

Management Strategy In Human Resources Development In Non Governmental Organization Community

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ABSTRACT Management strategy that activates and focuses on social services organized by various non-governmental organizations as social services shows the tendency to focus on social service activities that are usually organized by the community. Various improvements in the establishment of social organizations that organize various social service activities to the community that many have a lot of effect on the demands of professionalism of the implementation of social services by non-governmental organizations as an NGO non-government organization. A significant increase in the number of social organizations called NGOs, with various forms and activities, as providers of various social services that deserve affirmation are supported as partners. This is as a level of community awareness in seeking social services community, complaints of people who have problems and need help

KEYWORDS: Strategy Management, Human Resource Development, Non Governmental Organization

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I. INTRODUCTION

Background

The development of non-governmental organizations has increased both in number and number of activities, a condition conducive to the growth and development of social organizations that mobilize, encourage, on social welfare efforts, while on the other side that raises a new problem that is, still weak ability in terms of strategic management at the organization of the non-governmental organization, managerial capability in skill and skill as strategy needed in social activity. Managerial skills and skills in organization are part of the necessity in managing the various problems dynamics of a number of problems faced by such non-governmental organizations.

In most non-governmental organizations that are managed in a conventional manner, the hierarchy, structural, and implementation are still characterized as conventionally managed and dominated by classical methods, whereas in order to achieve excellent social services effectively and efficiently must be supported by modern management, one of which is management strategy, do not rely solely on intention and willingness but must be with science and engineering semerti on modern management, Condition and culture konvensional but should lead to pattern pattern and modern management strategy that must emerge into dynamics and behavior of organization.

Social services undertaken by non-governmental organizations, in some people known as the efforts in social welfare is a manifestation of embodies and concepts in an effort to provide support and social assistance to the people who need it.

According to Alfred J.Kahn, in Soetarso, 1981; BudhiWibhawa, 1997. defines social services ie Social services consists of programs held without considering market mechanisms to ensure a basic level in the provision of facilities to meet the needs of health, education and welfare to improve the lives of individuals and the ability of individuals to carry out their functions, in order facilitate the ability to reach and use the services and institutions of society that have difficulty and neglect.

According to Jones and May (1992: 20), namely: The final set of views for social workers and welfare workers to develop skills in organizational analysis and practice concern their personal needs as workers. If workers are to be effective in organization, they need to understand and be able to deal with personal stress experienced in organizational life.

Non-governmental organizations or NGO as an organization of social service providers consisting of administrators, members and sympathizers, volunteers generally as volunteers involving and devoting themselves to the activities of the organization. With a limited capacity, not yet have good managerial skills but has the determination and spirit as the foundation in organizing, social service social with various social changes and the environment around the complex and diverse social problems faced and need an intensive and important handling.

The ability of non-governmental organizations in management as a social organization will support the effectiveness of social services provided to the community as its customers. Social workers as volunteers must develop their skills, their analytical acumen will be mastered in practice, as social service organizations will work effectively and efficiently, it is necessary to understand and be able to face the problems and pressures that are against the community. In organizing the non-governmental organization, it is difficult for the activist of social organization and also the organization which will develop its career in social organization institution, hence unable to develop the skill both in analytical ability and practice skill according to their work in the institution itself.

In the non-governmental organization consists of three components: Board of Directors, executive staff, volunteers of these three components work together to manage and utilize the existing resources in social service activities, One of the success of a process that is evaluating problems, develop and provide solutions systematically to act, as well as by involving volunteers in every activity.

According to Thomas Wolf (1990: 289) can be done by considering the following steps:

1. Accuracy of diagnosis of current organizational situation by identifying areas / fields that have a chance of positive change.
2. Separation of problems into needs that require immediate attention and addressed subsequent problems.
3. Build consensus of councils and staff so that known issues can be handled wisely, carefully, and patiently.
4. Establish a realistic, affordable (earnable) schedule, on an annual basis for the implementation of change.
5. Continue the process of diagnostics, evaluation and self-improvement (self-improvement) every year.

A study of volunteers in strategic management that social services are rare and very minimal, volunteers as part of non-governmental organizations are among the interesting studies to be studied by social activists both academically and empirically, with different theoretical, hypothetical and assumptions about the volunteers.

II. FORMULATION OF THE PROBLEM

The problems that become the study in this writing are as follows:

1. What are management strategies for managing youth who are characterized in youth organizations in non-governmental organizations?
2. How does the system in the development of youth characterize the non-governmental organization?
3. Why is the development system of non-governmental organizations really needed in social community?

III. PURPOSE AND OBJECTIVES

1. The purpose and objectives of the study Strategy management in the development of human resources as a system of non-governmental organizations, namely:
2. Want to know and learn the management strategy in human resource development. In order to know and learn the system at non-governmental organizations and their work in organisasi that provide services to the surrounding community.
3. Knowing and studying NGO organizations as non-governmental organizations that are part of the system.

IV. DISCUSSION

According to data of Unity of the nation and politics of South Tangerang Will Ordered Organizations & NGO, Verification of CBOs and NGOs in South Tangerang.

According to Palapanews.com - National Unity and Political Protection Agency, South Tangerang City, will verify data on community organizations and Non-Government Organizations. For those who do not pass the verification, will be disciplined. In 2017 there will be a plan to create a field verification team to collect and NGO, in the City of South Tangerang, said the Head of the Tangsel City Police, Salman Faris at Setu, Thursday (29/12/2016). He admitted that this verification was done to curb the mass organizations NGOs that are not in accordance with applicable provisions, namely Law No. 17 of 2013 on Community Organizations. "CSO and NGO should have secretariats, AD / ART, legal entities, clear members and other requirements. While the data we have now only form of documents, so there must be field verification, at this time there are 115 CSO and NGO recorded in Political Protection Agency South Tangerang City. According to him, the number is dominated by mass organizations, with percentage reaching 60 percent.

Legality and regulation of non-government organizations, social organizations such as non-governmental organizations, as set forth in legislation number: Law 6 of 1974, on the Principles of Social Welfare, it is stated in article 1 that "social organization is a social body incorporated in accordance with the above law which functions as means of public participation in implementing and working out, Social Welfare Enterprises, based on the above statement. Then can be made some criteria as follows:

1. As a social society society
2. Must be legal and legal entity
3. As a means of community participation

4. Business Facility to realize social welfare of society
5. Supervisors and Balancers in regional implementation policies Youth and Non-Governmental Organizations

The role of youth in non-governmental organizations is as a future investment and identity, and as actors and activists in every activity that is directed to understand and respond to the development and changes in the surrounding environment. Awareness of the youth is actually build the character of the youth of Indonesia as the identity of the Nation, which includes faith and piety to the Supreme God, noble character, loyal friends and spirited leadership and democratic act, responsible, tolerant of each other, self-respecting, independent and national life nation.

Application of youth characters embodied through:

1. Religious education to noble character
2. Education of national insight
3. Growth develop awareness of rights and obligations in the community, nation, and state
4. The cadre of state defenses
5. Consolidation of national culture based on local culture
6. Understanding the actions of local wisdom
7. Understanding of independence in the field of economy and development
8. Preparation and regeneration in the regeneration process in various sectors and fields.

Empowering the character of youth is an effort to explore the potential of youth. the active role of youth and the empowerment of youth in essence is the development of youth character through systematic improvement effort done to change the condition of youth into better condition and character.

Empowerment on youth is done through:

1. Understanding of the religion he embraces
2. Increased faith and piety of the omnipotent God
3. Mastering science and technology
4. State defense and national defense
5. Increasing the insight of the archipelago
6. Employment creation
7. Fostering economic independence
8. Increased local creativity, art, and culture
9. Improved international relations network;
10. Improving the capacity of youth agency management activities
11. Research and mentoring youth activities.

The development in the role of youth essentially is an effort to realize the character of the Indonesian youth are empowered to compete elegantly and healthy is done through:

1. Development of youth leadership through activities to improve the character of youth, explore the potential in exemplary and youth.
2. The development of youth entrepreneurship is a training activity through apprenticeship as a potential in developing skills and self-reliance.
3. Pioneering development as a youth in an activity to develop the youth's own potential, in pioneering new things in breakthroughs and answering challenges, and providing solutions to various problems.

Organization of non-governmental organizations as socially incorporated societies, as a means of society in an effort to improve social welfare, in general, non-government organizations have professional and legal entities, in organizing social services, while the criteria used in the regulation is still referring to the activities social volunteers.

According to Brown and Korten (in the Non-governmental Organizations and World Bank 1991, 49-50) categorizes human service organizations in the third sector. The hallmark of this organization is its volatile nature, in which the term "voluntary" refers to acts perpetrated by the offender freely. Voluntary organizations are promoting social resources and forces through mechanisms of shared values and expectations. Most of these people have deeply based values - interpersonal, religious, and political values that guide their behavior in the face of coercive or material sanctions. It is these values that encourage them to mobilize voluntary contributions of labor, money, or any other kind that is an expression of these values.

According to Friedlander (Concept and Methods of Social Work, 1980: 5-10) suggests several types of social services in social organizations:

1. Social assistance;
2. Social insurance;
3. Family welfare services;
4. Child welfare services (Child welfare services0;
5. Health and medical services;
6. Mental hygiene services;

7. Correctional services;
8. youth leisure-time services;
9. Welfare services for veterans (veteran services);
10. Employment services;
11. Housing services;
12. Internal social services (international social services)
13. Community social services (community social services)

According to Thomas Wolf (1990: 70-71), there are ten reasons to volunteer:

1. Sense of self-satisfaction (self-satisfaction)
2. Altruism (altruism, the sense of wanting to help others)
3. Companionship / meeting people (get together / meet people)
4. Learning about a field (learn something)
5. Creating / maintaining an organization (creating or managing organizations)
6. Developing professional contacts (developing professional skills)
7. Getting ahead in the corporation (gaining the position of company leader)
8. Getting training / experience (getting training / experience)
9. Providing entry to a particular organization
10. Social panache (specific social satisfaction)

Strategy of development of youth character that is:

1. Building youth character becomes the main thing
2. The youth character program includes individuals, groups, institutions
3. Revitalize the organization of youth character as a partner in Development
4. Central government regulation, local government, youth organization, and society.

Human Resource Development Strategy and Youth Characteristics, Character of youth as national identity to be able to return to the youth become citizen wholly have the insight of nationality and love of the country as for the strategy in achieving the harsu done is:

1. Organizing the empowerment of non-governmental organizations and the protection of youth character to become professional and integrity
2. Organize resources into character youth
3. Develop a culture of youth organizations and non-governmental organizations that are characterized and democratic.
4. Develop community participation in building youth and youth organizations.
5. Strengthen coordination in youth organizations on the character of human resources
6. Provide infrastructure, facilities and infrastructure for the empowerment of character and independent youth
7. Give awards to youth and youthful organizations who excel.
8. Launch a program that can protect Indonesian youth from destructive influences such as drugs, anarchism, promiscuity etc.

An analysis of the strengths, weaknesses, opportunities, threats of problems to organizations conducting surveys and evaluations in different areas, from different angles of the process, identifies and measures youth organizations at an ideal stage. the process of organizing the process.

According to Thomas Wolf there are at least five major aspects in the study of a human service organization (human service organizations), namely:

1. Mission, Image, and Support
2. Human Resources Issues, Council, Staff, and Volunteers
3. Finance
4. Activity and Program
5. Planning and Evaluation

The main aspects to consider in managing youth organizations as social services are: Mission, image and support on cases Understanding:

1. Mission. A strong organization, one of the goals is the relevance of the needs of the society that is served today and the needs (needs) of the councils and constituents that are well known.
2. Image. The organization should be well known and respected in its community and among its constituents. Case Support. The organization should display a case of supportive support for both the client and the contributors.

3. Human Resource Issues: Council, Staff, and Volunteers (Manpower Issues: Board, Staff, and Volunteers)
 - a. Board. Board members should be active, think through the whole affairs of the organization, be responsible for fundraising, and keep abreast of staff in day-to-day activities with the organization.
 - b. Staff. The organization should have qualified and well-trained staff capable of performing a wide range of tasks. Organizations should maximize kerta power and should have documented personnel policies that reflect a good sense of honesty about morals.
 - c. Volunteer. In organizations that desperately need volunteers, every individual must be genuine or be committed, give clear assignments, and appreciate the work he does.
 4. Financial management. Organizational finance should show wise management (caution), adjustment of negligence and control, and the right system to predict and paths of income and financing. Income and expenses. Unless you are in an unusual circle, an organization should earn and add enough money each year to finance its operations.
 5. Activities and Programs (Activities and Programs)
 - a. Resource audit. Organizational programs should meet the needs of constituents and communities. They should be well administrated.
 - b. Position. The organization should demonstrate its unique benefits by utilizing its programs and services. It should be well appreciated on the existing competition.
 6. Planning and Evaluation (planning and evaluation)
 - a. Planning. Board and staff of the organization should be involved in short and long term planning at any time.
 - b. Evaluation. The evaluation system should measure the performance of predetermined targets and standards. From time to time, evaluation should use objectivity and outside expert professionals. Benefits of Non-Governmental Organizations
Organization of non-governmental organizations as social services is a process of youth activities, while in achieving the objectives in the field of social community by using resources, volunteers contained in the environment.
1. Formulate goals
 2. Organizing in social welfare effort of society
 3. Directional communication both internal and external
 4. Provision of facilities, facilities and infrastructure
 5. Seeking, exploring, managing and exploiting existing potential
 6. Evaluate activities and efforts on the social welfare of the community

V. CONCLUSIONS

1. Management strategy in managing youth character in youth organization in non-government organization organization by conducting Seminary, education and training on youth about the nation's character, education and religious cadre, faith and piety, which refers moral and morals.
2. The system in the development of youth character of the non-governmental organization is to have a nationalist soul, love the homeland, practice the essence of religion as belief and faith, responsibility against family, tolerance toward others.
3. The development system of non-governmental organizations is indispensable in social society because it is a place of devotion for youths, like and to move, to train and cultivate social souls for the youth, to train themselves for more spirit of mutual cooperation and love in the nation and state,

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