

The Relationship of Human Resource Development and the Performance of Health Workers at the Pratama Clinic Polri Police of Gorontalo



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ABSTRACT: Source Power expected human is source Power working humans professionally and productively obtained through proper management and start as early as maybe, since recruitment employees, selection, classification, placement of employee by ability, expertise, skills, and development his career. Formulation problems in research seen There is a connection development source Power Man with performance officer health at the clinic Primary Gorontalo Regional Police. Research purposes This for know connection development source Power man with performance officer health at the clinic Primary Gorontalo Regional Police. Sample in research This totals 45 respondents. Data analysis results None connection knowledge as development source Power man with performance officer health in clinic pratama police regional police Gorontalo proven with mark P value 0.000 ($\alpha < 0.05$), None connection environment Work as development source Power man with performance officer health in clinic pratama police regional police Gorontalo proven with mark P value 0.000 ($\alpha < 0.05$), There is a relationship Training as development source Power man with performance officer health in clinic pratama police regional police Gorontalo proven with mark P value 0.015 ($\alpha < 0.05$). Development source Power man addressed to each individual working employees in the organization for obtain more skills and experience good for success finish work now and tasks next time in the future come.

KEYWORDS: Resources, Performance, Development

I. INTRODUCTION

Source Power man health is one of the subsystems in the National Health System that has an role important in reaching objective development health as executor effort and service health. Based on Regulation President Number 72 of 2012 concerning the National Health System stated that source Power man health is power health. Increasing service, of course, requires something development to source Power the humans. Development source Power man is an effort to plan and implement management in a way sustainable To increase the competence of workers and performers Working for the organization through training, education, and development programs.

According to the Decree of the Minister of Health, Number HK.02.02/MENKES/52/ 2015 concerning Plan Strategic (Renstra) Ministry of Health 2015-2019, the health program consists of five technical programs and four generic programs. HRK development and empowerment is a technical program that needs the same attention as health programs (Ministry Of Health, 2017).

Amount Health Human Resources (SDMK) spread across Gorontalo Regency in 2022 will total 1124 people consisting of doctor general totaling 42 people, doctors tooth totaling 14 people, nurses totaling 295 people, midwives totaling 391 people, nutrition totaling 73 people, upset totaling 35 people, public health totaling 39 people, analysts health numbering 30 people, and pharmacists totaling 8 people.

As for Clinic Primary Gorontalo Regional Police, based on observation beginning through interviews with the Head of Field Medicine and Health, it is known that There are several related problems with source Power man ie from the aspect of education there is 28 officers service still available with high school education, there are 10 officers health officers with DIII-DIV education, and there are 7 officers health who have S1-S2 education. For training carried out by Health Human Resources (HRK) found Still not enough like training record medical officers registration, training Handling Patient Bad Emergency (PPGD), training

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management maintenance modern wounds for nurses, training approach Management Integrated Toddler Sickness (MTBS) for nurses and midwives, training Service Basic Obstetric Neonatal Emergency (PONED) for midwives and training computer for officer System Health Information (SIK).

world to the digital world. The use of information technology is certainly the main choice for companies, governments and communities in continuing aspects of life. The resulting increase in productivity and efficiency is certainly in sight. But for the business world, the use of technology is not enough if it is not balanced with the development of human resources. Many companies fail to handle these changes because they are not prepared to adapt (Ramadhani, 2021).

Hence, there will always be the demand for the human resources in a company. Sustainable human resources development concerns on how a company allocates their financial resources for the development of their staffs. Another terminology assumes that this financial allocation could be an investment of a company for their staffs. In return, a company will have staffs with skill improvement and able to provide more support to company in achieving the company's goal. Sustainable aspect in human resources development could be defined on how to develop skill of staff regarding the aspect of awareness to 5P i.e. *People, Planet, Prosperity, Peace, and Partnership*. Hence, staff can contribute to realize business with sustainable orientation.

This study aims to analyse the sustainable human resources development practices in listed agro-industrial companies by identifying and mapping the vision and mission, the implementation of human resource development, and financial commitments issued by Indonesian agro-industrial companies in developing human resources specifically for a pandemic phenomenon. The COVID-19 pandemic had an impact on financial performance in agro-industrial companies, so that required the best firm strategy to manage financial resources for business operation and to maintain the level of profit as well as to invest on human resources (Sulistiyo, et. al. 2023, Apriono, et. al. (2023).

II. RESEARCH METHODS

Research sites are located at the Clinic Primary Gorontalo Regional Police. Study This was implemented from January 2024 to January 2024. Research This is a study quantitative with n study observational analytic approach study *cross-sectional study*. Research purposes This for know connection development source Power man with performance officer health at the clinic Primary Gorontalo Regional Police. Population in study This is all over power health part services that work at the Clinic Primary the Gorontalo Regional Police consist of 45 health workers. Collection technique sample *purposive sampling* is taking samples based on something consideration certain like traits population or existing characteristics known before, Samples will be taken totaling 45 respondents.

III. RESULTS AND DISCUSSION

Table 1. Relationship Knowledge with performance Health Officer at the Clinic Primary Gorontalo Regional Police

Knowledge	Performance				Total		Statistic test
	Good		Not good				
	n	%	n	%	N	%	
Good	24	53.3	7	15.6	31	68.9	P Value = 0.000
Not enough	7	15.6	7	15.6	14	31.1	
Total	31	68.9	14	31.1	45	100.0	

Source: Primary Data 2024

Based on the table above, yes is known that Knowledge is Good with performance well 24 respondents or (53.3%) and performance not enough Good as many as 7 respondents or amounted to (15.6%), whereas knowledge not enough with performance Good as many as 7 respondents amounted to (15.6%). Statistical test results obtained P value = 0.000. So H_0 rejected ($p < 0.05$) and H_a accepted, so can concluded that There is a meaningful relationship between education with performance officer health at the clinic Pratama Polda Gorontalo.

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Table 2. Relationship Environment Work with performance Health Officer at the Clinic Primary Gorontalo Regional Police

Environment Work	Performance				Total		Statistic test
	Good		Not good				
	n	%	n	%	N	%	P Value = 0.000
Good	29	64.4	7	15.6	36	80.0	
Not good	2	4.4	7	15.6	9	20.0	
Total	31	68.9	14	31.1	45	100.0	

Source: Primary Data 2024

Based on the table above, yes is known that the environment Works Well with performance good 29 respondents or (64.4%) and performance not enough Good as many as 7 respondents or amounted to (15.6%), whereas environment Works not enough Good with performance Good as many as 2 respondents or amounted to (4.4%). Statistical test results obtained P value = 0.000. so H_0 rejected ($p < 0.05$) and H_a accepted, so can concluded that There is a meaningful relationship between environment Work with performance officer health at the clinic Pratama Polda Gorontalo.

Table 3. Relationship Training with Performance Health Officer at the Clinic Primary Gorontalo Regional Police

Training	Performance				Total		Statistic test
	Good		Not good				
	N	%	N	%	N	%	P Value = 0.015
Once	4	8.9	1	2.2	5	11.1	
Never	27	60.0	13	28.9	40	88.9	
Total	31	68.9	14	31.1	45	100.0	

Source: Primary Data 2024

Based on the table above, yes is known that Training with performance good 4 respondents or (8.9%) and performance not enough Good as many as 1 respondent or amounted to (2.2%), whereas training not enough Good with performance Good as many as 27 respondents or (60.0%). Statistical test results obtained P value = 0.015. So H_0 accepted ($p < 0.05$) and H_a rejected, so can concluded that There is a meaningful relationship between training with performance officer health at the clinic Pratama Polda Gorontalo.

Connection Knowledge As Development Human Resources with the Performance of Health Workers in Clinics Gorontalo Regional Police Pratama.

Research result in knowledge as development source Power man based on table 1 shows that there is officer knowledgeable health Work with good performance as many as 24 respondents and performance 7 respondents were not good, whereas knowledgeable respondents Work with performance 7 respondents and performance were not good enough 7 respondents were not good. Statistical test results using the correlation test *Pearson* with level significance $\alpha = 0.05$ were obtained results *Pvalue* = 0.000 ($P < 0.05$) This shows that there is a connection between knowledge Work as development source Power man with performance officer health at the clinic Primary Gorontalo Regional Police. As for the quantity coefficient correlation between education with performance, the employee is 0.599 meaning the interpretation coefficient correlation *Pearson r* value his have level connection currently.

Connection Environment Work As Development Human Resources with the Performance of Health Workers in Clinics Gorontalo Regional Police Pratama.

Research result environment Work as development source Power man based on table 2 shows that there is officer which health environment Work with good performance as many as 29 respondents and performance 7 respondents were not good, whereas respondents who environment Work with performance 2 respondents and performance were not good 7 respondents were not good. Statistical test results using the correlation test *Pearson* with level significance $\alpha = 0.05$ were obtained results *Pvalue* = 0.000 ($P < 0.05$) This shows that there is a connection between environment Work as development source Power man with performance officer health at the clinic Primary Gorontalo Regional Police. The quantity coefficient correlation between

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education and the performance of employees is 0.723 meaning the interpretation coefficient correlation *Pearson r* value has have level strong relationship.

Connection Training As Development Human Resources with the Performance of Health Workers in Clinics Gorontalo Regional Police Pratama.

Research result training as development source Power man based on table 3 shows that ever Health worker training with performance Good as many as 4 respondents and performance not enough Good as much as many as 1 respondent, meanwhile officer health No Once training with performance Good as many as 27 respondents and less Good as many as 13 respondents. Statistical test results using the correlation test *Pearson* with level significance $\alpha = 0.05$ were obtained results *Pvalue* = 0.015 ($P < 0.05$) This shows that there is connection training as development source Power man with performance officer health at the clinic Primary Gorontalo Regional Police. The quantity coefficient correlation between training and the performance of employees is equal to 0.360 meaning the interpretation coefficient correlation *Pearson r* value has have level weak relationship.

Research results This shows that previous employees follow training but its performance not enough OK, p This caused by relevant or no its relevance where is the training provided? influenced by the willingness of the officer To accept training and factors behavior employee For respond training them so that can influence performance officer That Alone. On the contrary, some employees don't have training but have good performance, p This caused No only factor training you can increase performance from an employee, yes several factors like factor age, and of course wages or reward, style leadership, and promotion position is one of the form development careers for employee.

IV. CONCLUSION

1. There is no relationship between knowledge as human resource development and the performance of health workers at the Gorontalo Police Pratama Clinic as evidenced by a *p* value of 0.000 ($\alpha < 0.05$)
2. There is no relationship between the work environment as human resource development and the performance of health workers at the Gorontalo Police Pratama Clinic as evidenced by a *p* value of 0.000 ($\alpha < 0.05$)
3. There's a relationship between Training as a development source Power man with performance officer health in clinic Pratama police regional police Gorontalo proven with mark *p* value 0.015 ($\alpha < 0.05$)

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