HUMAN RESOURCE DEVELOPMENT

ABSTRACT

Human resources development through training activities in the fish processing group is considered very important to be able to empower the business owned by the community in Sinjai District especially fish processing group. This study aims to determine and analyze the implementation process of human resource development in order to empower the fish processing business group by the Fishery Department in Sinjai District. This research uses qualitative approach. Data collection was done through observation, interview and documentation of informants who were directly involved in the implementation of these activities. The process of data analysis includes data reduction, data presentation, and conclusion. The results showed that in the process of implementation of human resources development through training conducted by the Fishery Department of Sinjai Regency has not run optimally that is very limited time in training, the material given sometimes not in accordance with the wishes and needs of the group, the extension of the less responsible in carrying out the task and its function in technical guidance to fish processing group, short duration of training activity is also still often found in fish processing group training; in addition, the capital was lacking in some groups so it can not proceed from what has been obtained from the training. From these constraints, so that it can be concluded that there are two training processes are highly suboptimal, those are assessment of needs and program materials.

Keywords: Development, Training, Business Group of Fish Processing

CONCLUSION

Based on the results of the discussion in the previous chapters, it can be concluded that in the process of implementation of human resources development group fish processing business by the Department of Fisheries in Sinjai has not run optimally. Various factors that become obstacles in the process of human resource development that is very limited time in training, the material given sometimes not in accordance with the wishes and needs of the group, the extension agent who is not responsible in carrying out the duties and functions in performing BIMTEK on the business owned by the fish processing group, short duration of training activities are also often found in the fish processing group training; other than that the capital is less owned by some groups so it can not continue from what has been obtained from the training. The suggestions for the success of the development are (1) Additional training time is needed in presenting the material given so that the participants can better understand the material received; (2) The routine guidance by the fishery instructor in giving BIMTEK to the fish processing group, effort can be empowered; (3) The material given should be in accordance with the needs of the fish processing group and based on the results of field observations.
REFERENCES


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