

The Influence of Experience and Human Resources Character for Construction Management Consultant through the Working Quality in Program Nasional Pemberdayaan Masyarakat at Pandeglang District

ABSTRACT

Productive people is the one who appreciate working as an attitude of devotion to God, honorable, capable, skillful, self-assurance and high determination. High levels of education, experiences and precision do not necessarily formulate a good consultant without being supported by honesty, idealism and good character of the person. This research aim is to determine the influence of experience and character within human resources management consultant compares to the quality of work had been built at Program Nasional Pemberdayaan Masyarakat through the patterns of community participation.

Quantitative Data in this research is analyzed using multiple linear regression method. Multiple linear regression analysis is used to determine the relationship between independent variables with the dependent variable. In this research, the independent variable is the variable of Experience (X1), Character (X2) and the dependent variable is the Quality of Work (Y).

The research was conducted at Pandeglang District using sample in all districts with program, over the 33 sub-districts. The research for the quality work is the construction that carried out from the budget year 2013, which is become quality researchable. While, the Human Research is the entire construction management consultants who work at district level with civil engineering background. Data collection method purpose is to obtain information that is relevant, accurate and reliable. The method in this research is survey or questionnaire and the results of the quality of work in each sub-district.

The result of research are; 1. The Experience of construction management consultant has a positive and significant impact on the construction quality of work 2. The Characteristic of construction management consultant has a positive and significant impact on the construction quality of work 3. The Experience and the character of management construction consultant have a positive and significant impact on the construction quality of work simultaneously.

Associated to research result, it is showing that the experience and character of construction management consultant impact on the construction quality of work, the suggestions are: 1. Improving construction management consultant experience is needed 2. Conducting trainings is needed to improve the skill of construction management consultant 3. The construction management consultant needs to be stimulated in order to improve and develop their capability 4. Designing an appropriate coaching character program is needed 5. The effort to create a better character development needs the involvement of all components of the nation 6. Character values education such as honesty, fairness, discipline, affection, love and peace has to start being implanted from the smallest environment, in a family 7. It is recommended to develop a research model by adding another variable.

Keywords: influence of experience, influence of character, human resources and quality of work