

## ANALYSIS OF HR SKILLS IN IMPROVING THE PERFORMANCE OF EMPLOYEES OF AGROINDUSTRY DANGKE THE MATARAN SUB-DISTRICT ANGGERAJA

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**Abstrak.** This study aims to analyze human resources skills to improve the performance of dangke agro-industrial employees in Mataran Village. The type of research used is quantitative research, where this research is used to explain correlations and test hypotheses proposed. The results of this study indicate that the lack of human resources skills have a significant effect on improving the performance of dangke agro-industrial employees in mataran village, Anggeraja district, Enrekang Regency. One of them is influenced because there is still a lack of training and employee development activities in order to hone the skills of the employees themselves so that it can affect the improvement of their performance.

**Keywords:** Skills, Employee Performance

### INTRODUCTION

The success of a company is fundamentally determined by the performance of employees in the company. Employee performance is very influential with the results obtained by an organization with the reshuffle of terms of a certain size of the financial plan of assets to pay for the quality it has that is owned by workers. Achievement or achievement in achieving goals will encourage organizations to have qualities that can make them ready to survive in the midst of competition that a company's success is determined by the performance of employees in the company. Employee performance is very influential with the results obtained by an organization with the overhaul of certain things, for example, spending a company's success is determined by the performance of employees in the company. Employee performance is a very specific thing, for example, spending ncana financial assets to pay for the quality it possesses that is owned by workers. Achievement or achievement in achieving goals will encourage organizations to have qualities that can make them ready to survive in the midst of today's extreme competition. Ncana finances assets to pay for the qualities it possesses that are owned by workers. Achievements or achievements in achieving goals will encourage organizations to have qualities that can make them ready.

Micro small and medium enterprises are regulated in the law of the Republic of Indonesia number 20 of 2008 on MSMEs. In Chapter 1 (general provisions), Article 1 of the law, it is stated that microenterprise is a productive business owned by an individual and / or an individual business entity that meets the criteria of microenterprise as stipulated in the law (Hendri, 2019:3). Small business is a stand-alone productive economic business, carried out by individuals or business entities that are not subsidiaries

or branches of companies owned, controlled, or part either directly or indirectly of micro enterprises or large businesses that meet the criteria (Syarif, 2020:32). Current developments, especially in Indonesia, require economic actors to survive and be ready to compete with other small and medium Miko businesses. This Spurs MSMEs to create new and different businesses, of course with good achievements. Miko small and Medium Enterprises achievement is determined by the condition of its human resources. The achievement of MSME results lies in the scale of production, so it includes all existing elements, one of which is individuals or individuals. Individual performance is the achievement or effectiveness that is influenced by job objectives, job design, and job management and characteristics.

Employee skills are very influential in the success of a company. At the same time, it was also found that a Skill affects employee performance. A employee skill it has a great effect on a company that employees occupy themselves. There are human resources or employees who have different positions with skills determined by the company. Therefore, the company must be able to follow up so that the employee has the skills required by the company. One of them is by training the skills needed by the company. With the training the company intends to maintain the stability of the company to face the phenomena that will occur with the worldwide changes that occur, two organizations and organizations. Expertise can be demonstrated in training or preparation provided by the company. In this case the company's human resources in order to avoid the expiration of human resources in the company. Employee skills are very influential in the success of a company. At the same time, it was also found that a Skill affects employee performance. A skill it is very influential in a company that is occupied by its own employees. Skill is a competence to perform learning, physic-motor actions and can include manual, verbal, or mental manipulation of data, people, or objects (Suhariadi, 2017:17).

Rue & Byars (Hasibuan, 2017:69), there are three management skills needed to be able to do the job, namely conceptual skills, human relations skills, and technical skills. Two aspects of performance appraisal enter into human relations skills, namely communication and cooperation. Skills are the capacities required to carry out a series of tasks that develop as a result of training and experience. A person's skills are reflected by how well a person performs a specific activity, such as operating equipment, communicating effectively or implementing a business strategy. Skills are a very important aspect in an organization because knowledge, skills and abilities are the main capital in the organization to achieve success and success, because employees are expected to be qualified employees to achieve optimal performance with Of course based on the condition of skills abilities and knowledge possessed. For the most common and basic problems encountered by small and medium Miko businesses today are related to lack of capital. However, after being given sufficient and adequate financing, not many businesses did not develop and business achievements tended to decrease due not only to capital but to increase the capacity of human resources owned. Enrekang Regency is one of the regencies in South Sulawesi which is rich in natural resources that prioritizes

the development of dairy farming. Support from the Department of Animal Husbandry of Enrekang Regency through a capital grant program for farmers, and artificial insemination (IB) which aims to develop milk production to support dangke processing activities that are processed from cow's milk or buffalo milk.

Enrekang district focuses more on the cheese milk processing industry (dangke). Dangke is used as a traditional side dish which is an indigenous product for the people of Enrekang Regency which has been widely known throughout the people of South Sulawesi and even nationally (Rahman, 2019:8). Then one of the Dangke agroindustry in Mataran Village, Anggeraja district, namely Dangke Rezky, based on the initial observations made, there were fluctuating conditions (inconsistencies) in the monthly sales achievements of Dangke Rezky's business. Sales of Dangke Rezky in the last 6 (six) months in 2022, showed that there was an inconsistency in the monthly sales achievements of the Dangke Rezky business. This indirectly indicates that the role of human resources including skills is a necessary and very important thing to be considered and carried out Sustainable Development. Moreover, with the intensity of demand for dangke products produced by the business Dangke Rezky from inside to outside the area that at least requires the business to produce a minimum of about 80-100 packs of dangke in a day.

## **METHOD USED**

This study uses quantitative research methods. Research design is a guideline or procedure and techniques in research planning that can be useful as a guide to build strategies that produce research findings (Kurniawan, 2016:4). This study is a correlation study, because in this study aims to find the presence or absence of the influence of the independent variable to the dependent variable. The population in this study is Dangke Agroindustry in Mataran Village, Anggeraja District. Then the sampling in this study using purposive sampling technique where in determining the sample is not based on the status or position of the existing population but based on the needs of researchers. The sample in this study was 30 total employees. Research instruments are tools that are selected and used by researchers in their activities to collect data so that research activities become systematic and facilitated. Research instruments used in this study in the form of questionnaires or questionnaires made by researchers for the purposes of data collection in the study. In this study used multiple linear analysis to determine how much the relationship between the independent variable is the skill of human resources (X) with the dependent variable is the performance improvement of employees of Agroindustry dangke in Mataran Village.

## **ACTIVITY IMPLEMENTATION AND RESULTS**

### **a. Realization of Problem Solving**

The training can be carried out successfully thanks to the collaboration between the Implementation Team of Accounting Study Program Lecturers, Faculty of Economics, Makassar State University and partners. Partner participation in this case includes registering and coordinating participants who participate in the training, helping with facilities and infrastructure needed in the training process.

In this training activity using tools and materials used to carry out this activity. The tools used are in the form of whiteboards, markers, materials distributed to participants, as well as room facilities used for training activities, sound systems, LCD Projectors, other devices needed in the training process. The materials used were HVS paper to be used for temporary notes before being transferred to the note book given to the trainees, Kwarto paper for research reports, stationery, and printer ink for duplicating reports.

In addition, because the implementation of activities during the COVID-19 virus outbreak pandemic, participants were also distributed masks and hand sanitizers. This is done to ensure that health protocols are still implemented, so as to prevent transmission of the corona virus both among participants and with resource persons and organizers.

### **b. Activities and Evaluation**

The methods used in the implementation of this activity include: Training methods, discussions, questions and answers, assignments and simple financial management exercises. To measure and determine the effectiveness of this training, an evaluation was necessary. This is intended to determine the extent of the achievement of the objectives of the implementation of this community service activity and at the same time to be able to find out the obstacles faced in its implementation.

The evaluation of this activity was carried out in three stages, namely: First stage: Pre-Test / Observation, carried out at the initial stage (before the training participants were given training materials consisting of Definition, scope and objectives of Financial Management; Overview of the Management Process. The evaluation carried out at the initial stage of the activity is intended to obtain information or data regarding the basic abilities of the participants regarding management.

The second stage, the evaluation is carried out during the process of implementing the activity where simulations and assessments are carried out, including activities to select one specific topic, followed by defining Financial Management. Evaluation is carried out simultaneously during the process of training activities, namely by direct observation. The aim is to determine the level of activeness and active participation of participants, discipline, enthusiasm and motivation of participants.

The third stage: Post-Test, the evaluation is carried out at the end of the activity (after the training participants have obtained the material), by dividing several small groups based on the main tasks and functions at each workplace.

## CONCLUSION

Referring to the analysis and discussion of the study, the conclusion that can be conveyed that as a whole can be explained that human resource skills lack a significant influence on improving the performance of employees of Agroindustry dangke in Mataran village, Anggeraja district, Enrekang Regency. One of them is influenced by the lack of employee training and development activities in order to hone the skills of the employees themselves so that it can affect the improvement of their performance.

Based on the results of research conducted on the performance of employees agorindustry dangke in Mataran Village, the authors suggest:

- 1) Agroindustry dangke Mataran village, in this case dangke Rezky in order to optimize the performance of its employees.
- 2) We also expected that training and development activities carried out by employees of Agroindustry dangke Mataran village (dangke Rezky) can be carried out and held on an ongoing.

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