Study Of Capacity Development In Human Resources Management On Household Food Industries In The District Of Bone

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ABSTRACT
Household food industry (HFI) is one of the most popular businesses that absorb considerable workforce and a highly potential source of household income for people in Bone Regency, South Sulawesi Province of Indonesia. The industry has not been well developed because it employs simple and traditional management. Modern business management has not been applied in terms of aspects of production, utilization of human resources, and marketing and financial management. This study aimed to determine the capacity of human resources (management or business owners) in managing HFI in Bone Regency, as well as development efforts that can be done to improve their capacity. The results showed that the main products produced by HFI in Bone Regency were ranging from traditional foods (traditional cakes) to modern foods (nuggets, meatballs, milkfish paste etc.). The capacity of human resources in managing HFI is limited in several important aspects. Financial management was not designed well; for example, production costs were not calculated in a careful, complete, thorough, and precise manner; so that the benefit was not known or could not be predicted with certainty. Marketing management was weak in providing a good product identity name, brand, and expiration date. In terms of production management, production plan was not designed well, so sometimes the excessive stocks spoiled before being sold, and sometimes they ran out of supplies, meaning they could not meet consumers' demands. The over and under-productions affected the overall benefit generated from the business operation. Human resources were managed in a simple manner because the businesses employed small numbers of workers.