POLICY OF HUMAN RESOURCES DEVELOPMENT IN KEDIRI CITY, EAST JAVA, INDONESIA TO IMPROVE HUMAN DEVELOPMENT INDEX

Suwarno,1 Basrowi2

Abstract-The purpose of this study is to describe various human resource development policies in terms of education, health, income level, employment, and other aspects that can improve the human development index (HDI) in Kediri City. The method used is descriptive documentation and library research. Data obtained using the method of documentation from formal sources of government offices that have been published so that it can be categorized as valid and responsive data. Based on the results of the study it can be concluded that the human resource development policy in the City of Kediri in the context of increasing the human development index (HDI) has been going very well, it is proven, the HDI of the City of Kediri for the last five years has always been above the East Java and National average. The success of the City of Kediri in increasing HDI is due to the seriousness of the local government in increasing the level of education participation and the level of public education. Local governments are also serious in improving the level of public health. In addition, the city government of Kediri also increased community income, poverty alleviation, increased GRDP, and various other businesses that were simultaneous and continued to manage.

Keywords: HDI, Resources, education, health, PDRB

I. INTRODUCTION

The quality of human development has always been a central theme in every development achievement program. On an international scale, the Millennium Development Goals (MDG's) are agreed upon by world leaders at the 2000 Summit. MDG's are the commitment of the international community, especially developing countries, to a vision of development that places sustainable social and economic development

Quoting the contents of the first Human Development Report (HDR) in 1990, human development is, "A process to multiply the choices that humans have. Among the many choices, the most important choices are to live long and healthy, to be knowledgeable, and to have access to the resources needed to live properly."[1]

The Human Development Index (HDI) is, "The results measure human development achievements based on a number of basic components of quality of life. As a measure of quality of life, HDI is built through a basic three-dimensional approach. These dimensions include long and healthy life; knowledge, and a decent life. These three dimensions have a very broad understanding because they are related to many factors. To measure the dimensions of health, life expectancy at birth is used. Next to measure the dimensions of knowledge used a combination of literacy rate indicators and average length of school. As for measuring the dimensions of decent living, an indicator of people's purchasing power is used for a number of basic needs as seen from the average amount of expenditure per capita as an income approach that represents development achievements for decent living."[1]

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Today the issue of human development achievements has come to the attention of government administrators. Various measures of human development are made but not all of them can be used as standard measures that can be compared between regions or between countries. Therefore the United Nations Agency (UN) sets a standard measure of human development that is the human development index (HDI) or Human Development Index (HDI).[2]

Nationally, in recent years many programs or policies have been taken by the government to raise social and economic conditions. This policy is in accordance with the recommendations of the United Nations Development Program (UNDP, 2004) in the book "The Economics of Democracy: Financing Human Development in Indonesia"[3] by emphasizing the need for more adequate financing aspects for the poor to improve their quality of life. UNDP explicitly suggests that Indonesia needs to give higher investment priority to human development efforts. In order to realize areas with high human qualities.[4]

The local government of Kediri City has used its Regional Budget (APBD) to fund development in these sectors. More specifically, the Kediri City regional government must be able to allocate regional expenditure through development spending in supporting sectors to improve HDI, for example, which is reflected in the realization of the Kediri City regional expenditure for education and health. Apart from the socio-economic conditions of the people of Kediri City, it can also affect HDI, if the number of poor people in Kediri City is high, it will reduce HDI and vice versa. This happens because the poor population in Kediri City will have limitations in accessing needs in education and health. Therefore the implication of high poverty rate will be able to reduce HDI.[4]

The Human Development Index (HDI) is formed based on four indicators namely life expectancy, literacy rates, average length of schooling and purchasing power. Life expectancy indicator represents the dimension of longevity and health. Furthermore, literacy rates and average length of school reflect the output of the knowledge dimension. The purchasing power capability indicator is used to measure the dimensions of decent living.[5]

The broad scope of human development makes the increase in the HDI of Kediri City as a manifestation of human development that can be interpreted as the success of the City of Kediri in increasing the ability to expand choices (enlarging the choices of the people). As is known, several important factors in the development that are very effective for human development in the City of Kediri are education and health. These two important factors are basic human needs that need to be possessed in order to be able to increase its potential. Generally, the higher the basic capabilities of the people of Kediri City, the higher the opportunity to increase the potential of citizens in the City of Kediri itself. Based on various phenomena as described above, then the problem is how the implementation and process of human resource development in the city of Kediri in order to improve the human development index?

The United Nations Development Program (UNDP) defines human development as a process to expand choices for the population. In this concept the population is the ultimate goal (the ultimate end) while the development effort is seen as a means (principal means) to achieve that goal. There are four main things that need to be considered to ensure the achievement of human development goals, namely productivity, equity, sustainability and empowerment.[6].

In summary, the four main points contain the following principles: 1) Productivity. Residents must be able to increase productivity so that they are able to participate fully in the process of income and income creation. The process of economic development is part of the human development model. 2) Equality. Residents must have the same opportunity or opportunity to get access to all economic and social resources. All barriers that can reduce the opportunity to gain access must be removed, so that
they can take advantage of the opportunities available and participate in productive activities that can improve the quality of life. 3) Sustainability. Access to economic and social resources must also be ensured to be enjoyed by future generations. So that all physical, human and environmental resources must always be updated. 4) Empowerment. Residents must be able to participate fully in decision-making and processes that will determine their lives, and can benefit from the development process.

The Human Development Index (HDI) is a composite index that covers three areas of human development that are considered the most fundamental in terms of physical and non-physical quality which includes the education index, health index, and economic index. The education index is seen from the average length of schooling and literacy rates, the health index is seen from life expectancy, and the economic index is seen from the purchasing power parity or the purchasing power ability of the people. The 3 indicators are: health indicators, education level, and economic indicators. Physical quality is reflected in life expectancy, while non-physical quality is reflected in the average length of population attending school and literacy rates, and considering economic capability, namely real expenditure per capita. [4]

Meanwhile, according to Kacaribu (2013, 1) the HDI is an indicator used to measure one important aspect related to the quality of the results of economic development, namely the degree of human development. HDI has three elements, namely health, education achieved, and standard of living or often called economics.

The Human Development Index (HDI) initiated by UNDP aims to calculate the basic capabilities of each population. That basic ability is long life, knowledge and purchasing power. Longevity is identified by calculating life expectancy at birth or often called Life Expectancy. Knowledge includes reading and writing skills that are identified by calculating Literacy Rate and Average Length of School (ALS). Purchasing power is the ability to access the resources needed to achieve a decent standard of living identified by calculating real per capita expenditure.

HDI plays an important role in the development of a modern economy because good human development will make the factors of production able to be maximized. Good population quality will be able to innovate in developing existing factors of production. Apart from that high human development will result in a high population, so it will increase consumption levels. This will make it easier to promote economic growth.[7]

The method of calculation of the Human Development Index (HDI) which consists of three components, namely the length of life in terms of life expectancy at birth, the level of education is measured by a combination of literacy rates in the adult population (with a weight of two thirds) and the average length of school (with a third weight), and a decent standard of living measured by adjusted per capita expenditure.[8]

The success of development especially human development can be assessed partially by seeing how much the most basic problems in the community can be overcome. These problems include poverty, unemployment, illiteracy, food security, and democracy enforcement. But the problem is the partial achievements of human development vary greatly where certain aspects of development succeed and several other aspects of development fail and the question arises as to how to assess the success of human development as a whole. Today the issue of human development achievements has come to the attention of government administrators. Various measures of human development are made but not all of them can be used as standard measures that can be compared between regions or between countries. Therefore, the United Nations (UN) set a standard measure of human development that is the HDI or Human Development Index (HDI).[9]
This index was developed in 1990 by Indian Nobel laureate Amartya Sen and Mahbub Ul Haq, an economist from Pakistan who was assisted by Gustav Ranis. HDI is more focused on things that are more sensitive and useful than just per capita income to see the development progress that has been used so far. HDI can find out the conditions of development in the area with the reasons: a) HDI becomes an important indicator to measure success in developing human quality; b) HDI explains how humans have the opportunity to access the results of the development process, as part of their rights such as in obtaining income, health, education, and welfare; c) HDI is used as a measure of regional performance, especially in terms of evaluating the development of the quality of life of the community/population; d) although it can be an important indicator to measure success in the development of the quality of human life, the HDI may not necessarily reflect the actual conditions but for now it is the only indicator that can be used to measure the development of the quality of human life.[10]

The concept of HDI according to UNDP and the Central Statistics Agency (BPS) refers to the measurement of human development achievements based on a number of basic components of quality of life, namely: 1) life expectancy to measure health outcomes; 2) literacy rates and average length of schooling to measure achievements in education; and 3) a decent standard of living, as indicated by the normal logarithm of the gross domestic product per capita of the population in purchasing power parity.[11]

Table 1. Maximum and Minimum Values of HDI Component Calculations

<table>
<thead>
<tr>
<th>HDI component indicators</th>
<th>Minimum Value</th>
<th>Maximum Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life expectancy</td>
<td>0</td>
<td>85</td>
</tr>
<tr>
<td>Literacy numbers</td>
<td>0</td>
<td>100</td>
</tr>
<tr>
<td>Average length of school</td>
<td>0</td>
<td>15</td>
</tr>
<tr>
<td>Purchasing power parity</td>
<td>360.000</td>
<td>737.720</td>
</tr>
</tbody>
</table>

Source: [12]

The application of the HDI category is based on the scale of 0.0 to 1.0 which consists of:
Low category: HDI value from 0.0 to 0.5
Intermediate Category: HDI values between 0.51--0.79
Intermediate Category: HDI values between 0.81 - 1.0

According to Amartya Sen and a Pakistani economist Mahbub Ul-Haq, and assisted by Gustav Ranis from Yale University and Lord Meghnad Desai from the London School of Economics[11] the HDI measures the average achievement of a country in 3 basic dimensions of human development: a) a healthy life and longevity as measured by life expectancy at birth; b) knowledge that is measured by reading and writing levels in adults (weighing two-thirds) and a combination of primary, secondary, gross enrollment ratio (weighting one-third); and c) a decent standard of living measured by the natural logarithm of gross domestic product per capita in purchasing power parititation.

One measure that is considered to reflect the status of human development is the Human Development Index (HDI) or HDI. HDI is a composite index that covers three areas of human development that are considered to be very basic, namely the age of life (longevity), knowledge (knowledge), and a decent standard of living (decent living).

Development of the HDI Methodology In 2010, UNDP introduced the HDI calculation using a new method. In 2011 and 2014 the methodology was improved (HDI New Method)[5]. Improvements: 1) replace the base year of GNI per capita from 2005 to 2011; 2) Change the method of aggregation of
educational indices from geometric averages to arithmetic averages. The reasons used as the basis for changing the methodology for calculating HDI are: First, Some indicators are not appropriate for use in calculating HDI. Literacy rate (AMH) is no longer relevant in measuring education as a whole because it cannot describe the quality of education. In addition, because AMH in most regions is already high, it cannot differentiate between levels of education well between regions. Per capita Gross Domestic Product (GDP) cannot describe people's income in an area. Second, the use of the arithmetic mean formula in calculating HDI illustrates that low performance in one dimension can be covered by high achievement in other dimensions.

The advantage of the new method is that it uses indicators that are more precise and can distinguish well (discriminatory). By entering the Average School Duration and School Old Expectancy figures, we can get a more relevant picture in education and the changes that occur. GDP because it is more representative of people's income in an area. By using geometric averages in compiling HDI it can be interpreted that one-dimensional achievements cannot be covered by achievements in other dimensions. That is, to realize good human development, all three dimensions must receive equal attention because they are equally important. If tabulated, the differences between the 1990 and 2010 IPS calculation methods appear as follows.

<table>
<thead>
<tr>
<th>The 1990 HDI method</th>
<th>2010 HDI method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life Expectancy at Birth (AHH)</td>
<td>Life Expectancy at Birth (AHH)</td>
</tr>
<tr>
<td>Literacy Rate (AMH)</td>
<td>Harapan Lama School (HLS)</td>
</tr>
<tr>
<td>Average Length of School (ALS) 15 years +</td>
<td>Average length of school (ALS) 25 years +</td>
</tr>
<tr>
<td>Per capita expenses adjusted: 27 commodities</td>
<td>Per capita expenses adjusted: 96 Commodities</td>
</tr>
</tbody>
</table>

Source: Power Point Socialization of the new method of calculating IMB[3]

As explained above, in the method of calculating the HDI a new method, which uses indicators that are more appropriate and can distinguish well (discriminatory). By entering the Average Length of School and Number of Old School Expectations, we can get a more relevant picture in education and the changes that occur. Low performance on one component cannot be covered by other components with higher performance. Calculate Average, Geometric Average. Generally the level of HDI of new methods is lower than the old method HDI[5]

II. MATERIALS AND METHODS

The research used is descriptive explanatory research type, namely research that explains or describes concepts or a combination of several concepts in detail.[13] Meanwhile, according to Faisal [14] explanatory research is aimed at finding and developing various reasons for a phenomenon so that the results can explain certain symptoms or social facts.

Location of activities in Kediri City, East Java. The study was conducted during 4 (four) February - June 2020. In this study the type of data needed is primary data obtained directly without intermediaries from people or other institutions as third parties. The types of primary data that will be explored in this study are: all data on development achievements in the social and economic fields and all data directly used to answer the research problem formulation. Considering that this study only
emphasizes the Human Development Index (HDI) in the economic field, the primary data which are very supportive in answering the problem formulation are the data on economic development achievements, its relation to economic growth, purchasing power, unemployment, poverty, health, and etc. In addition, documentation data was also obtained from BPS publications, the health department, the Regional Secretariat, the Department of Manpower, the Office of the economy, and industry. In addition, a document review was carried out on the regulations and provisions of the law, as well as policies relating to increasing HDI in the City of Kediri.

This research is more focused on HDI in the economic field, so the Economic IMP is a function of government spending in the field of poverty reduction, increasing purchasing power, opening employment, and various pro-poor programs carried out by the City of Kediri and others.

III. RESULT AND DISCUSSION

3.1. Kediri City Overview

The vision of the city of Kediri is, "Realizing Kediri City is superior and prosperous in harmony." The Mission of the City of Kediri, namely: 1) Realizing clean, transparent and integrity-oriented governance oriented to excellent service and information technology. 2) Realizing qualified and competitive human resources based on religious and cultural values. 3) Strengthening regional growth based on regional potential and the development of a just economy. 4) Creating a safe, comfortable and environmentally friendly Kediri City that is managed.[15]

The total area of Kediri City is 63,404 km², the administration is divided into three, namely Mojoroto District, Kota District and Pesantren District, and 46 Kelurahan. Mojoroto District with an area of 24.6 km² consists of 14 Kelurahans, Kota Kota consists of 17 Kelurahans with an area of 14.9 km², and Pesantren Districts with an area of 23.9 km² consisting of 15 Kelurahans.

Kediri City has a function as the center of tertiary government namely industry, trade, government and higher education. The economic basis of existence, namely the tobacco processing industry (PT. Gudang Garam), provides a significant share as a driver of the community's main agricultural activities.

The function of the City of Kediri as a service center for the surrounding area, growth and development is supported by transportation infrastructure that connects with several surrounding areas. The existence of the transportation infrastructure increases the pattern of work which prioritizes linear along the primary arterial road Direction to Surabaya.

In accordance with existing developments and the main activities developed in the City of Kediri, namely: industry, education, trade and trade, the transportation activities - development activities are allocated in the appropriate area of the city in accordance with the development of its development.

3.2. IPM City of Kediri

HDI is an important indicator to measure success in efforts to build the quality of human life. IPM explains how residents can access the results of development in obtaining income, health, and education. The HDI of Kediri City for 5 years is still above the average HDI of East Java Province, and ranks in the top 5. [1]

Kediri City is one of the regions that has a relatively high HDI. The City of Kediri's HDI in 2011 was only 72,923, in 2012 73.66 was still far from expectations. However, the Kediri City Human
Development Index (HDI) increased during 2013 (74.18). In 2017, the top 5 highest HDI positions in East Java increased by 77.13. The results are still below the city of Surabaya, Malang, Madiun, and Sidoarjo (Nugroho, 2018).

The HDI value of Kediri City in 2018 of 77.58 became a value far above the East Java HDI of only 70.77. Also above the National HDI 70.81. The surge starting from 2016 to 2017 was in the purchasing power component which was originally 0.732 to 0.745. While for the education component from 0.74 to 0.75. While the stagnant value is in the health component which remains at 0.83.[16]

To maintain the City of Kediri HDI in 2018 of 77.58, "local governments must be more active in supporting the success of this HDI. Of course synergy with the community is also needed. HDI itself shows several indicators which communities have the freedom to choose their own choices to improve their quality of life."

3.3. Strategies to Improve the HDI of Kediri City

The level of HDI achievement in Kediri City still needs to be improved according to the expectations of all parties, namely in the following way. First, increasing the level of public education. As is known, that the old school community expectation in the City of Kediri is 14.96, the average length of school is 9.91, the budget allocation for the Education Office has only reached 0.2% or Rp. 4.3 billion of the total APBD worth 1.85 trillion in in 2018 and the average time span from 2015 to 2018 only reached 0.18%, still very far from the mandate of the National Education System Law (20%). When compared to Tulung Agung Regency (7.2%), Lumajang 9.7%, the education budget of the City of Kediri is still very behind.[17] Therefore, it needs to be continuously improved.

According to the Ministry of Finance (2018), "The low budget allocation for education funds in a region can be caused by several factors. One of the reasons is the lack of capacity of the regional education office in managing the budget provided. Yet to educate the nation's next generation so as not to lag behind other countries requires a large budget. In developed countries even freeing up the cost of education up to universities to improve the quality of human resources."

The results of this study corroborate the findings of Orinbao [18] which concludes that "Factors Affecting the Human Development Index are literacy rates, average length of schooling, life expectancy, real per capita expenditure / PPP, and poverty / K). The results of this study corroborate the findings of Rahayuningsih, et al. [19] which shows that HDI is influenced by per capita GRDP, life expectancy, real per capita expenditure, literacy rates and average length of schooling.

Second, improve the level of public health in the City of Kediri. There are still many cases of malnutrition being one of the causes of low HDI so that it is still below the national average. In other words, health aspects have not been fully addressed. Antara News (July 24, 2019) reported that, there were hundreds of children in Kediri affected by Stunting. In the news, the Education Office also stated that the stunting rate in Kediri City reached 12 & there were 600 under-aged children who did not get enough nutrition. In detail the Number of Facilities and Health Workers in Kediri City in 2018 can be tabulated as follows.
Table 3. Number of Private Health Facilities in Kediri City in 2018

<table>
<thead>
<tr>
<th>No</th>
<th>Health facility</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>RSU</td>
<td>7</td>
</tr>
<tr>
<td>2</td>
<td>Special Hospital</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>Medical Center</td>
<td>10</td>
</tr>
<tr>
<td>4</td>
<td>Clinic</td>
<td>30</td>
</tr>
<tr>
<td>5</td>
<td>Traditional Health Practices</td>
<td>153</td>
</tr>
<tr>
<td>6</td>
<td>Pharmaceutical wholesaler</td>
<td>4</td>
</tr>
<tr>
<td>7</td>
<td>Distributor of Medical Devices</td>
<td>1</td>
</tr>
<tr>
<td>8</td>
<td>Drugstore</td>
<td>102</td>
</tr>
<tr>
<td>9</td>
<td>Drug store</td>
<td>14</td>
</tr>
<tr>
<td>10</td>
<td>Blood Transfusion Unit</td>
<td>1</td>
</tr>
</tbody>
</table>

Source: 2018 Health Service

Based on the table 3, it is known that in 2018 the number of government hospitals is 1, Puskesmas 28, Puskesmas Assistant 69, Puskesling 19, Posyandu 468, Polindes 88 as many, 354 doctors, 414 nurses and 414 midwives 3,879 people. The results of this study corroborate the findings of Rahayuningsih, et al. [19] HDI is strongly influenced by stable economic development, low poverty, unemployment, low illiteracy rates, community welfare, health and education levels.

The results of this study also reinforce Kacaribu's findings [20] concluding that Gross Regional Domestic Product, Government expenditure according to education function, ratio of poverty to total population, ratio of population to number of doctors, ratio of population to number of midwives, ratio of total population to total nurses, the ratio of high school students to teachers affects HDI.

Third, the implementation of development programs that are just and able to reduce poverty. Economic growth is measured to determine changes in economic conditions and as an indication of the success of economic development in a region, economic growth in the City of Kediri for 5 years is quite fluctuating, but still better when compared to national-level economic growth.

Table 4. Economic growth in 2014-2018

<table>
<thead>
<tr>
<th>Year</th>
<th>City of Kediri (%)</th>
<th>Indonesia (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>5,85</td>
<td>5,01</td>
</tr>
<tr>
<td>2015</td>
<td>5,36</td>
<td>4,88</td>
</tr>
<tr>
<td>2016</td>
<td>5,54</td>
<td>5,03</td>
</tr>
<tr>
<td>2017</td>
<td>5,14</td>
<td>5,07</td>
</tr>
<tr>
<td>2018</td>
<td>5,42</td>
<td>5,17</td>
</tr>
</tbody>
</table>

Source: Kediri City Development Profile 2019

PDRB per capita is useful as an indicator of the standard of living or welfare of an area from year to year, a comparison of inter-regional welfare, and is used as a guide in making regional economic policy. The value of PDRB per Capita ADHB of the City of Kediri from 2014 to 2018 continued to increase, both the GRDP with PT Gudang Garam Tbk. or without PT Gudang Garam Tbk. This shows that the welfare of the people of Kediri City from year to year is increasing.

The results of this study corroborate the findings of Melliana and Zain [8] who concluded that the factors that influence the Human Development Index are school participation rates (APS), number of
health facilities, percentage of households with access to clean water, labor force participation rates (TPAK), and PDRB per capita.

The results of this study reinforce the findings of Sjafari, et al [12] which concluded that, HDI is influenced by 5 (five) things, namely: (1) unemployment rate; (2) poverty rates; (3) inflation rate; (4) added value of agricultural products; (5) competitiveness of HR, and GRDP.

Fourth, improve the standard of living of the people by reducing poverty and unemployment in the City of Kediri.

Table 5. Poverty Rate in 2014-2018

<table>
<thead>
<tr>
<th>Year</th>
<th>City of Kediri</th>
<th>East Java</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>7.95</td>
<td>11.25</td>
</tr>
<tr>
<td>2015</td>
<td>8.51</td>
<td>11.22</td>
</tr>
<tr>
<td>2016</td>
<td>8.4</td>
<td>10.86</td>
</tr>
<tr>
<td>2017</td>
<td>8.49</td>
<td>10.64</td>
</tr>
<tr>
<td>2018</td>
<td>7.68</td>
<td>9.82</td>
</tr>
</tbody>
</table>

Source: Kediri City Development Profile 2019

Table 5 shows that, the poverty level in the city of Kediri is always below the poverty level in East Java, so it can be said that the average poor person in Kediri is far below the average in East Java.

According to Nugroho [16] poverty in Kediri City is declining, it is as a result of inflation stability in the Region, especially in Kediri City. Even in 2018 is the lowest number in history. According to BPS data, the poverty rate in Kediri City is only 7.68%, a significant decrease compared to 2017 which reached 8.49%. Nationally, the number of poor people in Indonesia is 9.82 percent. While for the Province of East Java it reached 10.98 percent. Regarding the poverty rate since 2009, the City of Kediri has always been on average more than 8 percent. Even in 2009 it reached 10.41 percent. This 2019 Kediri City Government must remain with a work pattern like 2018. By supporting it must be more on target. One of the decreasing factors is the distribution of poor rice which is right on target. Indications of poverty reduction, according to BPS, can also be seen in Raskin recipients. In 2017 there were 24,070 people. While in 2018 decreased to 21,900 people.

Besides the poverty rate, the poverty limit indicator in Kediri City also increased from the previous year. If in 2017 the limit is IDR 420,712 per capita / month, then 2018 will increase to IDR 453,807 per capita / month. Since a few years ago Kediri City Government has continued to provide programs that can alleviate poverty. Several programs and innovations in the City Government of Kediri include Temporary Community Direct Assistance, Uninhabitable Homes. When viewed from the development of the poverty rate in the period 2011-2015 it can be said to have dropped significantly to 5.98%, but it is still higher than other provinces in Java, the majority of which are below (5%).

In 2018, the City of Kediri succeeded in releasing poverty by 7.68 percent based on the official release of the Central Statistics Agency (BPS). In retrospect, in 2014, the open acquisition rate in Kediri City was 7.66 percent and in East Java Province 4.49 percent. In 2015, the City of Kediri purchasing rate was 8.46 percent and the East Java Province was 4.47 percent. In 2017, reaching Kediri City reached 4.68 percent and East Java Province 4.00 percent.

The number of poor people in the City of Kediri has decreased from 2017 which means 8.49 percent. The poverty reduction in Kediri City in 2018 was below the national achievement of 9.82 percent and East Java achievement by 10.98 percent. While for the level of open acquisition, the City of Kediri
increased a decrease of 1.05 percent compared to the previous year which was at 4.68 percent. In addition, in 2017, Kediri City's non-tobacco industry economic growth reached 7.02 percent or an increase of 0.80 percent from the previous year of 6.22 percent. The results of this study are in accordance with the findings of Dendi, Shivakoti, and Ranamukhaarachchi [21] who concluded that, the Human Development Index, is influenced by the GDP per capita, and the number of unemployed to the number of poor people. The results of this study are also consistent with the findings of Sumodiningrat [22] who concluded that the development of HDI is influenced by the success of poverty alleviation, increasing economic growth and increasing capital expenditure.

Fifth, increase labor costs at the city level. district minimum wages of Kediri City IDR 2,060,925.00. Following district minimum wages of East Java for the past 5 years

<table>
<thead>
<tr>
<th>Year</th>
<th>IDR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>1,768,777,00</td>
</tr>
<tr>
<td>2019</td>
<td>1,630,059,05</td>
</tr>
<tr>
<td>2018</td>
<td>1,508,894,80</td>
</tr>
<tr>
<td>2017</td>
<td>1,388,000,00</td>
</tr>
<tr>
<td>2016</td>
<td>1,283,000,00</td>
</tr>
</tbody>
</table>

Source: jatimprov.go.id [23]

The results of this study are in line with research According to Sugiharto [24], the local economy is more directed at the dynamics of business in regional development and emphasizes the dimensions of increasing employment opportunities and community income. The results of this study are also in accordance with the findings of the World Bank [25], empowering the local economy is a process whereby Local Governments and / or community-based groups manage existing resources and enter into structuring new partnerships with the private sector, or among themselves, to creating new jobs and stimulating regional economic activity by increasing their income.

IV. Conclusion

Based on the results of research and discussion it can be concluded that, human resource development policies in the City of Kediri in the context of improving the human development index have been going very well, proven, the GPA of the City of Kediri for the last 5 years has always been above the average of East Java, and National. This is thanks to the efforts that have been made in improving the level of public education, the level of public health, the level of community income, poverty alleviation efforts, increasing the GRDP, and various other businesses that are simultaneous and continue to take care.
References


[23] jatimprov.go.id
