

ABSTRACT

This research is aimed at identifying and explaining the formal regulation based human-resource development phenomenon, especially employee law and professionalism of Regional Development Agency (Bappeda) Kotabaru, development planner in applying his assignment and his function as regional development planner. The analysis unit was the Bappeda's planner or Bappeda officers in the work technique in research area.

The variables of research, consist of dependent variabel (Y) and independent variable (X). Dependent variable is the professionalism of the Bappeda planner. Independent variable were formal education (X1), career education (X2), technique training (X3), and wealth guidance (X4).

Both variable were analyzed quantitatively by using double linier analysis regression statistics. The hipotesis were :

1. Formal education factors, career education, technique training, and wealth guidance have influence toward the professionalism, of the development planner in Bappeda Kotabaru, South Kalimantan Province.
2. Technique traning is the most inflence factor toward profesionalism of development planner in Bappeda Kotabaru, South Kalimantan Province.

Analysis toward research variable based on respondence answer respondent of the research was the total population of Bappeda's officer in work technique unit of the regional development planner; the number was 20 respondent.

The result analysis the is close relationship shows that among independent variable with double regression of coefficient value (R2) 0.8366 or 83.66 %. According to F test with F value was counted 19.208 > F value table 3.08 with probability level 0.00000 (smaller than α 0.05). So the first hypothesis is accepted.

The analysis result partially shows that technique training constitutes the independent variable that is dominant among four independent variable that is used to build hypothesis whit the biggest coefficient partial correlation value 0.600 or 60 % and result of t test shows that t account value 2.901 > t table value 2.101 in the level of 0.00000 of probability (smaller than α 0.05). So, the second hypothesis is accepted.

This research also describes the implication of the formal regulation-based human-resource development toward profesionalism of bappeda Kotabaru planner in applying the assignment ang the function as regional development planner in research area. Problem complexity identified is the weak process and result of the Bappeda Planner. In professional condition, generaly needs human resource and development altrnative for the solutions. Those strategic were viewed from three managerial dimentions, those ar structure, process, and behavior. Thus, strategic alternative in optimizing profesionalism of the officers pointed the factual conditions of studied organizations. This really supporting the effectivity of implementations recommedbd strategic alternative for planning organizations such Bappeda Kotabaru, south Kalimantan.