

## THE INFLUENCE OF HUMAN RESOURCE COMPETENCE, COMMUNITY MANAGEMENT, AND LOCAL GOVERNMENT SUPPORT ON THE SUSTAINABILITY OF THE ROMPONG ART COMMUNITY IN BANGGAI REGENCY

Riski Mahyudin Lamato<sup>1</sup>; Muh. Yushar Mustafa<sup>2\*</sup>

<sup>1</sup>Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Luwuk Banggai, Indonesia

<sup>2</sup>Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Negeri Makassar, Indonesia

\*Corresponding Email: [m.yusharmustafa@unm.ac.id](mailto:m.yusharmustafa@unm.ac.id)

ICI Copernicus Link:

<https://journals.indexcopernicus.com/search/article?articleId=4753205>

### Abstract

This study is a quantitative study that aims to determine the influence of Human Resource Competence, Community Management, and Local Government Support on the Sustainability of the Rompong Art Community in Banggai Regency. The population in this study consists of all members of the Rompong Art Community who are still active as of 2024, totalling 250 people, comprising various branches of the arts such as theatre, traditional music, dance, visual arts, literature, photography, and multimedia. The sampling technique used purposive sampling with a sample size of 100 respondents, who were the heads of the Art Community from each branch of art. The research instrument used a Likert scale to measure the variables of Human Resource Competence ( $X_1$ ), Community Management ( $X_2$ ), Local Government Support ( $X_3$ ), and Community Sustainability ( $Y$ ). Data analysis was performed using multiple linear regression with the Statistical Package for the Social Sciences (SPSS) version 25. The results showed that Human Resource Competence and Community Management had a positive and significant effect on Community Sustainability, while Local Government Support had no significant effect. Simultaneously, the three independent variables had a positive and significant effect on the Sustainability of Rompong Art Community in Banggai Regency. These findings illustrate that the sustainability of arts communities is greatly influenced by the quality of human resources and effective community management systems, while government support still needs to be improved in order to play a greater role in strengthening the existence of arts communities in the region.

**Keywords:** human resource competence, community management, local government support, community sustainability

### Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh Kompetensi SDM, Manajemen Komunitas, dan Dukungan Pemerintah Daerah terhadap Keberlanjutan Komunitas Seni Rompong di Kabupaten Banggai. Populasi dalam penelitian ini adalah seluruh anggota Komunitas Seni Rompong yang masih aktif hingga tahun 2024 dengan jumlah 250 orang, yang terdiri dari berbagai cabang kesenian seperti teater, musik tradisi, tari, seni rupa, sastra, serta fotografi dan multimedia. Teknik pengambilan sampel menggunakan purposive sampling dengan jumlah sampel sebanyak 100 responden, yang merupakan para Ketua Komunitas Seni dari masing-masing cabang kesenian. Instrumen penelitian menggunakan skala Likert untuk mengukur variabel Kompetensi SDM ( $X_1$ ), Manajemen Komunitas ( $X_2$ ), Dukungan Pemerintah Daerah ( $X_3$ ), dan Keberlanjutan Komunitas ( $Y$ ). Analisis data dilakukan dengan regresi linear berganda menggunakan aplikasi Statistical Package for the Social Science (SPSS) versi 25. Hasil penelitian menunjukkan bahwa Kompetensi SDM dan Manajemen Komunitas berpengaruh positif dan signifikan terhadap Keberlanjutan Komunitas, sedangkan Dukungan Pemerintah Daerah tidak berpengaruh signifikan. Secara simultan, ketiga variabel

*independen tersebut berpengaruh positif dan signifikan terhadap Keberlanjutan Komunitas Seni Rompong di Kabupaten Banggai. Temuan ini menggambarkan bahwa keberlanjutan komunitas seni sangat dipengaruhi oleh kualitas sumber daya manusia dan sistem manajemen komunitas yang efektif, sedangkan dukungan pemerintah masih perlu ditingkatkan agar lebih berperan dalam memperkuat eksistensi komunitas seni di daerah.*

**Kata kunci:** kompetensi SDM, manajemen komunitas, dukungan pemerintah daerah, keberlanjutan komunitas

## 1. INTRODUCTION

The development of globalisation and the industrial revolution 4.0 has brought significant changes in various aspects of organizational life, both in the private and public sectors. Advances in digital technology, business model disruption, and increasing demands for transparency and accountability have encouraged organizations to transform adaptively and sustainably. In this context, human resource management has become a strategic factor that determines the success of organizations in facing the increasingly complex dynamics of environmental change. Human resources are no longer seen merely as implementers of activities, but as key assets that play an important role in creating value, innovation, and organizational sustainability (Soehardi, 2021). In Indonesia, the challenges of human resource management are felt not only by formal organizations and government institutions, but also by social and cultural communities.

The bureaucratic reforms initiated by the government emphasize the importance of improving the quality of human resources, strengthening organizational governance, and promoting a sustainable performance orientation. However, the implementation of this agenda at the community level, especially in arts and cultural communities, still faces various structural and capacity constraints. In fact, arts communities play a strategic role as preservers of local culture, reinforcers of social identity, and potential drivers of the regional creative economy (Pahira & Rinaldy, 2023).

The Rompong Art Community (KSR) in Banggai Regency is one of the cultural art communities that plays an active role in preserving local traditional arts, such as folk theatre, music, dance, and Banggai cultural expressions. Despite its strengths in artistic aspects and mastery of traditions, KSR still faces serious problems in human resource management and community management. Limited managerial competence, weak long-term program planning, minimal administrative and financial literacy, and suboptimal use of digital technology are the main obstacles to the community's development and sustainability. These conditions cause community activities to be incidental in nature, dependent on the momentum of activities or external support, and not yet integrated into a framework of sustainable development. In addition to internal factors, external support, particularly from local governments and other stakeholders, has not been optimal.

The support provided is still temporary and ceremonial in nature, without any pattern of continuous assistance and integration of the arts community into local development policies. The lack of cross-sector collaboration with educational institutions and the business world further weakens the position of the arts community in building networks, accessing funding, and regenerating its members. As a result, the potential of KSR as a strategic actor in regional cultural and creative economic development has not been fully realized.

Previous studies have examined the role of human resource competencies, community management, and government support in the context of empowering tourism villages, MSMEs, and creative industries. However, studies that specifically place the arts community as a socio-cultural entity with distinctive characteristics are still relatively

limited. Art communities cannot be equated with conventional economic units, because their sustainability is determined not only by financial aspects, but also by the continuity of cultural values, social solidarity, and collaborative networks that support them. Therefore, there is a research gap regarding how human resource competencies, community management, and local government support simultaneously affect the sustainability of local art communities. Based on the said conditions, this study is important to comprehensively examine the factors that influence the sustainability of the Rompong Art Community in Banggai Regency. This study is expected to contribute theoretically to the development of studies on art communities based on local culture, as well as practically to local governments and stakeholders in formulating policies and strategies for sustainable art community empowerment. Therefore, this study is titled "The Influence of Human Resource Competence, Community Management, and Local Government Support on the Sustainability of the Rompong Art Community in Banggai Regency."

## **2. MATERIAL AND METHOD**

### **The Influence of Human Resource Competence on the Sustainability of the Rompong Art Community in Banggai Regency**

Human resource competence is one of the key factors that determine the success and sustainability of a community. In the context of the Rompong Art Community in Banggai Regency, the competence possessed by community members, which includes knowledge, skills, creativity, and adaptability, can influence the extent to which the community is able to develop independently, produce valuable works of art, and maintain the continuity of their artistic activities. High competency enables the community to develop appropriate program planning, innovate in the arts, and establish cooperation with external parties. Therefore, the higher the human resource competency in the community, the greater the opportunity for the community to survive and develop in the long term (Ulum & Anggaini, 2020). H1: Human resource competencies have a positive and significant effect on the sustainability of the Rompong Art Community in Banggai Regency.

### **The Influence of Community Management on the Sustainability of the Rompong Art Community in Banggai Regency**

Community management is a process that includes planning, implementation, supervision, and evaluation of community activities to ensure they run effectively and efficiently. In the context of the Rompong Art Community in Banggai Regency, good community management will encourage the creation of a structured organization, clear division of roles, and optimal coordination among its members. Effective management also enables the community to establish a vision and mission, manage available resources, and tailor work programs to local social and cultural needs and dynamics. Therefore, the better community management is implemented, the greater the likelihood that the community will be sustainable in the long term Panjang (Singgalen & Prasadja, 2025). H2: Community management has a positive and significant effect on the sustainability of the Rompong Art Community in Banggai Regency.

### **The Influence of Local Government Support on the Sustainability of the Rompong Art Community in Banggai Regency**

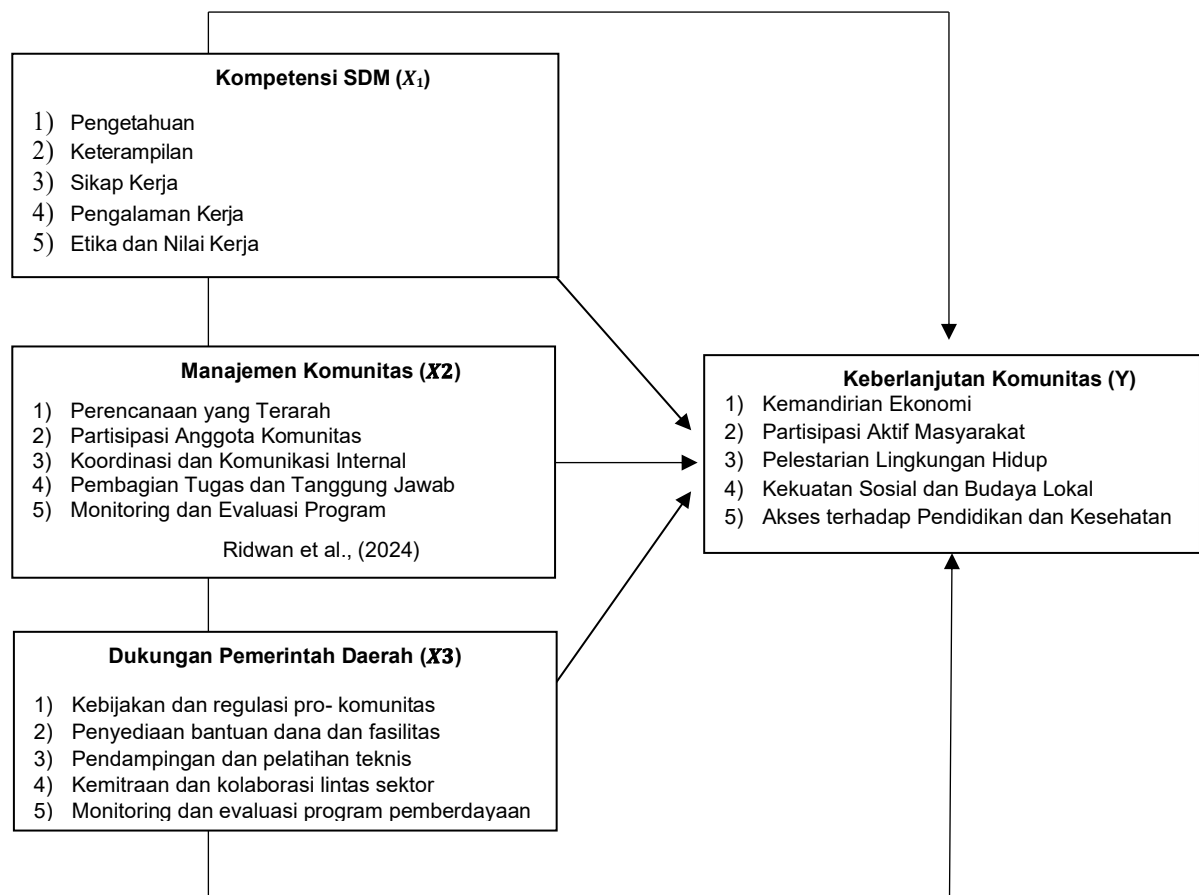
Support from local governments is one of the external factors that greatly determines the sustainability of arts communities. This support can take the form of facilities, financial assistance, training, promotion, and policies that support the existence of communities. For the Rompong Arts Community in Banggai Regency, the active role of the local government can help the community overcome various obstacles, such as limited

infrastructure, access to art markets, and the regeneration of artists. Therefore, the sustainability of the community is greatly influenced by the extent to which local government support is provided consistently and sustainably (Rahmat, 2021). H3: Government support has a positive and significant effect on the sustainability of the Rompong Art Community in Banggai Regency.

### **The Simultaneous Influence of Human Resource Competence, Community Management, and Local Government Support on the Sustainability of the Rompong Art Community in Banggai Regency**

The sustainability of the Rompong art community is not determined by a single factor, but rather is the result of the simultaneous interaction of various internal and external factors. Human resource competence contributes to the effective implementation of community programs; community management creates an organized and adaptive work system; while government support strengthens the community's capacity from an external perspective. The combination of these three factors forms a strong foundation for maintaining the existence, development, and regeneration of the Rompong Art Community. With synergy between individual quality, community governance, and local government support, community sustainability can be achieved more optimally and continuously (R. A. Putri et al., 2025). H4: Human resource competencies, community management, and local government support simultaneously have a positive and significant effect on the sustainability of the Rompong Art Community in Banggai Regency.

Figure 1. Conceptual Framework



### 3. CONCLUSION AND RECOMMENDATION

Based on the results of research on the Influence of Human Resource Competence, Community Management, and Local Government Support on the Sustainability of the Rompong Art Community in Banggai Regency, the following conclusions can be drawn:

1. Human resource competency has a positive and significant effect on the sustainability of the Village-Owned Enterprise Community (Rompong Art Community) in Banggai Regency. This means that H<sub>1</sub> is accepted, so that the higher the competency of the managers and community members, the better the sustainability of the Rompong Art Community in carrying out its activities.
2. Community management has a positive and significant effect on the sustainability of the Village-Owned Enterprise Community (Rompong Art Community) in Banggai Regency. This means that H<sub>2</sub> is accepted, indicating that the better the implementation of management in the community, such as planning, coordination, and evaluation of activities, the higher the level of sustainability of the Rompong Art Community in Banggai Regency.
3. Local government support does not have a significant effect on the sustainability of the Village-Owned Enterprise Community (Rompong Art Community) in Banggai Regency. This means that H<sub>3</sub> is rejected, because the form of support provided by the local government has not been fully effective in improving the sustainability of the community, in terms of funding, facilities, and ongoing guidance.
4. Human resource competencies, community management, and local government support simultaneously have a positive and significant effect on the sustainability of the Village-Owned Enterprise Community (Rompong Art Community) in Banggai Regency. This means that H<sub>4</sub> is accepted, indicating that the sustainability of the Rompong Arts Community is greatly influenced by a combination of human resource capabilities, a good community management system, and external support from the local government.

Based on the research findings, the following recommendations can be provided:

1. For the Local Government of Banggai Regency: It is hoped that the local government of Banggai Regency can increase its attention and tangible support for the sustainability of the Rompong Art Community through coaching programs, managerial training, and assistance with facilities and funding. This support should be sustainable and tailored to the real needs of the community in order to strengthen their role in preserving local culture while also boosting the creative economy of the community.
2. For the Rompong Art Community Managers: The Rompong Art Community managers are expected to continue to improve human resource competencies through training, collaboration, and innovation in community activity management. In addition, it is important to implement more structured community management, especially in terms of activity planning, role distribution, and performance evaluation so that the sustainability of the community can be maintained properly and be highly competitive.
3. For Future Researchers: Future researchers are advised to develop this research by adding other variables that have the potential to influence community sustainability, such as community participation, social innovation, or private sector support. In addition, research can be conducted on other art communities in different regions to expand the findings and strengthen the generalization of research related to community management based on local culture.



## REFERENCES

- Asnuryati, A. (2023). Strategies for sustainable economic development in villages: promoting community empowerment and local economic independence. *Innovative: Journal of Social Science Research*, 3(2), 2175-2183.
- Nursalim, M. F., & Anshori, M. I. (2024). Organizational Competence. *Business and Investment Review*, 2(3), 38-46.
- Pahira, S. H., & Rinaldy, R. (2023). The importance of human resource management (HRM) in improving organizational performance. *COMSERVA: Journal of Research and Community Service*, 3(02), 810-817.
- Purnomo, E. P., Khairunnisa, T., Prabawa, W. G., Lestari, R., Irawan, I., & Sohsan, I. (2024). Community for Sustainable Development "New Strategies and Sustainable Governance for Regional Development Through Communities." *TOHAR MEDIA*.
- Putri, R. A., Andini, F. K., Mustaqimmah, N., & Nurita, R. (2025). Sustainable tourism villages: Pentahelix synergy and sociopreneurship for community independence. Asadel Publisher.
- Putri, S. A., Ramadhani, I. N., Anissa, C. R., Ansori, A. F., Tania, K. D., & Rifai, A. (2025). The Application of Knowledge Management in Knowledge Development and Sustainability in Learning Communities. *Journal of Applied Industrial Technology and Management*, 4(2), 413-419.
- Rahmat, M. S. (2021). The Existence of the Lombok Artist Community in the Development of Painting. *SASAK Journal: Visual Design and Communication*, 3(2), 75-86.
- Singgalen, Y. A., & Prasadja, H. (2025). *COMMUNITY-BASED TOURISM*. Widina Publisher.
- Soehardi, D. V. L. (2021). *BASIC CONCEPTS OF HUMAN RESOURCE MANAGEMENT. HRM: Achieving Optimal Performance*.
- Syahroni, M. I. (2022). Quantitative research procedures. *EJurnal Al Musthafa*, 2(3), 43-56.
- Ulum, M. C., & Anggaini, N. L. V. (2020). Community empowerment: theory and practice of community empowerment. Brawijaya University Press.