ABSTRACT

ANDRI PRIYANTO. Analysis of Factors Affecting the Development of Human Resources in the Province of Banten. Under direction of SRI MULATSIH and YETI LIS PURNAMADEWI

The increasing of human development will have an impact on improving the quality of labor which in turn will affect the level and quality of economic growth. The United Nations Development Programme (UNDP) since 1990 has used the Human Development Index (HDI) to measure the achievement of human development process. The economic growth and GDRP (Gross Domestic Regional Product) per capita in Banten province was raising during in the research period (2002-2009), while HDI was in the 23rd from 33 provinces in Indonesia.

The purpose of this study is to examines the development of human resources in the province of Banten, to analyze the factors that influence human resource development in Banten province, and to formulate policies that can be taken to enhance human resource development. The study was conducted in Banten province by using secondary data derived from BPS and Ministry of Finance from 2002 to 2009. Descriptive analysis is used to see the condition of economic development and human resource development, panel data regression model used is to determine the factors that influence human development index.

The results of this study is during the period 2002-2009, economic development in Banten Province has improved human development index (HDI) from 66.6 in 2002 to 70.6 in 2009. Except gini ratio (GR), factors that significantly increase the HDI are: GDRP per capita (INC), government expenditure in education and health (GOV), head of family educated of junior high school (EDU), and the number of resident sickness (HLTH), with the coefficient value: 0.00014; 0.03; 16.71; and 4.76 respectively. The head of the family with junior high school educated or equivalent and above is the most influential factor in human development.

Four significant factors should be priority in government policy to improve human development and reduce gap with other province. The improvement of HDI in province level has a strong relation to the human development in each District of Banten Province. This study found that Pandeglang and Lebak District below the average. Policy implications that can taken in improving the HDI is to increase sustainable education and social activities and strengthen coordination between government officials.

Keywords: human development index (HDI), panel data methods