

**AN ANALYSIS OF HUMAN RESOURCE DEVELOPMENT AGAINST
LABOR PRODUCTIVITY EMPLOYEES REGENT OFFICE MINAHASA**

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Abstract

This study was conducted for the purpose of knowing how the influence of hr development on the performance of employees at the office of a regent kabupate minahasa research methodology used in this research is a method of survey. A survey of referred to aims to test one or more common to define the connection between variables researched. The ability of employees corresponding demands a work assignment, is one of the factors essential to support the effectiveness of our organization and efficiency in achieving its objectives.

A program to develop human resources of the employees through training and education appropriate is a means of the ability to launch the employee, thus productivity of employees will be getting better and better so that organizational goal will be achieved. The result of this research reveals that, the influence of human resource productivity against employees of the illness. In this is proven by test significance where thitung larger than ttabel and hr development would cause an increase in productivity of employees in the office of a regent Minahasa.

Key Word: The Development of Human Resources, Labor Productivity, Employees

INTRODUCTION

Background of the Problem

Face the era of globalization and the free market, human resources increasingly are required to have quality of being reliable. Higher levels of education and the amount of experience not fully ensure the ability of human resources in in working. This fact the more complex given the increasingly increasing a graduate of a school and universities from year to year that the quality is very compound. The recruitment of is the very start that has a significant, due in this requires the phase that long and tight as to get servant candidates the best.

Realizing that human being is the main strength is very important development and increase the profile of human resources as insani, for that the development of a dynamic that arouses an active role in the development of the entire community. Assets development of a nation need basic called (resources)

human resources, both the natural resources, and human resources. Both sources of power is very important in determining the success of a development.

Speaking the problem of the development of human resources, actually can be seen from two aspects, namely the quantity and quality. *Pengertian* quantity related to the number of human resources. The quantity of human resources without accompanied by the quality of good will be a burden the construction of a nation. While the quality, concerning the quality of human resources related to the ability, good physical ability and the ability of non physical (intelligence and mental). Therefore to the interests of an acceleration of development in any field, then increase the quality of human resources is one of the main requirement.

The quality of human resources related to two aspects, namely the physical aspects (physical qualities and physical non related to the ability of work, think, and other skills. Because of that, efforts to improve the quality of human resources can be directed at both aspects. To determine the physical qualities can be channeled through health improvement program nutrition. While to improve the quality of physical non , education and training efforts and very necessary. Efforts this is intended with the development of human resources.

We can conclude that the process of development of human resources is a state of being activity that must are into an organization. Nevertheless, in the implementation of the human resource development will need to be considered some of, either from within or outside an organization concerned.

Education and training in an organization as one of many efforts to the development of human resources some cycle is to be done is available continuously. Because the organizations must be thriving to anticipating the changing outside organization. For that then the ability of human resources in an organization have to continuously be improved in rhythm with the progress and development of science and technology.

The benefits of the development of human resources by Jhon H, A Proctor and William M.Thothon in Simamora H (2001), mention 13 development benefits as follows :

1. Raised contentment employees
2. The reduction of extravagance

- 3 .Reduce absenteeism and turn over employees
- 4 .Improve the methods and systems work
- 5 .Raise the income
- 6 .Reduce costs overtime .
7. Reduce maintenance costs machine.
8. Reduce complaints employees
9. Reduce accidents
- 10 .Improve the communication of
- 11 .Improve knowledge department to employees
12. Fix moral employees
13. Give rise to the cooperation that better

As the engine of development, human resources required to be able to address all challenges and is expected to take opportunities, and it can fill some of especially being or coming from the workplace. Thus, human resources kept challenged to be able to develop the potential, plus other efforts in relation to peningkatkan the quality of ability and work productivity and support. An increase in the quality of human resources in the professional education program, training and development that is adapted to the development and progress in science and technology in the innovation that cannot be detached from the planned labor, and human resources are no longer be a burden, but it is a national asset that can work in the productive, this means that the quality of human resources is professional capacity process continues from education. Training and development work continues to experience dynamic changes, in accordance with the progress of science and technology and the demands of times. It suggested that in the ability of professional quality improvement program, human resources as part of planning in a national system of labor, requiring the integrity and a clear direction as well as sustainable work in the education and training. In addition essential to change the system also (value system) supporters such as productivity work ethic, the motivation , and orientation to the future.

Traveling on the notion above, it turns out human resources in improving work productivity is important elements in developing an organization or agencies.

The level of productivity gains achieved in the implementation work is necessary for productivity is one factor that need attention in achieving the purpose of the organization of agencies. Further productivity includes the results of (work performance, effectiveness and efficiency).

An effort to increase productivity on a scale of a national cannot be separated from the implementation process pembangunan itself. What defines national development is the process of changing variables that involves human resources natural resources, capital and technology Variable human resources are more mendominan, for the quantity and quality of the output of the organization as in very simple terms can be shown through their ability to achieve a result work that has been set (a target out put). An organization expressed being in dealing with problems of low productivity gains, if the target set is not sufficient. The problem was occurring at the office of a regent Minahasa.

Reliance on human resources in the process of cooperation, shows that the survival of, the organization of life requires a climate that support to increase productivity. Although increasing or declining productivity influenced by many factor, but one of the most important is the intensity of the leaders of communication. In a situation the work of the attitude of employees do not in spite of his manner of objects, at least addressed to its president, his job, and the workplace.

In the office of regent minahasa with the 630 employees , potential can be assessed when leaders as the nucleus of the process management capable of forming and developing a labor organization into more productive . In the above analysis, hence writers interested formulate a title as the following: analysis of the development of human resources to labor productivity employees at the office of regent minahasa.

Identify the Problem

Based on the background a problem above , it can be identified the problem as follows:

1. Business human resource development not maximum
2. The low labor productivity employees

3. The lack of motivation employees work
4. A lack of discipline work

Dotted turning over the issue of restrictions , hence writers formulate a problem as follows: whether there is influence the development of human resources officer at the office productivity work on regent minahasa

LITERATURE REVIEW

Platform Theory

1) Understanding of Human Resources

In doing development , we can review of the two principal asset is to be owned by natural resources and human resources .Both sources of power is very important in determining the success of a development but , if more important question which manusialah resources among the more important .Development program employee must be prepared carefully and based on scientific methods and based on the ability needed to the company current and future.

Every a member of a company are required to be can work effectively, efficient, berkreativitas, so as to have competitiveness high with any other company.In other words that the performance of individuals and the organisation has to be in accordance with the demands of the employment and society.In this research human resources is deemed necessary review the definition of human resources.

To be able to understand human resources hence writers quoting several experts opinion that is : Handoko HT (2005) , said the term human resources include all energy a craft the talent and human knowledge potential used in a can or must be used for the purpose of the production and services which is useful.

According to simamora (2001) , human resources are efficient utilization of, development, judgment, retorts the provision of services, and the management of individual members an organization or group pekerja.manajemen of human resources are also related to the design and implementation systems are planning the preparation of the civil servants and labor relations a smooth.

Payman S (2000) said that: human resources finally is the base of wealth for a country. Capital and natural resources is a passive factor, human factor is

active, can gather capital, exploiting natural resources to build social organisations, economic and political and implement national development.

Human resources the most important thing in an organization as human capital , namely those who give exertion , talent , creativity and their businesses to organizations.

According to Sondang S (2003), human resources are powers of piker and human work was established in her that need to be built and excavated and developed to utilized welfare for human life. So human resources are a storage place for power, that is referred to here with a capacity that is the piker or power copyright human stored in himself.

Anwar PM (2000) suggest that the key to the human resource quality of being reliable and in the implementation of community empowerment development is under the grass root), and an increase in the quality of the area to provide excellent service to the community, a suggestion from public and providing a report in the context of public accountability. People need to be assured the accountability of government officials will give positive impact on the attitude (attitude) and the society to increase their working performance in conducting development. With perception, this is a major in the preparation of human resources in the autonomy era is mensinkronisasikan the constitution constitution is that vision and mission development in the region can be said. The performance of the government and the community will be determined by the mastery and application of the criteria of general principle stated in the state administration. A search strategy in the context of the preparation of human resources, especially regency minahasa, need to things, stimulated the development vision is to create the district minahasa kabupaten minahasa the forefront of civilization, peace, the rule of law, justice and prosperity as well as the center of excellence in a container the state of the unity of the republic of Indonesia.

2) Development of Human Resources

Most important investment that may be exercised by an organization is in the field of human resources reasons fundamental to say so is that both to face demands duty now and and especially to respond to challenges the future , developing human resources is mandatory absolute.

The development of human resources according to handoko ht 2005 aimed at:

- (1) Productivity; namely with the development of labor productivity civil servants will improve the quality and quantity of production.
- (2) Efficiency , namely the development of civil servants aims to improve the efficiency of energy , the time , raw materials and reduce waste and competitiveness of companies will be bigger.
- (3) Damage; namely the development of human resources will reduce the cost of goods , production and the machines because employees of the experts and dexterous in performing his work .
- (4) Accident; namely the development of human resources aims to reduce the level of employee accident , so that the number of the cost of treatment that issued the company reduced
- (5) Human services; empowerment human resources aims to improve better service from the staff of the borrowers company , because
- (6) Moral; by empowering human resources , moral of employees will be better because of inventiveness and skill in accordance with his job so that the spirit and enthusiastic work for the better .
- (7) Conceptual; namely by empowering human resources , individuals will be more capable and fast in taking better decisions .
- (8) A Career; namely by empowering human resources , the opportunity to improve a career been growing because of expertise , skill and work performance for the better .
- (9) So developing human resources taken all of a well-planned and systematic need to be taken of a company to provide mutual benefits for the performance of both individuals and companies in providing services to the community

Experience shows that in many organization for the introduction of a very comprehensive though no guarantee that the new officials can fulfill his duties with altogether satisfactory. This means that the new employees still require training about the terms of the jobs that delivered to them. Employees who is versed in the knowledge that it requires is craftsmanship and capability because there was a better way to enhance labor productivity. Moreover if someone placed on its duties his

new job. There is no possible kebiasaan-kebiasaan labor who does or detrimental to be eradicated.

In short, combined with new employees the ability of the introduction of specific training program and not fully ensure the loss of the gap between the ability of work and the demands of duty. This is the location of the importance of human resources development.

Among officials or officer who administers human resources often there is a perception that distinguish training and development. Fine distinctions as meant in essentially to say that the training intended to help increase the ability for employees to fulfill his duties now, while the development of more oriented towards to the increase in work productivity workers dimasa future. Will but the whole thing is the fine distinctions do not need to ditonjolkan because in training taken now could continue along a career someone. Mean that some training can be in the nature of development for employees concerned because to prepare it assume responsibility that is larger at the future.

In order to improve life and take advantage of the population as large as the power of the development of guidance should be increased efforts of the nation and development and utilization of the potential of human resources by increasing development in various sectors among others by prioritising the development of that increase the expansion of employment, improve quality of food and nutrition, training expand facilities and improve the quality of work

According to the Gomes FC (2007) the development of human resources is a process to obtain and increase the number of people who have skills, education and experience that critical to economic development of a country, so associated with planting human identity in its development as a source of creative and productive

According to Sujak Abi (2003) prime minister, human resources development is learning activity that was the embodiment of training to learn to get through training) education, and the development. Training activities relating to work this time of learning, education activities of learning to prepare individual at different jobs that have been identified before learning to growth and development activities of individuals but not this time relating to certain jobs and of different

jobs that have been identified previously, but will have a responsibility on the organization will come for the extension

3) The Development Human Resources

With human resources development program can improve the ability is the purpose anyway, and the attitude of employees so keterampilan efektif and efficient in achieving the objective. Hasibuan MSP (2006) named eight kind of the purpose of the development of human resources among other:

- a. Productivity (productivity personnel and the organization)
- b. Organisation (the quality of product quality human resource planning
- c. Human resources planning
- d. Morale (the spirit of the personnel and compensation climate organization)
- e. Indirect (increase in direct compensation)
- f. Health and safety (health and physical)
- g. Obsolescence prevention (prevent the decline in the ability of personnel)
- h. personnel growth (growth individually) personnel

Pertaining to the management of human resources by increasing productivity berpeningkatan the work undertaken to avoid the impression that improving quality in order to increase the quality of the merely conventional. Improved quality human resources and to be proven by the increasing productivity jobs. High quality human resources in terms of generating work done when something is willed by the company.

According to Sujak Abi (2003), not only good quality but qualified for example the ability of qualitative , skills , skills , personality , attitudes and behavior .The following is mentioned by improving quality that for various purposes referred to :

- 1) Prepare someone to the time given a special assignment what that task, with the hope of capable of when the task was later.
- 2) Improve the condition of someone who has been given the task and are facing a particular task that feel less confident to carry the task.
- 3) Prepare a person to be given particular task that must be the terms of more weight and the task done now.

- 4) Furnish a person with any possible matters arising from the task of either directly or indirectly affect on the implementation of duty or work that
- 5) A person to adjust the changes as it changes the terms to do the job.
- 6) Add to the belief and confidence to a person that people actually suitable for this task.
- 7) Increase prestige of someone and a subordinate maupunorang another good friends and relatives peers

4) The Concept of Productivity

The philosophy of productivity has been around since the beginning of human civilization since the meaning of productivity is the desire and efforts of human beings to always improve the quality of life and livelihood in all areas

Husein Umar, in 2005 said that in general, productivity sense mentioned by people with show the ratio of the output to the input. Can input covers production costs and the cost of equipment. While the output could consist of the sale of (sales), income (earnings), the market share of, and damage (defects). Some even look at performansi with emphasise the efficiency.

According to simamora H (2001), productivity is the relationship between outputs or the results of the organization with input necessary .Raise productivity can be done by way of improving the ratio of productivity by producing more output (output) better with the input (input) certain resources. Productivity a better measure is valuable about how good of resources be used in the community.

Sedarmayanti (2001) raise productivity containing understanding with regard to the matter, and philosophical system. As an economic concept, productivity pertaining to business or to human activities to produce the goods and services to meet that is useful for human life and the society in general. A philosophical concept, productivity containing view of life and mental attitude who always tried to improve the quality of life which today have better than yesterday ended today and tomorrow better than today. This would push to try and develop themselves. While in the system, to give guidelines thought that the intention of the elements relevant as a system.

While the concept of productivity according to the charter of oslo 1984 is as follows: productivity is the concept of universal , who referred to that is provides many goods and services to the needs of the more people using the less resources .

- (1) Productivity is based on the approach of the quality of the discipline that effectively formulate the purpose , the development plan , and the implementation of productive ways to use resources efficiently but still keep the quality
- (2) An integrated productivity involving all human effort to use capital , skill , technology , management , information , energy , and other resources .The goal for the improvement of life that is beneficial for all human life , through the approach of the concept of productivity thoroughly.
- (3) Productivity is different for each country in accordance with the condition , the potential and lack of expectations and owned by the country concerned in penek term and long term , but each country has in common in carrying out education , and communication service.
- (4) Productivity is more than science , technology and management techniques , but also containing philosophical and attitude based on strong motivation to achieve the quality of good life

According to Donald Latumahina (2006) productivity if seen from the original said in english. Productivity (productivity comes from the produce meaning produce.So, productivity is the capacity to create, or the results obtained a person.A lofty are their productivities are a lot of the people in his life.The productivity it can be written in the form of an equation:

$$\text{Produktivitiy} = \text{value/time}$$

It means productivity said to be increased if we can produce more in a period of the same time , or we can produce as much in a time period shorter .Of the equation that it appears that there are two ways to improve productivity:

1. Increase of value produced
2. Reduce the time required

Furthermore according to donald, the concept simply that productivity in fact : $Productivity = Effective + Efficiency$

What does it mean? Effective means we do things properly (do the right things). While efficient means we do it the right way (do the things right). If this second merged then we will be a productive the people that can produce plenty of time to the time given. (<http://www.gayahidupdigital.com/2006/08/31produktif-efektif-efisien/#more-257>)

See above opinions , productivity is a comparison can be said that employees with the sacrifice of the results of a job that was issued.

In general productivity high intensity is resources utilization efficiency. An organization in the process of production should always pay attention to and consider how to reach a high productivity with resources or factor-factor production that exist. In this case can mean productivity the balance between all of the production that gives an output that most businesses that smallest. While company productivity is the ability to produce goods and services with resources or production factor-factor owned.

An increase in productivity can be done if one of these situations can be achieved:

- (1) Increasing output reduced input
- (2) Increasing output but input increased more slowly
- (3) Exodus constant, increased input also reduced but sooner

Labor productivity not merely intended to get maximum results, but the quality of work also important matters. Labor productivity can be seen from the employee performance.

Labor productivity its need for efforts by employees in upgrading of professional through many activities that are seamless, in order to improve himself according to some duty.

The increase in productivity in work the whole labor organization management absolute need to be the target of attention .According to Sondang Siagian (2003: 46) this matters because :

- 1) Research and work experiences many people indicated that potential employees are not fully excavated and used .It means , there is usually the gap between the ability of effective and real with the ability of potential .
- 2) Occurring always changes in the process of the production of goods and services produced by the organization , either because the development of science and technology and because change the demands of consumers in the sense of quality , quantity and shape in accordance with the development of times.
- 3) The form of , type and the intensity of competition between various companies that produce goods or services similar

According to sedarmayanti (2001), there are six main factor determining work productivity, ie:

1. The attitude of work , as: willingness to work in turn , can receive additional duties and work in one team.
2. The level of skill , determined by education , supervise and exercise in the management in industry techniques and skills
3. Leaders of the relationship between labor and organization that is reflected in joint venture between leaders and labor organization to increase productivity through the hoop for quality supervision
4. Namely the management of productivity , efficient management of resources and systems work to achieve an increase in productivity.
5. The efficiency of labor , such as planning labor and additional duty.
6. Entrepreneurship, that is reflected in risk taking , creativity and in trying to be in the right track in trying to.

Mindset

Based on the above analysis yourself seen how the importance of human resources .The main purpose of the development of human resources is to increase

the contribution of human resources organization (employees for productivity in order to achieve that organization. Because of that human resources need to dikelolah in such a way so powerless to and successfully in order to.

To achieve the aim above the necessary staff to carry out their duties as well. This employee who do not have the will and the need to improve the quality of human resources or employees face charges and duties would challenge now facing dimasa future for the development of a planned employee, unified and sustainable, he expected an institution able to address inequality, or that required and labor demands skills.

The development of human resources and good discipline would increase the knowledge of the attitudes and behaviors employees so that they can increase work productivity

Hipotesys

There is the influence of developing human resources to work productivity officer at the office of a regent Minahasa

RESEARCH OF METHODOLOGY



Research methodology used in this research is a method of survey. A survey of referred to aims to test one or more common to define the connection between variables to be researched .To research are two side variables , namely free side variables / independent variables (human resource development) X, of variable bound / dependent variables (productivity work) Y, can be described as follows :

The population is a member of the object of this research and meet certain kreteria have set out in the study.The population on this research is all employees to work at the office of a regent; regency minahasa who were 630 people.Since the population is too many, the researchers in the study it took a 10 % of the population is 63 people

Data analysis technique used in this research is regression analysis and correlations product moment of pearson .Regression analysis in this case used to see how major x side variables against of variable y. this regression analysis expressed in the form of the equation.

$$\hat{Y} = a + b x$$

Where :

$$a = \frac{(\sum Y)(\sum X^2) - (\sum X)(\sum XY)}{n \cdot (\sum X^2) - (\sum X)^2}$$

$$b = \frac{n \cdot (\sum XY) - (\sum X)(\sum Y)}{n \cdot (\sum X^2) - (\sum X)^2}$$

(Sudjana, 2002:312)

Correlation analysis product moment used to know the the relation between variables x by side variables y. a correlation coefficient products this moment can be calculated in using formulas as follows :

$$r = \frac{n \cdot \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n\sum X^2 - (\sum X)^2\} \{n\sum Y^2 - (\sum Y)^2\}}}$$

(Sudjana, 2002:313)

To search for the contribution of variable variable y and x must be sought on the coefficient of determination that is the square of a correlation coefficient (r). To test significantly from a correlation coefficient formula: it is used as follows :

$$t = r \frac{\sqrt{n-2}}{\sqrt{1-r^2}}$$

(Sudjana, 2002:314)

THE RESULTS OF RESEARCH AND DISCUSSION

Result of Research

According to the research model used in this study is a survey method, then the variable as the basis for the determination of free variables are data with indicators: formal Education, work experience, education and training as well as Discipline in the workplace. While the variable is bound with indicator: the time required for the works, the results achieved, the required Fee. On that basis the data

used in this research was obtained through the now released on 63 employees who were the subject of research.

Based on the tabulation of data, then obtained

n	=	63
ΣX	=	2742
ΣY	=	2897
ΣX^2	=	120872
ΣY^2	=	134401
ΣXY	=	127191

Data of Analisis

1. *Regression of Analisis :*

$$\hat{Y} = a + b x$$

$$a = \frac{(\Sigma Y)(\Sigma X^2) - (\Sigma X)(\Sigma XY)}{n \cdot (\Sigma X^2) - (\Sigma X)^2}$$

$$= \frac{(2897)(120872) - (2742)(127191)}{63 \cdot 120872 - (2742)^2}$$

$$= \frac{350166184 - 348757722}{7614936 - 7518564}$$

$$= \frac{1408462}{96372}$$

$$= \mathbf{14.6}$$

$$b = \frac{n \cdot (\Sigma XY) - (\Sigma X)(\Sigma Y)}{n \cdot (\Sigma X^2) - (\Sigma X)^2}$$

$$= \frac{63 \cdot 127191 - (2742)(2897)}{63 \cdot 120872 - (2742)^2}$$

$$= \frac{8013033 - 7943574}{7614936 - 7518564}$$

$$= \frac{69459}{96372}$$

$$= \mathbf{0.72}$$

Of the result of recognizing regression obtained the equation :

$$\hat{Y} = 14.6 + 0.72 x$$

From the regression equation shows that the value of 0.72 marked b positive. This means that any increase in variable X (the development of human resources) is 1 point will cause an increase in (productivity work) in variable Y employees 0.72 point.

2. *Looking for a Correlation Coefficient*

$$\begin{aligned}
 r &= \frac{n \cdot \Sigma XY - (\Sigma X)(\Sigma Y)}{\sqrt{\{n\Sigma X^2 - (\Sigma X)^2\} \{n\Sigma Y^2 - (\Sigma Y)^2\}}} \\
 r &= \frac{63 \cdot 120872 - (2742)(2897)}{\sqrt{\{63 \cdot 120872 - (2742)^2\} \{63 \cdot 134401 - (2897)^2\}}} \\
 &= \frac{8013033 - 7943574}{\sqrt{\{7614936 - 7518564\} \{8467263 - 8392609\}}} \\
 &= \frac{69459}{\sqrt{7194555288}} \\
 &= \frac{69459}{84820} \\
 r &= 0.81
 \end{aligned}$$

Based on the calculation on, so the correlation coefficient found by 0.81. This means that x and y variable variable have a positive. This means that if change variable variable x and y going to change. In order to contribute towards variable variable of X and Y are squaring coefficient is determined by r.

$$\begin{aligned}
 r &= 0.81 \\
 r^2 &= 0,66
 \end{aligned}$$

3. Test koefien significant correlation

To test significantly from a correlation coefficient formula used as follows :

$$\begin{aligned}
 t &= \frac{r \sqrt{n-2}}{\sqrt{1-r^2}} \\
 \text{Dik :} \\
 r &= 0.81 \\
 n &= 63 \\
 r^2 &= 0.66 \\
 t &= \frac{0,81 \sqrt{63-2}}{\sqrt{1-0.66}} \\
 &= \frac{0.81 \cdot 7.81}{\sqrt{0.34}} \\
 &= \frac{0.81 \sqrt{61}}{\sqrt{0.34}} \\
 &= \frac{6.3261}{0.58} \\
 t &= 10.9
 \end{aligned}$$

The criteria that were used to test hypotheses is received hypothesis if tcount is greater than the ttable gained by provisions $x = 0.72$ and $dk = 61$. By looking at

a list of distribution t then $t_{table} = 2.00$ from the data above can be seen that t count larger than t table or $10.9 > 2.00$. Test the hypothesis through were obtained that the development of its effect on human resources work productivity employees.

DISCUSSION

Through the development of human resources who regularly and well directed and labor productivity and employees at government agencies can be improved and will facilitate organization in the achievement of the goal .Of the analysis of data obtained the regression equation is $= 14.6 + 0.72 x$. this shows that any increase in variable x (the development of human resources is 1 point will cause an increase in variable y (employees work productivity is 0.72 point .It means if there an increase in the development of human resources in the company productivity and working his servants will increase again

The results of the calculation of the correlation coefficient of $r = 0.81$ which means that X variable (the development of human resources and productivity) Y (work employees) have a positive relationship .Then to find out decisive resources work on the development of human resources employee productivity can be seen of the coefficients determined or $r = 0.66$ or 66 percent .This means that 66 percent of work productivity is determined by the development of human resources 34 percent of the rest determined by other factors that not investigated in this research.

From the results of the testing by test t , the value of t count receive is 10.9 larger than t namely 2.00 table . Thus , a hypothesis that stated that they found the influence of developing human resources to work productivity officer at the office of a regent minahasa acceptable.

CONCLUSION

Based on the results of this research it can be drawn some conclusion among others as follows :

- 1) To get improvements in productivity and improve the service can be done with work and to develop human resources
- 2) The analysis of data obtained from the regression equation is $= 14.6 + 0.72 x$. this shows that any increase in variable variable x (the development of human

resources is 1 point will cause an increase in productivity work in variable y employees (0.72 point is .It means if the increase in productivity in the company human resources development and working his servants will increase again .From the calculation of the correlation coefficient produce $r = 0.81$. Then to find resources on determining the development of human resources employee productivity can be seen from work or r the coefficients determined, namely $= r = 0.66$ or 66 percent .This means that 66 percent of work productivity is determined by the development of human resources while 34 percent of the rest determined by other factors that not investigated in this research.

- 3) The results of testing the hypothesis of using the criteria according to test the hypothesis of $x = 0.72$ and $dk = 61$. Obtained the value of t count 10.9 & gt; t 2.00 table . This shows that the development of human resources who better to improve employee productivity work.

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