

**WORKING ON AGREEABLE EXECUTION THROUGH HUMAN ASSET
ADVANCEMENT ENDEAVORS****Ida Ayu Elly**

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Abstract: In contrast to the actions and anticipation of numerous bankrupt or disabled cooperatives, improving cooperative performance should be continuous as one of the national and regional reconstruction teachers. Human Resources (HR) management and management of existing cooperatives are the one aspect that needs to be improved. To acknowledge it, the Branch of Cooperatives and UMKM Bali Area have executed different projects to work on the exhibition of cooperatives HR that have been enlisted. The purpose of this study was to determine how successful cooperative human resource development was in relation to cooperative performance data gathered by the Department of Cooperatives and UMKM in 2016. The document study's conclusion was that a competency certification program for managers and cooperative management was implemented. From 2012 to 2016, 1200 managers and cooperative management attended the program's education and training. The Department of Cooperatives and UMKM Bali Province have achieved a working realization of 218.89 percent, exceeding the set goal, based on the programs that have been implemented.

Keywords: Province of Bali; management by cooperatives; Cooperative; human capital; Performance.

INTRODUCTION

Due to its dominance over the national economy, the cooperative functions as a different driving force for the people's economy. The law guarantees the cooperative role's existence, which plays a crucial role in Indonesia's economic life. Cooperatives are one of the economic factors that contribute to a region's economic growth. The existence of cooperatives that contribute to economic growth demonstrates the growth of cooperatives. The cooperative serves as both a venue for the growth of economic democracy and a means of accumulating the potential of citizens' scattered development for the poor economic class. The people will be able to improve their welfare by maximizing their participation and achievement in development in accordance with their respective potentials, in accordance with the solidarity principle, on the basis of the cooperative.

The number of cooperatives is not indicative of their development; rather, it is indicative of how healthy their cooperative units are. The quality of a cooperative can be used to determine whether it is good or not. The department of the cooperative and UMKM Bali Province revealed that human resources in the field of cooperatives, in Bali is one of the problems that are being faced and requires hard work to handle. Regarding the existence of the reliable human resources, automatically will be able to improve the competitiveness of the local products to abroad and is expected to take advantage of opportunities to market the products not only penetrate the domestic market but also reach the ASEAN market. This is evident from the data of the cooperative and UMKM, Bali Province stated that However, 529 inactive cooperatives are included in the total. The total number of cooperatives in the 529 dormitory is 181, with 104 cooperatives in Badung, 79 cooperatives in Denpasar, 46 cooperatives in Tabanan, 29 cooperatives in Bangli, 27 cooperatives in Karangasem, 21 cooperatives in Klungkung, 16 cooperatives in Buleleng, 16 cooperatives in Jembrana, and 10 cooperatives at the provincial level. It is right now noticed, the Division of Agreeable, Bali Territory disintegrated 217 helpful endeavors in Denpasar region after beforehand in 2016, recorded 300 agreeable businesses which is bankrupt. As a result, there were 517 cooperative efforts in nine districts and cities in Bali that were shut down before it was thrown out. As a result of this condition, numerous cooperatives folded or even dissolved. This indicates that co-operative development has not been run optimally. In contrast to not affecting other cooperatives that are still in operation, the coaching must be carried out in order to improve the cooperative's performance. Human resource development is required. As implementers and drivers of development, humans are the most crucial development resource. As a result; the development of human resources must always be implemented because knowledge and technology are expanding at a rapid rate. In order to compete with ASEAN nations in terms of management and personal capabilities, the Department of Cooperatives and UMKM must put in a lot of effort coaching human resources cooperatives in the face of the ASEAN Economic Community (MEA). In the framework, the Department of Cooperatives and UMKM implement cooperative human resources development through on-the-job and off-the-job methods. Human resource development is done directly in the workplace with the on the job method. The competency certification program is the on-the-job method that the department of cooperative and UMKM use. The off-the-job method, on the other hand, is a method of human resource development that takes place outside of the workplace. The department of cooperative and UMKM have implemented an off-the-job strategy to include cooperative managers through education, training, and competence certification. In light of the above portrayal, the creator will analyze on 1) How HR advancement executed by the Division of Cooperatives, Little, and Medium Ventures of the agreeable unit in Bali Region; 2) What is the cooperative's performance record in Bali Province?

LITERATURE REVIEW

Planning, organizing, and directing, controlling, procurement, development, compensation, integration, maintenance, discipline, and dismissal are the functions of human resource management. The purpose of human resource management includes the goals of society, organization, function, and personal. The purpose of society is to be socially responsible in

terms of their needs and challenges arising from society; the organization's objective is to see the human resource management exists; it is necessary to contribute to the overall use of the organization; the purpose of function is to maintain the contribution of The individual objectives for their representative are supposed to be satisfied and turned into the inspiration of the worker concerned. Human Resource Development Education, training, and competency certification are a few of the human resource development methods that were utilized in the current research. The development is an attempt to improve the technical, theoretical, conceptual, and moral skills of employees in accordance with the needs of their work or occupation through education and training. The strategy for forming HR into 2 techniques, to be specific hands on technique and off the job method. 8, 91. Method On the Job A procedure is carried out through competency certification while working. It is a course of giving of the capability testaments that are efficiently and equitably brought out through capability tests that allude to the work capability norms both public and international. The capability estimation depends on the demeanor, information, abilities, and mastery moved by the specific individual. The purpose of the competency test is to gather genuine and reliable evidence to determine whether or not participants in the test are competent in the subject matter being tested. 2. Method Off the Job The two components of this strategy are education and training. The process of transforming the quality of the state apparatus's human resources in the four main dimensions—spiritual, intellectual, mental, and physical—that are directed toward the quality changes of the four dimensions is what education and training mean. Cooperative Performance Law No. 1 of the Republic of Indonesia According to Article 1, Section 1 in 1992, a cooperative is both a people's economic movement based on the principle of kinship and a business entity consisting of a person or legal entity cooperative. The basis of its activities is based on the principle of cooperatives. Law No. 1 of the Republic of Indonesia According to Article 3 of Article 25 in 1992, the cooperative aims to build the national economic order in order to realize a developed, just, and prosperous society in accordance with Pancasila and the 1945 Constitution. In order for a cooperative to be able to compete with other business entities, cooperative management needs to be carried out in the best possible manner. In this way, the goal of cooperatives can be accomplished. Due to the fact that cooperative managers are able to determine the effectiveness and efficiency of the cooperatives management organization's revenue cost, asset use, and operational process through performance measurement, measuring the performance of a business entity like a cooperative is very important. The process of further cooperative management can benefit from decision-making regarding the educational requirements for human resource (HR) training, planning, and control through the measurement of cooperative performance. It is anticipated that performance measurement will enhance cooperative effort, resulting in the achievement of member welfare and society as a whole.

RESEARCH METHOD

The data used in this qualitative study came from secondary sources like online media and the Department of Cooperatives and UMKM's 2016 performance report. The study's methods for gathering data are based on issues with documentation that will be discussed. Data reduction, data presentation, and conclusion were all part of the interactive model data analysis. The

cooperative unit in Bali province was the subject of the study. The exploration concentrate then, at that point, is the improvement of HR in the agreeable unit in Bali Territory remembers for the gig strategy for the ability certificate and off the gig techniques for preparing and schooling. The Department of Cooperatives and UMKM, Bali Province's achievement of targets and target realization, which consists of 1) Increasing the number of cooperatives that excel, is the second focus. 2) Accelerating the expansion of UMKM and cooperatives; 3) Expanding financing options for UMKM and cooperatives; and 4) Expanding cooperative and UMKM partnerships and product marketing.

RESULTS AND ANALYSIS Cooperative Human Resource Development by the Department of Cooperatives and UMKM in Bali Province the Department of Cooperatives and UMKM in Bali Province uses a number of steps to develop cooperative human resources, including competence certification, education, and training. Competency Certification Through certification, particularly at the manager level, the Department of Cooperative and UMKMP Bali Province improve the quality of human resources (HR) in cooperatives. As of now, around 30% supervisor level 4,934 cooperatives enlisted in the Division of Cooperatives and UMKM in Bali Territory that as of now has a capability testament in 2010, thusly, there are as yet many level director of a helpful that has not been guaranteed. Because the Department of Cooperatives and UMKM offer socialization and workshops to managers of cooperatives who do not hold certification. This certificate plans to work on the impressive skill of Reserve funds and Advances Agreeable (KSP) in maintaining their business because of it includes the administration of cash, particularly those obtained from individuals from the helpful for proficient administration. The quality of the people who run a cooperative is largely what determines its success. As a result, human resources in cooperative institutions play more of a strategic, creative, and innovative role than just administrative duties. Cooperative institutions require competent human resources to provide excellent service and value in addition to the fierce competition brought on by rapid technological and environmental change. Therefore, this certification is followed not only by managers but also by treasurers, cashiers, and bottom. According to the media, the Department of Cooperatives and UMKM held competence certifications for managers from 1 to 9 June 201215. Additionally, similar activities were held in Badung in May 2017 with 60 managers and cooperative bookkeepers participating.

Education and Training One crucial component that must be implemented to enhance cooperative members' knowledge, abilities, and perspectives is education and training. As the foundation for the cooperative's continued existence, it ought to be carried out on a regular basis. Therefore, in light of the increasingly strategic role that cooperatives play in constructing the populist economy, the method by which a cooperative financial system can be constructed to enhance the current financial system must be strengthened. One of the subsystems of cooperative development in general is the cooperative financial system. This is so that cooperatives can be a pillar in the national economy and encourage cooperatives like other business entities. Cooperative financial managers must understand the administration of financial management, including accounting fundamentals, in order to construct a healthy and accountable cooperative financial system. UPT, in this regard. Preparing of Cooperatives and UMKM in Bali Area held preparing skill Head of KSP/USP Credit Bali Territory Power I. Regarding the members summed 30 individuals from 9 rules/urban areas in Bali. The goal of the competence training for the KSP/USP Bali Level I loan is to increase and improve the knowledge, skills, and attitude changes that cooperative

managers need to support operational technical tasks in the financial management of cooperatives. This training is not just for the head section of the KSP/USP Loan; it also includes training for cooperative managers in other regencies and cities in Bali, one of which is Denpasar. In the Denpasar region, information technology is the focus of a training program. The authority of the innovation plans to cooperatives can exploit the improvement of IT for the cooperatives progression. In addition to developing entrepreneurial materials, the training involves competent universities in the field of information technology. There are approximately 1,200 cooperative managers who have attended training in the human resources sector. The training was conducted to address the main obstacles in developing cooperatives from the aspect of human resources (HR), to the capital and market sectors. It is not only in Denpasar; the training is also implemented in other regencies and cities. As a result, there will later be more open cooperatives insight. The training is also in line with the efforts to develop a brand-new entrepreneur. It is anticipated that cooperatives will be able to compete in the middle of society to open new businesses and opportunities by providing skill capital. Performance of Cooperative in Bali Province According to the Department of Cooperatives and UMKM Bali Province's vision, "The realization of Cooperatives, Micro, Small, and Medium Enterprises acts as the main actors in the regional economy to Bali Mandara," the contribution of cooperatives in Bali ought to be able to boost the country's overall economic growth. Consequently, the presentation of existing cooperatives in Bali should be well and constantly assessed to support the economy in Bali region. According to the Bali Province Department of Cooperative and UMKM's performance report, the goal for evaluating cooperative performance was four points, including 1) Increasing cooperatives that excel; 2) Accelerating the expansion of UMKM and cooperatives; 3) Expanding financing options for UMKM and cooperatives; furthermore, 4) Expanding item promoting and organization of cooperatives as well as UMKM. Following the collection of data, performance categorization (positioning) based on the degree of performance achievement is carried out, with the following outcomes: The accomplishment of the primary objective of "expanding the helpful accomplishment" comprising 2 markers presumed that in the principal pointer with an objective 45 cooperatives that accomplishment can be understood a number 48 cooperatives which is a helpful accomplishment or execution accomplishment 106.67%. Last but not least, the second indicator of the target of 350 cooperatively competent human resources managers can be achieved, with 500 competent or achieving second indicator performances of 142.86%. In general, these accomplishments indicate that cooperatives in Bali already have a strong institutional foundation and increased business. The condition is just as effective at providing the best training possible. Additionally, the KSP/USP cooperative assessment of his health revealed that he was in excellent overall condition. Two assessment indicators are needed to meet the second goal of "increasing the growth of cooperatives and UMKM." The first indicator of the cooperative problem indicated that 300 cooperatives could be realized, with 341 cooperatives achieving performance achievement in 2016 or 113.67% of the target. In contrast, the second UMKM growth indicator is 113.33%. The achievement demonstrates good performance by achieving 68.20 percent of the Strategic Plan's year-end goal. Implementation of the Cooperative Institutional Quality Improvement Program on Development Activity Information System of Cooperative Development Planning supports the achievement of performance indicators. There are two indicators for achieving the third goal,

"increased financing and guarantee facilitation for cooperatives and UMKM." The first indicator in the cooperative sector indicated that approximately 9.43 percent of cooperatives with financing facilities can achieve the target of 3.5 percent. Based on these values, there was a performance achievement of approximately 269.43 percent in 2016. With a score of 562.48%, the second indicator of UMKM's financing facilities achieved its goal. Because it has achieved both indicators, it demonstrates good performance because it has exceeded the intended goal. Meanwhile, Renstra (Strategic Plan) has achieved 235.75% of the year-end target. The bank's cooperative access to the credit scheme has begun to increase, which is one of the contributing factors to the indicator's achievement. The capital reinforcing reserve possessed by Bali Commonplace Government has started to be used by the Helpful as a wellspring of capital and the presence of credit ensure establishment for Bali Mandara (Jamkrida) to ensure credit proposed by the Helpful. Implementing the Business Support System Program for Micro, Small, and Medium Enterprises (UMKM) on Facilitation/Socialization Activities of Information Support of Capital Supply/Financing and Infrastructure for Cooperatives to support the achievement of the performance indicators. The fourth and final objective, "increasing marketing of cooperative products and UMKM," can be met by meeting one assessment indicator, which indicates the number of cooperatives and UMKM partners whose products are well-known to the general public. About 94 cooperatives that partner with local governments or private institutions can be realized based on the set goal of 42 cooperatives and partnered UMKM. The subsequent presentation esteem, demonstrating the exhibition accomplishment of markers in 2016 measured 223.81%. The performance outcomes far exceeded the established goals. The Performance Report of the Department of Cooperatives and UMKM Bali Province for 2016 shows that it has reached 134.28% when compared to the Renstra goal for the year's end. Various sectors, including the government, business, banking, and state-owned enterprises (SOEs), support the factors affecting the achievement of these performance indicators by becoming KUMKM partners in terms of capital and marketing through Partnership Meeting and product promotion. The Public authority is likewise leading dissimilar to exercises to lay out collaboration among KUMKM and the business world, banking and SOE through the execution of Business venture Advancement Program and Upper hand of little and Medium Undertakings in Assistance Exercises of Organization Improvement/Business Organization and Advancement of Helpful Item and Agreeable Working with Business Improvement Association. The results of achieving four goals, which were determined to average 218.89 percent, are fully supported by the 2016 Bali Province Budget. In general, IDR from the budget. Budget absorption (realization) was 7,043,245,263 IDR. 6.493.480.421, or 92.19 percent of the original budget. It is certain that the absorption of 92.19 percent of the budget will be followed by the achievement of a very good goal if this is linked to the achievement of objectives. The data on the accomplishment of the goals and the utilization of the budget indicate that the resources allotted for achieving the goal for 2016 are sufficient. Human Resource Development Impacts on Achievement of Cooperative Performance Target. The programs that have been structurally planned by the Department of Cooperatives and UMKM Bali Province cannot be separated from the successful achievement of the performance targets for cooperatives in Bali province in 2016. Additionally, these programs are an effort by the department to improve discipline and encourage registered cooperative managers, resulting in improved performance output for the cooperative. In contrast to competency education and

training for cooperative managers and employees, human resource development programs have increased the board's ability to manage the cooperative in a manner that prioritizes member welfare and, more importantly, improves cooperative performance as a whole.

The cooperative's performance in Bali Province has clearly improved as a result of the achievements of the human resources development program. Previous research supports the connection between programs for human resource development that can improve cooperative performance. The findings of the research show that training and human resource development has an effect on increasing employee motivation and commitment, which in turn can increase organization productivity. Individual performance in a company or business entity has a very important influence on the quality of the implementation of management functions as well as overall operations, both for the short or long term. Other research results conclude that aspects of human resource development have a positive and significant influence on organizational performance. On the other hand, aspects of human employee performance greatly affect the performance of a company or business entity. **CONCLUSION** The Department of Cooperatives and UMKM Bali Province have been working on human resource development by providing education and training for competency certifications in cooperative management for employees of all levels. From 2012 to the present, this program has been in place. The implemented training has been attended by approximately 1200 cooperative managers, according to records. The effect of helpful administration capabilities in Bali Territory is connected with the exhibition of cooperatives having a one-way relationship. Based on the data, the main performance indicator, which is determined by a variety of factors, including human resources, budget, and infrastructure, reflects the achievement of the target performance. According to the 2016 Performance Report of Cooperatives and UMKM, the current performance indicators have either achieved performance achievement or exceeded the target set by 218.89 percent.

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