratory serving students of STT El-Shadday Surakarta. This research uses descriptive quantitative research. There were 162 students as samples and all students as populations. Data collection using questionnaires and documentation. The results of this study indicate that implementation and utilization of the El-Shadday Training Center program has a significant effect on increasing Human Resources for STT El-Shadday Surakarta students in 2019.

Key Word: Implementation, Utilization, El-shadday Training Center, Human Resources, STT El-Shadday Surakarta.

I. INTRODUCTION

Utilization is an effort to bring greater and better results or benefits by utilizing all the resources and potential that is owned. Utilization is aimed at optimally utilizing all the potential inherent in owned resources. Utilization activities are aimed at bringing benefits or results by utilizing resources. In educational units, utilization aims to support efforts to realize the vision and mission of the school by optimally using available resources. Utilization is also an option in improving school quality.

Utilization is the activity of using processes and resources for learning. The utilization function is very important because it discusses the relationship between students and learning materials or systems (Yusufhadi, 1994: 45). Utilization has the task of adapting students to specific materials and activities, preparing students to interact with selected materials and activities, providing guidance during activities, assessing student outcomes, and incorporating them into sustainable organizational procedures.

Utilization comes from the word benefit, and another definition of benefit issued by Dennis Mc Quail and Sven Windahl, namely: "Benefits are the same as hope means exploring (tapping solely shows an activity of receiving)". In addition, Dennis also said that there are two things that encourage the emergence of an use, namely: opposition to a deterministic view of the effects of mass media. Meanwhile, the second is the desire to escape from the prolonged debate about the tastes of the mass media. And if it is related to the problem of this research, then the use here means using or using something usefull which in this case is to use or use brochures as a medium in conveying information to the public, namely customers who are one of the external publics.

Westra defines a program is a set of activities carried out or implemented to achieve the goal or a number of goals and objectives of a specific plan. The El-Shadday Training Center program includes: preparation, implementation, reporting. The program can be run if there are supporting elements in it. The supporting element is the program implemented, the target group who will receive the benefits of the program. Other matters and individuals who are responsible for the management, supervision and implementation of the program process. The implementation of the program uses a variety of resources in a predetermined pattern.

El-Shadday Training Center or ETC is a service program as a training center that will provide training to students or congregations. This ETC program has the aim of providing expertise or intelligence. These skills are specifically to help provide provisions in his life. Students who take ETC are expected to know more about their abilities so they can tap human resources. The El-Shadday Training Center ETC program has many functions and really helps students and lecturers to add special skills. The ETC program has the responsibility to improve the quality of people, especially in the business world and the world of work. Students are provided with various kinds of activities depending on what interests are taken. The El-Shadday Training Center activities are as follows:

1. Job Training

Training will be given to students with the aim of providing special skills or intelligence to work so that:

- 1.1 Students can be trained in preparation for work and get to know the characters of many people.
- 1.2 Students are trained to be more professional in the world of work.
- 1.3 Students can increase their income by opening their own business at home or leaving products for sale in stalls, schools or markets.
- 1.4 Students can be trained to improve skills so that their lives increase and get better income for pocket money.

2. Joint Efforts

It is a means to bring together the owner of a business place with students who have business skills where later the owner of the place will lend his place of business for a predetermined period of time represented by the ETC team by involving students who have business skills with a profit sharing system between the owner, management and actors. the venture. The businesses that are currently being managed are the Keluarga Allah Salon, the Keluarga Allah Banana Crispy and the Keluarga Allah Teraphy Herbal.

3. Business Exchange

It is a meeting between business seekers and business owners with the aim of providing opportunities for students who want to increase income to start a new or side business and for business owners to expand their business or sell products.

The ETC program is an effort or implementation of providing work provision for students to improve their welfare. A program will run well if the process contains 3 important elements

1. Availability of work programs that are ready to run.
2. Having a target, namely the target community who is expected to receive benefits from the program.
3. Implementing elements, both organizations and individuals who have responsibility in managing the implementation and supervising the process.

In connection with the El-Shadday Training Center program, it can be explained that the program implemented is the ETC program. While the target group that is the target is students, and the element of implementation or implementation is the ETC team. In implementing the program, there are various determining factors.

The definition of Human Resources (HR) is a productive individual who works as a driving force for an organization that has a function as an asset so that their abilities must be trained and developed. The definition of human resources in macro terms is the number of people in productive age in an area. Understanding micro human resources, namely individuals who work at an institution or company.

The motivation for someone to work is to get a salary. Currently, salary is still a major factor in choosing a job. Often the amount of salary is taken into account by someone at work. This is consistent with Bob Nelson's statement "People may take a job for more money, but they often leave it for more recognition." In fact, recognition and appreciation are also important things than salary. This statement is also in accordance with Abraham Maslow's pyramid theory of needs. According to Maslow, esteem needs (the need for appreciation) are at the second level, under the peak human needs, namely self-actualization needs (the need for self-existence). Based on that fact, companies are now starting to provide more treatment for their employees. For this company, investment in human resources is important because it will have a significant impact on the progress of the company. So, human resources are something that companies need to take seriously.

In addition, experts provide a broader meaning of human resources. According to Malayu Hasibuan, human resources are an integrated ability of the mental power and physical power possessed by a person. The ability of human resources cannot be seen from one side only, but must be seen as a whole

based on their thinking and physical power. For example, an employee, as a human resource who works in an office, must use the ability to think of course to solve all problems at work. This activity must also be supported by physical abilities, namely to overcome fatigue when sitting for approximately 8 hours at the computer.

Almost the same as Malayu Hasibuan, Veithzal Rivai defines human resources as someone who is ready, willing and able to contribute efforts in order to achieve organizational goals. Every organization or company certainly has different goals. So the human resource capabilities required will be different for each company. Even though human resource capabilities are flexible, the words "ready" and "want" from Rivai's definition should be a concern. No matter how good the human resources are, they will not be able to produce maximum output if their abilities are not ready to use. In addition, a person's ability will also be meaningless if he does not want to contribute his efforts at that place.

Today, companies view employees not as resources, but as capital or assets for institutions or organizations. Because of that, then came a new term outside H.R. (Human Resources), namely H.C. or Human Capital. Here Human Resources are not the main asset, but an asset that is valuable and can be multiplied, developed (compared to the investment portfolio) and also not vice versa, namely as a liability (expense, cost). Here, the perspective of Human Resources as an investment for an institution or organization is emphasized. [1] Human resources can provide unprecedented potential business benefits. The definition of human resources can be divided into two definitions, namely human resources at the macro level and micro human resources. The definition of macro human resources is the number of productive age population in a country, while the definition of micro human resources is an individual who works in an organization. Human Resources consists of two elements, namely physical power and thinking power which will determine human capabilities. In an activity, humans are the main element, no matter if there are many sophisticated equipment that can work instantly, the equipment will not be able to function if it is not managed by humans.

Human Resources Function

Several functions of human resources are described in full, as follows.

1. As Worker

Labor, also known as "man power", is the entire population who is ready to work (productive). Workers have the ability to provide services every unit of time which is useful for producing products in the form of goods or services that can benefit themselves or others

2. As Expert

Human resources can function according to their fields and abilities, one of which is as experts for a company or country.

3. As a Leader

Human resources who have greater capacity with qualified skills and experience can function as leaders for a group, company or organization.

4. As Entrepreneurs

Human resources who can become entrepreneurs are those who can carry out work related to independence in order to create a new product that is beneficial to many people and the environment.

5. Functioning in the development of science and technology

Human resources also have a main function in the discovery and development of science so that it can be used for the betterment of themselves, the environment, and other people, including companies or organizations. The formulation of the problems in this study are:

Is there any influence of the independent variable El-Shadday Training Center Program Implementation (X1), El-Shadday Training Center Program Utilization (X2) on the dependent variable, namely the Human Resources Improvement of STT El-Shadday Students (Y). The research subjects were undergraduate students at El-Shadday Theological School Surakarta.

II. METHODS

This study uses a correlational quantitative research design. This design aims to determine the effect of the independent variables El-Shadday Training Center Program Implementation (X1), El-Shadday Training Center Program Utilization (X2) on the dependent variable, namely the Human Resources Improvement of STT El-Shadday Students (Y). The research subjects were undergraduate students at the El-Shadday Theological School Surakarta.

The sampling in this study were students of the Theology study program, totaling 162 students. The research instrument used to obtain data on the use of the ETC program for improving student Human Resources was a questionnaire. The data collection technique used was a questionnaire. The type of questionnaire used was a closed questionnaire with a Likert scale with 5 answer categories.

The data obtained were analyzed using descriptive statistical analysis and multiple linear regression analysis with the help of SPSS 23.00 for Windows. Before performing multiple linear regression analysis, a classic assumption test is carried out which includes the normality test, multicollinearity test, and heteroscedasticity test

III. RESULTS AND DISCUSSION

Descriptive data analysis is used to describe the condition of the respondent's answer for each variable. The results of these answers are then used to obtain the tendency of respondents' answers regarding the conditions of each research variable.

Variable Descriptive Analysis

Based on the data collected and processed with the help of SPSS, an overview of the variables under study is obtained. The variables studied were the Implementation of the EL-Shadday Training Center Program (X1), the Utilization of the EL-Shadday Training Center Program(X2) and the Improvement of the Human Resources of STT EL-Shadday (Y) Students. In more detail, it can be seen in the table, which is as follows:

Descriptive Variable Tabel

Variable	N	Min	Max	Mean	St Deviasi
Implementation (X1)	162	10	25	18,2439	3,04923
Utilitation (X2)	162	14	25	21,8537	2,32072
Improvement (Y)	162	17	25	22,3902	2,05934

From the results of descriptive analysis of each variable, it is found that all variables, namely EL-Shadday Training Center Program Implementation, Utilization of the EL-Shadday Training Center Program and Human Resource Improvement of STT EL-Shadday Students are above average, with the EL-Shadday Training Program Implementation value. Center 18,2439, Utilization of the EL-Shadday Training Center Program 21,8537 and Improving Human Resources STT EL-Shadday Students have the highest score, namely 22.3902.

Data Validity and Reliability Testing

Validity testing is carried out on all instrument items to determine the validity of each instrument. From the results of data processing, it was found that each item of the instrument was valid, because it had an r value above 0.4. To assess the level of validities of each instrument.

Reliability testing is carried out to show the extent to which a measuring instrument can provide relatively the same results when re-measured on the same object.

The minimum reliability value of the acceptable dimensions of forming variables is 0.60.

From the reliability figures of the three variable constructs used in this study, reliability is

higher than 0.6. Thus the construct gauges have a fairly high reliability.

Multiple Linear Regression Equations

From data processing, the regression line equation is obtained as follows:

Equations:

$$Y = 9.797 + 0.029X1 + 0.552 X2$$

Partially the Implementation of the EL-Shadday Training Center Program has an effect on the Improvement of the Human Resources of STT EL-Shadday Students. The magnitude of the partial effect is 0.643. Since the value is closer to 1, the effect is strong.

Partially, the use of Utilization of the EL-Shadday Training Center Program has an effect on the improvement of the HR of STT EL-Shadday Students. The magnitude of the partial effect is 0.622. Since the value is closer to number 1, the effect is strong.

Simultaneously the Implementation and Utilization of EL-Shadday Training Center Program have an effect on the Improvement of the HR of STT EL-Shadday Students. This can be seen from the sig value of 0.000, which is less than 0.05. Whereas partially EL-Shadday Training Center Program Implementation has no significant effect on the Improvement of EL-Shadday STT Student HR, this can be seen from the sig value of 0.636 which is more than 0.05. But the Utilization of the EL-Shadday Training Center program partially has a significant effect on the improvement of the human resources of STT EL-Shadday students, as evidenced by the sig value of 0,000 is smaller than 0.05.

Discussion

From the results of data processing, it was obtained an explanation that the Implementation of the EL-Shadday Training Center (X1) Program, the Utilization of EL-Shadday Training Center Program (X2) and the Improvement of STT EL-Shadday (Y) Student Human Resource had an effect simultaneously. For more details, it can be explained further the effect of each variable below.

The Effect of the Implementation of the EL-Shadday Training Center (X1) program on the Improvement of STT EL-Shadday Student HR(Y)

From the results of data analysis, it is evident that the Implementation of the EL-Shadday Trining Center program (X1) has no significant effect on the improvement of the human resources of STT EL-Shadday students (Y), this is evidenced by the sig value of 0.636 which is more than 0.05.

From the results of the analysis, it is found that Utilization of the EL-Shadday Training Center Program (X2) for Improving Human Resources for STT EL-Shadday Students (Y), as evidenced by the sig value of 0.000 is smaller than 0.05.

IV. CONCLUSION

From the results of these studies it can be concluded that EL-Shadday Training Center Program Implementation Variable has little effect on the Human Resources Improvement of STT EL-Shadday Students. However, the EL-Shadday Training Center Program Utilization Variable has an effect on the Improvement of the Human Resources of STT EL-Shadday Students. Meanwhile, simultaneously, the two variables, namely the Implementation of the EL-Shadday Training Center Program and the Utilization of the EL-Shadday Training Center Program have an effect on the Improvement of the STT EL-Shadday Student HR.

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