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DEVELOPMENT OF HUMAN RESOURCES OF THE APPARATUS TOWARDS GOOD GOVERNANCE IN SAMAU VILLAGE

Hermanu Iriawan^{1*}, Adevida Chrystiana Rumbiak²

^{1, 2} Institute of Social and Political Sciences Yapis Biak, Indonesia.

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***Corresponding author:** Hermanu Iriawan

Abstract

The development of human resources (HR) apparatus is an important factor in realizing good governance at the village level. This research aims to analyze the development of human resources of the apparatus towards good governance in Samau Village. The research uses a qualitative descriptive approach with data collection techniques through observation, interviews, and documentation. The research informants consisted of the Village Head, village officials, Bamuskam, the head of RT/RW, and the community. Data analysis uses the Miles and Huberman model which includes data reduction, data presentation, and conclusion drawn. The results of the study show that the development of apparatus human resources has been carried out through increasing knowledge, ability, and skills through various training programs, technical guidance, socialization, and mentoring organized by the village government and local governments. This development has an impact on increasing the capacity of the apparatus in carrying out government duties, public services, and village development management in a more transparent, participatory, and accountable manner. However, there are still obstacles in the form of low education levels for some apparatus, so a more sustainable development program is needed.

Keywords: Human Resources Development, Village Apparatus, Good Governance, Public Services, Samau Village.

Introduction

The village government is a government unit that deals directly with the community in the implementation of public services and development. The success of the implementation of village government is greatly influenced by the quality of human resources of the apparatus that carry out government functions (Nuraeni & Vaughan, 2019). Therefore, human resource development is an important need in realizing an effective, efficient, and service-oriented government (Asri, 2015). The development of human resources for the apparatus is a systematic effort to improve

knowledge, abilities, and skills so that the apparatus is able to carry out their duties and responsibilities professionally (Henri et al., 2021). This development is one of the important instruments in supporting the implementation of good governance principles such as transparency, accountability, community participation, effectiveness, and government responsiveness (Harnida, 2012). Human resources are the main assets of the organization that determine the success of achieving organizational goals (Ismail, 2015). Human resource development (HR) is a systematic process

to improve knowledge, abilities, skills, and attitudes of employees to be able to carry out tasks effectively and efficiently (Habibi, 2022). Human resource development is carried out through education and training that aims to improve the technical, conceptual, and moral abilities of employees in carrying out their work (M. Alhudhori, 2017). In the context of public organizations, human resource development is not only directed at improving individual competence, but also at increasing institutional capacity in providing services to the community. Sustainable human resource development will produce apparatus that is professional, adaptive, and able to respond to changes in the organizational environment (Kumaat & Dotulong, 2015). The knowledge and skills of the apparatus are the main capital in improving the quality of public services and the effectiveness of government administration.

In Samau Village, Biak District, Biak Numfor Regency, the development of apparatus human resources is an important concern because there are still limitations in the capacity of apparatus in the implementation of government and community services. This condition requires an increase in the competence of the apparatus through various continuous training and coaching programs. Based on these conditions, this study aims to analyze the development of human resources of the apparatus towards good governance in Samau Village, Biak District, Biak City, Biak Numfor Regency.

Research Methods

This study uses a qualitative approach with a descriptive research type. The location of the research is in Samau Village, Biak District, Biak City, Biak Numfor Regency. The research informants consisted of the Village Head, Village Secretary, village officials, Bamuskam, Head of RT/RW, and the local community. Research data was obtained through observation, in-depth interviews, and documentation studies. Data analysis uses the Miles and Huberman model which includes data reduction, data presentation, and conclusion drawn. This technique is used to obtain an in-depth overview of the development of human resources of the apparatus in supporting the realization of good governance.

Results and Discussion

1. Knowledge Development

The results of the study show that the knowledge development of the Samau Village apparatus is carried out through various training, socialization, technical guidance, and mentoring activities organized by the village, district, and related agencies governments. The program aims to increase the understanding of the apparatus regarding government administration, public services, and village governance. Increased knowledge is a major factor in the capacity development of apparatus because it allows them to understand their main tasks and functions better. Adequate knowledge also supports the creation of public services that are more professional and responsive to the needs of the community. In addition, knowledge development encourages the apparatus to understand the principles of good governance, especially transparency and accountability in the management of village government. Apparatus who have good knowledge will be better able to manage government administration in an orderly and responsible manner.

2. Ability Development

The ability of the apparatus develops through work experience, training, and various capacity building activities provided by the government. The results of the study show that the Samau Village apparatus has received various trainings that help them understand their work more effectively and efficiently. The capabilities of the apparatus can be seen from the increased capacity in carrying out services to the community, arranging government administration, and implementing village development programs. The development of these capabilities contributes to improving the performance of the apparatus and the quality of public services. From the perspective of good governance, improving the ability of the apparatus allows the village government to carry out government functions more effectively, so that services to the community become faster, more precise, and more accountable.

3. Skill Development

Apparatus skills are an important aspect in supporting the successful implementation of government duties. The results of the study show that skill development is carried out through administrative training, village financial management, report preparation, and public services. However, the study found that there are still some apparatus with a relatively low level of education so that they need more intensive assistance and training. This condition is a challenge in an effort to improve the quality of human resources of village officials. Sustainable skill development has been proven to have a positive impact on the quality of community services. Apparatus are better able to carry out tasks according to their respective fields, understand village financial management, and apply the principle of transparency in the administration of government.

4. Human Resources Development and Good Governance

The findings of the study show that the development of human resources for the apparatus has a close relationship with the realization of good governance in Samau Village. Strengthening the knowledge, abilities, and skills of the apparatus has an impact on improving the quality of public services, transparency in village fund management, community participation in development, and accountability of village government. Thus, human resource development is not only aimed at improving the individual competence of apparatus, but also an important strategy in strengthening village governance that is effective, transparent, and oriented towards community welfare.

Conclusion

The development of human resources of apparatus in Samau Village, Biak District, Biak Numfor Regency, has been carried out through the improvement of knowledge, abilities, and skills of apparatus. The development is carried out through training, socialization, technical guidance, and assistance provided by the village government and local governments. The results of the study show that human resource development has a positive impact on increasing the capacity of apparatus in carrying out government duties, public services, and village development. However, there are still obstacles in the form of limited education levels for some apparatus so that a more sustainable and structured development program is needed.

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