

Study of the Implementation of Human Resource in Program Keluarga Harapan (PKH) for the Poverty Rate in Kabupaten Lumajang (Case Study in Dinas Sosial Kabupaten Lumajang)



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ABSTRACT: Program Keluarga Harapan (PKH) is one of the flagship programs of the Ministry of Social Affairs of the Republic of Indonesia which is expected to be able to reduce poverty in all regions of the Republic of Indonesia. This program was launched by the Central government starting in 2007.

Program Keluarga Harapan (PKH) is expected to be a solution to poverty alleviation because so far the aid program in the past years was considered ineffective. PKH assistance in addition to providing food assistance also seeks to develop the ability of families to solve existing problems.

The number of Implementing Resources for the Program Keluarga Harapan (PKH) in Lumajang Regency compared to the number of KPM PKH that must be accompanied is still far from sufficient. Therefore, more efforts and breakthroughs are needed to solve the problems that exist in the field.

The human resource facilities and infrastructure for implementing Program Keluarga Harapan (PKH) in Lumajang Regency are also still very limited. Integration, synchronization and collaboration with all parties are needed so that program implementation is carried out as well as possible in accordance with predetermined objectives.

This is where it is important to conduct a study whether Program Keluarga Harapan (PKH) has achieved the predetermined goals or vice versa.

Program Keluarga Harapan (PKH) has been implemented in Lumajang district since 2013, this program involves other stakeholders, namely the Health Office, Education Office, Ministry of Religion, Manpower Office, Industry and Trade Office, Cooperative Service and Social Service as the Leading Sector to alleviate poverty.

Program Keluarga Harapan (PKH) which involves many parties aims to eradicate poverty in an effective and efficient manner. Synchronization and integration of programs between regional Apparatus Organizations is a very effective strategy for the success of empowering the poor to be able to help themselves and hopefully become more prosperous.

KEYWORDS: Human Resource Management, Program Keluarga Harapan (PKH), poverty rate

INTRODUCTION

Poverty is a condition or condition that can be an indicator of whether development in a region can be said to be successful or not. The issue of poverty is often a political commodity for various parties to declare a person or institution has succeeded in implementing a poverty eradication program or vice versa.

Poverty is a very complex social problem and requires a humanist and strategic approach in its implementation. Educational factors, health factors and family income or income greatly affect a person's socioeconomic status.

A slum environment and a lack of work motivation are also factors that greatly increase the level of poverty. an approach that is not only physical or material, but also mental or spiritual, a special approach must also be taken so that poverty alleviation can be carried out to its roots. The poverty alleviation program is actually not a new thing in our government system, but so far the program has not been able to penetrate or solve the existing problems. So far, poverty eradication programs have only focused on providing material and even ceremonial assistance that only solves the problem of poverty on the surface.

The Program Keluarga Harapan (PKH) is one of the flagship programs of the Ministry of Social Affairs of the Republic of Indonesia which is expected to be able to reduce the number of poverty throughout the territory of the Republic of Indonesia. This program was launched by the central government starting in 2007.

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The Program Keluarga Harapan (PKH) is expected to be a solution to poverty alleviation because so far the aid program in the past years was considered ineffective. PKH assistance in addition to providing food assistance also seeks to develop the ability of families to solve existing problems. The Program Keluarga Harapan (PKH) has so far been rolled out with a fairly large cost both in terms of the amount of assistance and honorarium from the Human Resources Implementing The Program Keluarga Harapan (PKH).

This is where it is important to conduct a study whether The Program Keluarga Harapan (PKH) has achieved the predetermined goals or vice versa. The Program Keluarga Harapan (PKH) has been implemented in Lumajang Regency since 2013, this program involves other stakeholders, namely the Health Office, Education Office, Ministry of Religion, Manpower Office, Industry and Trade Office, Cooperative Service and Social Service as the Leading Sector to alleviate poverty.

RESEARCH MATERIALS AND METHODS

The poor are the priority targets of national development. So far, the progress of poverty alleviation is still considered to be less than optimal, it can even be said to be in place. Meanwhile, population growth continues to increase, difficulties in obtaining employment opportunities and lack of access to education and health services are considered as factors causing the high poverty rate.

The Program Keluarga Harapan or PKH as a conditional cash transfer program that has been implemented since 2007 has shown important results in reducing poverty, reducing inequality, and changing the behavior of poor families in accessing health, education and social welfare services.

The most important interventions in the implementation of the PKH program are:

1. Providing cash assistance in accordance with the components in the family including: pregnant women, children under five, school children, the elderly and people with disabilities.
2. Improvement of Program Peningkatan Kemampuan Keluarga (P2K2) includes: Access to health, access to education, family economic empowerment, child protection, family social welfare, proper disability services.

With the implementation of the PKH Program correctly and in accordance with the Guidebook, it is hoped that it can alleviate poverty and can improve the quality of life of the people who receive the PKH or KPM PKH program assistance.

RESEARCH METHODOLOGY

Research Location and Time This research is located in the Social Service of Lumajang Regency, while the object of this research is the Implementation Management of the Program Keluarga Harapan (PKH) on Poverty Rates in the Lumajang Regency area.

By focusing on 3 components:

1. Management of the Program Keluarga Harapan (PKH)
2. Implementation of the Human Resource Management of the Program Keluarga Harapan (PKH)
3. Poverty Rates.

Implementation of the Management of the Program Keluarga Harapan (PKH) was chosen as the object of research because so far it is considered that the Implementation of the Program Keluarga Harapan (PKH) has succeeded in reducing poverty on the one hand. as a priority program of the central government in order to reduce poverty

The research time is as follows:

1. Preliminary study : January 2020
2. Research : April 2020.

Types of Research In relation to the problems to be studied by researchers, dynamic and is social, the type of research chosen by the researcher is descriptive research with qualitative approach. According to Bogdan and Taylor in Gunawan (2013:82) "Qualitative Research is a research procedure that produces descriptive data in the form of written and spoken words from people or observable behavior directed at holistic (whole) backgrounds and individuals" Research Descriptive research is a type of research with the aim of making a systematic, factual and accurate description, picture or painting of the facts, nature and relationships between the phenomena being investigated (Nazir, 2005). While qualitative research is research that produces descriptive data regarding spoken and written words and observable behavior of the people studied (Suyanto, 2005).

Research Design This research was designed to look further into the implementation of Human Resource Management for Pkh Implementation on poverty rates in Lumajang Regency with the case study method. The implementation of Pkh management will be seen through 3 aspects. Human Resource Management Implementing the Program Keluarga Harapan (PKH), Implementing the Management of the Expected Family Program or business processes and the Poverty Rate.

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DISCUSSION AND RESULTS

Human Resource Management Implementation in the Implementation of the Program Keluarga Harapan (PKH) Management is a series of activities (including planning and control) directed at organizational resources (human, financial, physical and information) to achieve organizational goals in an effective and efficient.

Management is the process of planning, organizing, leading, and controlling the efforts of organizational members and the use of all organizational resources to achieve predetermined goals. Please note that Human Resources is one of the factors that greatly affect the productivity of the company. As with other production factors, Human Resources are inputs that must be managed by the company so that it will produce good outputs.

New employees who do not have the skills and expertise must be trained, so that they become skilled and expert employees. If he is trained further and given experience and motivation, he will become a mature employee. Management of Human Resources is called Human Resource Management. In order not to deviate too far from the PKH Program implementation guidelines and deepen understanding of the PKH Program implementation guidebook, every PKH implementing HR is required to attend debriefing or providing material on Competencies that must be possessed by PKH Program implementing.

The organizer of the training is the Human Resources Division of the Central Ministry of Social Affairs. The duration of the training ranges from 1 to 3 months. The materials provided included the process and stages of implementing the PKH Program and how to deal with problems if there were obstacles in the field. The main duties and authorities as well as rewards and punishments are given in detail during the training.

The Business Process carried out by The Program Keluarga Harapan ,

Hereinafter referred to as PKH, is a program of providing conditional social assistance to Poor Families who are designated as PKH beneficiary families. As an effort to accelerate poverty reduction. The Social Protection Program which is also known internationally as Conditional Cash Transfers (CCT) has proven to be quite successful in tackling the poverty faced in these countries, especially the problem of chronic poverty. As a conditional social assistance program, PKH opens access for poor families, especially pregnant women and children, to take advantage of various health service facilities (faskes) and educational service facilities (fasdik) available around them.

Through PKH, KPMs are encouraged to have access to and utilize basic social services in health, education, food and nutrition, care, and assistance, including access to various other social protection programs which are complementary programs on an ongoing basis. PKH is directed to become a center of excellence for poverty reduction that synergizes various national social protection and empowerment programs.

The activities or business processes carried out by PKH to oversee the assistance provided by the Central Ministry of Social Affairs according to Mr. AA as the District I Coordinator for the Implementing Program Keluarga Harapan (PKH) refers to the PKH Implementation Guidebook, this is in accordance with what has been conveyed.

Effects of Program Implementation PKH on poverty rates The implementation of the PKH program aims to break the chain of poverty which has been a priority program at the central, provincial and district levels. Because poverty is considered as the parent of other social problems. The implementation of the PKH Program must be directly beneficial to the KPM PKH community.

To make the impact more pronounced, the implementation of the PKH Program is integrated with the improvement of education services, health services and joint business groups to improve the welfare of the community. Poverty is strongly influenced by the level of education because poverty is influenced by people's daily behavior. Appropriate and productive behavior can increase welfare of the community while behavior that does not take advantage of the time and opportunities that exist will create bigger social problems.

Therefore, access to education services in the PKH program is very helpful for the community to improve their education. To find out whether the implementation of the PKH Program has an impact on the Poverty Rate, we can find out from the number of KPM PKH graduations that have been achieved by PKH HR in implementing the program. Graduation is a condition of KPM PKH social welfare status that has become better after receiving the PKH Program intervention. For more details during the research, the data obtained are as follows. In 2019 there were PKH KPMs that had achieved a graduation of 1,041 while in 2020, PKH KPMs had reached 2,769 graduations.

This explains that there has been a very significant increase, which is almost two times compared to the previous year. This can all be achieved because of the role or participation of all parties, especially key stakeholders. Local government policies that strongly support the implementation of the PKH Program. The role of the supporting human resources for the implementation of the PKH Program and the high willingness of the PKH KPM to be able to immediately improve their welfare.

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CONCLUSION

The Implementation of Human Resource Management for the Program Keluarga Harapan (PKH) at the Lumajang District Social Service has followed the instructions in the Handbook for Implementing the Family Hope Program published by the Central Ministry of Social Affairs. Due to the conditions in the field or in the work area, there are several problems, so to solve these problems, modifications and innovations of activities are needed without reducing the essence of these activities.

The implementation of Human Resource recruitment for Implementing the Program Keluarga Harapan (PKH), Determination of Employees, Performance Agreements, Supervision and Provision of honorariums or salaries are carried out by the Central Ministry of Social Affairs.

The district as the user of implementing personnel sometimes facilitates the HR recruitment process for implementing the Family Hope Program. For monitoring and reporting of performance, it is carried out in stages starting from the District Coordinator, District Coordinator, Regional Coordinator and Regional Coordinator for Implementing the Program Keluarga Harapan (PKH). assistants who live close to their assisted areas, provide transportation facilities even though the numbers are very limited, integration of activities with routine activities in the village.

The business process of the Program Keluarga Harapan (PKH) or the implementation of the Program Keluarga Harapan (PKH) activity program is in accordance with the stages in the Guidebook for the Implementation of the Program Keluarga Harapan (PKH). The activities or stages of the Program Keluarga Harapan (PKH) business process in the region are adjusted to the existing activities beforehand so that the effectiveness and efficiency of the activities can be achieved.

The business process of implementing the Program Keluarga Harapan (PKH) also involves village officials and potential social welfare resources, such as health cadres, community leaders religious leaders. This is very important considering that one of the objectives of the Family Capacity Building Meeting in Implementing the Program Keluarga Harapan (PKH) is to change a more productive mindset or behavior to improve family welfare. To achieve this goal, support from all elements of society is needed, especially the support of key figures.

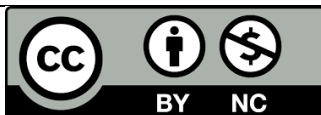
The implementation of the Program Keluarga Harapan (PKH) has contributed to reducing poverty in Lumajang district. The contribution to reducing the existing poverty rate is not too large considering that the number of recipients of PKH assistance when compared to the total number of poor people is not too large. On the other hand, the responsibility for reducing poverty is not only the responsibility of the Social Service but must be supported by other agencies, such as the Community Empowerment Service, the Industry and Trade Service, the Cooperatives Service, the Manpower Service, the Health Service and the Education Office. There is a very interesting phenomenon in this study related to the poverty rate, namely: Specifically in the implementation of the Pkh program there was a decrease in the poverty rate as evidenced by the graduation of KPM PKH, but for the total number of poor people there was an increase in the impact of the Covid 19 pandemic with the existence of Large-Scale Social Restrictions. and layoffs and slowing economic growth.

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