

-RESEARCH ARTICLE-

DISPARITY IN COASTAL HUMAN RESOURCES IN TRENGGALEK REGENCY, EAST JAVA

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—Abstract—

The coast of Trenggalek Regency, East Java, is a region with captivating beauty and significant potential in terms of its natural and human resources. It is important to strike a balance between these two potentials while considering the well-being of the residents in that area. However, it is important to note that the people residing in the coastal area of Trenggalek continue to face significant challenges in terms of their economic situation, resource management, and education levels. The research aims to assess the effects of coastal human resource management on economic growth, environmental sustainability, and the well-being of local communities. The empirical method employed in this quantitative case study involved gathering research data from the local government and conducting interviews with relevant stakeholders. The study found that effectively managing the disparity in coastal human resources has a substantial and beneficial effect on economic growth, environmental sustainability, and the well-being of local communities. The study emphasised that stakeholders involved in addressing disparities in coastal human resources adhere to regulations and effectively collaborate with one another.

Keywords: Disparity, Human Resource Management, Coastal Resources, SPSS.

INTRODUCTION

The coast of Trenggalek Regency in East Java is known for its abundant human and natural resources (Anjaswarni et al., 2022). This area possesses distinct characteristics that can foster diversity, thanks to its natural charm and abundant resources (Ikhwani et al., 2023). Nevertheless, in the midst of this potential, the management of disparities in human resources poses a critical problem that demands particular attention (Otoo et al., 2022). These disparities encompass a range of areas, including education, employment opportunities, and community welfare. This has the potential to impact both the economy and the social culture of the area (Zhao et al., 2023).

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At present, there remains a lack of equilibrium in the utilisation of abundant resources and the preservation of natural resources to enhance the well-being of local communities (Martuti, 2022). Despite the abundance of natural resources in their environment, some individuals continue to express dissatisfaction with the challenging economic conditions (Cantelon et al., 2022). The utilisation of resources and the limited knowledge or education on this subject pose challenges in enhancing skills to effectively harness the economic potential of available resources (Matos et al., 2022). This study seeks to examine and analyse the management of disparities in coastal human resources in Trenggalek district. It focuses on the natural resources, economic opportunities, and empowerment of coastal communities in the area (Dirgantara, 2022).

The approach used in managing disparities in coastal human resources (Bonache & Festing, 2020) involves various policy strategies aimed at overcoming inequality, improving the welfare of coastal communities, and promoting sustainable development (Malik, 2022). Opinions from research by Adisa and Mordi (2022) explain that community participation is a good approach by involving local communities in every decision-making process to ensure that policies and programmes that can be implemented are what the community needs (Pazoto et al., 2022). In addition, the active participation of the community in the planning, implementation, and monitoring of development activities in coastal areas will greatly facilitate programme operations (Jia, 2022).

Education and training are reportedly effective ways to address disparities in coastal communities, according to a study by Zhao et al. (2023) (Pal et al., 2022). Education and training are effective methods for enhancing human resource management by developing the skills of individuals within the community (Rahman, 2022). Based on this viewpoint, it can be inferred that managing coastal human resource disparities in Trenggalek Regency can be achieved through diverse strategies that engage the community and enhance the quality of human resources (Yanfika et al., 2020).

Previous investigations have indicated that the management of coastal human resource disparities in Trenggalek Regency is lacking in effectiveness. The research aims to assess the effects of managing coastal human resources on economic growth, environmental sustainability, and the well-being of local communities. This research presents its findings in two distinct aspects: Theoretical and practical. In theory, the study enhanced the existing knowledge base. Nevertheless, the study offers dependable suggestions for enhancing human resources management along the coast of Trenggalek Regency, East Java. This study is organised into several sections, including a literature review, study methodology, data analysis, discussion, implications, and future directions.

REVIEW OF LITERATURE

Stakeholder involvement in coastal human resource management involves the participation and contribution of different parties with authority and interest in the impact of human resource management in coastal areas (Dirgantara, 2022). Stakeholders are individuals or groups that have the ability to impact or be impacted by choices regarding the management of resources in coastal communities (Umanailo et al., 2019). Stakeholder involvement in coastal human resource management involves the participation and contribution of different parties with authority and interest in the impact of human resource management in coastal areas (Dirgantara, 2022). Stakeholders are individuals or groups that have the ability to impact or be impacted by choices regarding the management of resources in coastal communities (Santosa & Devi, 2021).

A study conducted by Kaufman (2020) and Putri et al. (2020) highlights the crucial role of stakeholders, such as government and regional governments, in formulating policies and plans for managing coastal human resources. This involves the development of regulations and programmes. In addition, stakeholders are provided with details regarding the measures being taken to enhance and oversee coastal human resources (Ogbeibu et al., 2020). Arham and Hatu (2020) found that in addition to government management, the involvement of local communities is crucial. As per the research conducted by Lin (2019) and Yong et al. (2020), individuals residing in coastal regions have a vested interest in the management of human resources, encompassing aspects such as employment, education, and the overall well-being of the community.

According to Bonache and Festing (2020), stakeholders such as industry and business, particularly those in coastal sectors like fisheries, tourism, and maritime industry, are expected to play a crucial role in effectively managing coastal community resources (Sudarso et al., 2019). The industry and business sectors offer numerous employment opportunities and serve as a platform for enhancing the skills and capabilities of individuals through training programmes (Huo et al., 2020). The industry must adjust and endorse coastal human resource management through the modification of industrial systems and processes to ensure environmental sustainability. This is crucial to prevent excessive exploitation that could harm multiple stakeholders (Bombiak & Marciniuk-Kluska, 2019).

According to a study conducted by Dirani et al. (2020), non-governmental organisations are important stakeholders that advocate for coastal communities. As per the study conducted by Sinilele et al. (2019) these organisations have the potential to support the enhancement of community capacity. Academics and researchers play a crucial role in improving the management of coastal community resources, according to a study by Saleh et al. (2020). In their study, Agustang et al. (2021) found that scientific researchers

play a crucial role in providing essential information to enhance decision-making processes. Proficient in the management of coastal human resources, as demonstrated by [Cantelon et al. \(2022\)](#). Non-governmental organisations facilitate communication between the public and the government ([Beldinne & Gachengo, 2022](#)) regarding programme comfort and suitability. They prioritise public safety and sustainable benefits for the community and other stakeholders. ([Martuti, 2022](#)). Thus, the presence of government organisations facilitates the communication of community aspirations to stakeholders, enabling effective and efficient programme implementation ([Matos et al., 2022](#)).

In addition, according to [Lim et al. \(2022\)](#), it is important for special interest groups, such as fishermen's groups and working women's groups, to consider their involvement and benefits in order to effectively manage coastal human resources ([Kujala et al., 2022](#)). Stakeholder involvement plays a crucial role in enhancing the acceptance and long-term viability of coastal human resource management policies ([Anjaswarni et al., 2022](#)). By engaging multiple relevant parties, it facilitates the development of comprehensive solutions and promotes sustainable growth in coastal regions ([Yanfika et al., 2021](#)).

Effective management of coastal human resources requires collaboration and coordination among all parties involved in coastal area management ([Yanfika et al., 2020](#)). [Rahman \(2022\)](#) conducted a study on coastal human resource management, which encompasses several key aspects ([Pal et al., 2022](#)). These aspects include employment, education, training, and welfare of individuals residing or working in coastal areas ([Zhao et al., 2023](#)). In addition, [Jia \(2022\)](#) highlights the importance of collaboration among relevant stakeholders in coastal human resource management ([Adisa & Mordi, 2022](#)). This collaboration not only focuses on achieving optimal outcomes but also considers the long-term sustainability of the coastal ecosystem and the well-being of local communities ([Malik, 2022](#)).

According to a study conducted by [Sakti and Maudita \(2022\)](#), it has been explained that the entities capable of implementing this collaboration include the government, specifically the regional, provincial, and national governments ([Otoo et al., 2022](#)). These governmental bodies play a crucial role in developing policies, programmes, and regulations that can effectively support the management of coastal human resources ([Pazoto et al., 2022](#)). To effectively achieve shared objectives, it is imperative to consider the findings of [Ikhwan et al. \(2023\)](#). In addition, a study conducted by [Mangantar and Lapian \(2022\)](#) emphasises the importance of engaging local communities in fostering effective collaboration for the management of coastal human resources. [Farhangnia et al. \(2021\)](#) highlights the importance of involving local communities in the decision-making and implementation of coastal human resource management programmes. This collaboration with local communities ensures the

successful execution of the programme in line with the predetermined plans (Badgujar, 2022; Pauzy, 2019). Understanding the sustainability of coastal ecosystems is crucial for local communities (Shen et al., 2022).

To effectively manage human resources in coastal areas, Kien (2021) conducted a study that emphasizes the significance of industry and business collaboration (Zhu, 2020). It is crucial for all industries, including fisheries, tourism, and other businesses operating in coastal areas, to actively participate in preserving the coastal ecosystem and promoting community benefits (Triantafyllidou, 2020). According to Yang (2022), it is important for universities and researchers to work together with coastal human resource management programmes. This collaboration can contribute to the development of knowledge and skills in this field (Orakwue & Iguisi, 2020). In addition to facilitating diverse advancements in resource management and human power (C  ng & Lam, 2021). Based on this analysis, it is evident that the collaboration aims to foster a harmonious relationship among coastal human resource managers, environmental conservation, and the betterment of local communities (Aftab et al., 2023). By harnessing the collaboration of relevant stakeholders, a robust and enduring framework can be established to ensure the continued efficacy of managing coastal human resources (AlHamad et al., 2022). Building upon previous research, the following hypotheses have been formulated.

H1: *Management of coastal human resources disparities has impact on economic growth.*

H2: *Management of coastal human resources disparities has impact on environmental sustainability.*

H3: *Management of coastal human resources disparities has impact on welfare of local communities.*

METHOD

A quantitative case study approach is the research design that Niemi and Kousa (2020) discuss to improve comprehension of a particular case or phenomenon (Ashraf, 2020). This study employs a research method to gain a comprehensive understanding of the characteristics of an event and to analyse the management of coastal human resource disparities in Trenggalek district, East Java (Kashinath et al., 2021; Mora et al., 2019). Data for this research was collected from various sources, including the Trenggalek regional government, statistical institutions, universities, coastal communities, and the local business industry. The study was conducted at Prigi Beach in Trenggalek Regency, East Java, Indonesia.

Participants numbered 28 people consisting of; Members of the Institute for Research and Community Service/LP2M (2 people); Trenggalek regional government (1 person), statistical institute (1 person), Coastal Community (15 people), business industry (8 people).

Trenggalek Regency, East Java. The selection of participants involved a purposive sampling technique, specifically targeting individuals who possessed comprehensive knowledge about all aspects of coastal human empowerment. The business industry is comprised of individuals who have participated in government programmes aimed at empowering the community. The determination of participants from coastal communities is contingent upon specific criteria related to their involvement in initiatives aimed at empowering these communities. Table 1 contains the information regarding the respondents.

Table 1: Participant Characteristics.

Demography	F	Percentage
Business Industry (N=8)		
Male	5	62,50
Female	3	37,50
> 30 years of age	6	75
< 30 years of age	2	25
Public (N=15)		
Male	9	57,14
Female	6	42,86
>30 years of age	13	86,67
<30 years of age	2	13,33
Status (N=28)		
LP2M	2	7,14
Local Government	1	3,57
statistical institute	1	3,57
Public	15	53,58
Business industry	1	3,57

The scale for this study was developed by adhering to the guidelines proposed by... Data collection occurred once the research instruments were ready, and a research permit was obtained from the Trenggalek Regency regional government. The questionnaire survey encompasses crucial elements in its execution, with the researcher actively engaged in observing the participants as a primary data source. The study was conducted at Prigi Beach, located in Trenggalek Regency, which is a coastal area. The survey for data collection took place in a room provided by the local government and was divided into three sessions, lasting 30–60 minutes. The initial session involved gathering data from local governments and statistical institutions. The second session involved gathering data from members of the local community. In conclusion, the final data collection session focused on the business industry. The author received assistance from two individuals from the community and two individuals from the business industry during the data collection process. The data analysis for this study relied on the findings obtained through the use of the Statistical Package for Social Sciences (SPSS) 21.

FINDINGS

The descriptive statistics findings were verified using SPSS 21. At this stage, the distribution of data was assessed for normality. The examination focused on the findings of skewness and kurtosis. The study found that the skewness and kurtosis had statistical significance, with no values exceeding -2 or +2. [Jebb et al. \(2021\)](#) provided the recommended threshold. In addition, the study revealed that the average and variability of the data were statistically significant. The descriptive statistics revealed that the data from the study exhibited a normal distribution, with no evidence of left or right skewness. The findings of the descriptive statistics are presented in Table 2.

Table 2: Descriptive Statistics.

	Mean	Std. Deviation	Skewness	Std. Error of Skewness	Kurtosis	Std. Error of Kurtosis
MCHRD	3.957	0.974	-0.901	0.141	0.572	0.281
EG	3.732	1.085	-0.627	0.141	-0.264	0.281
ES	3.602	1.167	-0.536	0.141	-0.600	0.281
WLC	4.064	0.986	-1.100	0.141	0.892	0.281

At the next stage, the findings of Pearson's correlations were tested. The Pearson correlation coefficient (r) is widely used to quantify linear correlations. The value falls within the range of -1 to 1 and quantifies the magnitude and direction of the correlation between two variables. There is a direct correlation between the changes in one variable and the corresponding changes in the other variable. Table 3 presents the results of Pearson's correlation test, which indicate statistical significance and a correlation between the variables.

Table 3: Pearson's Correlations.

Variable		MCHRD	EG	ES	WLC
1. MCHRD	Pearson's r	—			
	p-value	—			
2. EG	Pearson's r	0.548	***	—	
	p-value	< .001		—	
3. ES	Pearson's r	0.457	***	0.459	***
	p-value	< .001		< .001	—
4. WLC	Pearson's r	0.314	***	0.242	***
	p-value	< .001		< .001	—

* p < .05, ** p < .01, *** p < .001

The model summary findings were further examined in the subsequent stage to ascertain the model's characteristics. In the model summary, the R-value indicates the correlation between the dependent and independent variables. A value above 0.4 is selected for further analysis. The study's findings revealed a significant R value of 0.548, indicating its importance. R² represents the total amount of variation in the dependent variable that the independent variables can account for. A value above 0.5 indicates that the model is sufficiently effective in establishing the relationship. The results of R² were also statistically significant in this study. Adjusted R² is used to assess the generalisation of the results and the variation of the sample results from the population in multiple regression. There must be a minimum distinction between R² and Adjusted R². The findings from both are presented in Table 4, which indicates a minimal distinction between the two factors. Therefore, the model summary confirms the significance of the research model.

Table 4: Model Summary.

Model	R	R ²	Adjusted R ²	RMSE
H ₀	0.000	0.000	0.000	1.085
H ₁	0.548	0.601	0.608	0.909

The significance of the research model was assessed using Analysis of Variances (ANOVA) to determine the impact on the outcome. To conduct a meaningful ANOVA analysis, it is customary to select a 95% confidence interval or a 5% significance level. Hence, the p-value must be below 0.05. The study's results indicated a statistically significant p value of less than .001. In addition, the F value indicates an enhancement in the prediction of the variable by adjusting the model to account for any inaccuracies. The F-ratio yields an efficient model when the value is greater than 1. The research model indicated a significant threshold with a F value of 127.6. The results of the analysis of variance are presented in Table 5.

Table 5: ANOVA.

Model		Sum of Squares	df	Mean Square	F	p
H ₁	Regression	105.383	1	105.383	127.639	< .001
	Residual	245.213	297	0.826		
	Total	350.595	298			

Note. The intercept model is omitted, as no meaningful information can be shown.

The results of linear regression were analysed using SPSS 21 to examine the relationships between variables. The results of each relationship were evaluated using the t value. The critical t value for a non-directional hypothesis was greater than 1.96. Thus, the measurements of the paths are determined using this threshold. The t value of H₁ was tested (t = 11.298), and it was found that the management of coastal human

resource disparities has a significant impact on economic growth. In addition, the t value for H2 was tested ($t = 8.865$), and it was determined that the management of disparities in coastal human resources has an impact on environmental sustainability. Finally, the t value of H3 was tested ($t = 5.699$). This indicates that the management of coastal human resources disparities has a significant impact on the welfare of local communities. Therefore, the results of this study strongly support the significance of the relationships between the variables. The findings are presented in Table 6.

Table 6: Coefficients.

Model		Unstandardized	Standard Error	Standardized	T	p
H ₀	(Intercept)	3.732	0.063		59.502	< .001
	(Intercept)	1.316	0.220		5.973	< .001
H1	MCHRD> EG	0.611	0.054	0.548	11.298	< .001
H2	MCHRD> ES	0.548	0.062	0.457	8.865	< .001
H4	MCHRD> WLC	0.318	0.056	0.314	5.699	< .001

DISCUSSION AND CONCLUSION

All three hypotheses yielded significant findings. The study revealed a notable and favourable correlation between the management of coastal human resources and economic growth, environmental sustainability, and the well-being of local communities. Therefore, H1, H2, and H3 were deemed acceptable. The study's findings shed light on the management of coastal human resource disparities in Trenggalek district. It is evident that stakeholders play a crucial role in effectively managing these disparities. In this management, it is crucial to consider the involvement of multiple parties. The improvement of human resources and the implementation of a programme to maximise regional potential, resources, and human resources necessitate the participation of various stakeholders. Each element plays a vital role in the successful implementation of this programme. Government policies that serve as a reference need to be further refined based on community field experience. The support from education and academics is crucial in obtaining accurate results from the programme. This ensures that decisions can be made based on information and research findings. In addition, the assistance of other parties plays a crucial role in ensuring the long-term viability of programmes and the preservation of nature.

The study provides an in-depth analysis of the contributions made by stakeholders along the Trenggalek coast. These stakeholders have effectively utilised their interests and policies to address and manage the disparities in coastal human resources. Despite the presence of various difficulties, occasionally occurring issues and obstacles can hinder cooperation between parties. Nevertheless, advancements in uterine research and development are ongoing. Based on the findings of [Yong et al. \(2020\)](#), it has been established that addressing disparities in coastal human resources requires collaboration among various stakeholders. According to [Pal et al. \(2022\)](#), effective policy implementation and maximizing the potential

of available resources depend on this collaboration. In regions along the coast. The study conducted by [Sakti and Maudita \(2022\)](#) emphasised the importance of implementing programmes to enhance human resources and ensure access to quality education ([Zhao et al., 2023](#)). Additionally, there is a need to improve access to sufficient health and human resource training. Multiple stakeholders collaborate to ensure the successful implementation of the quality improvement program ([Jia, 2022](#)).

The study found that stakeholders' actions in supporting the management of coastal human resource disparities are clear in the reported output, indicating tangible results achieved by each stakeholder. The research emphasised the need for ongoing improvement in coordination to effectively address the challenges posed by ongoing changes. In addition, it is crucial to ensure that any programme implemented in the Trenggalek coastal area is both environmentally and socially sustainable. Building upon prior studies by [Yong et al. \(2020\)](#) and [Dirani et al. \(2020\)](#), it is evident that the long-term viability of a region is contingent upon the consistent implementation of effective policies and comprehensive monitoring by decision-makers. Through effective collaboration among policy stakeholders and regional interests, strong relationships can be fostered, leading to mutual support in achieving success in human resource management ([Ikhwani et al., 2023](#)).

According to [Beldinne and Gachengo \(2022\)](#), stakeholder synergy plays a crucial role in coastal human resource management by helping to achieve its goals and minimise disparities. [Adisa and Mordi \(2022\)](#) argue that effective synergy can create opportunities for the programme to address various challenges. In managing human resources, it is advisable to first identify problems, coordinate with relevant parties, determine stakeholders, and create synergy to ensure that everything operates as expected ([Bonache & Festing, 2020](#)). In [Sudarso et al. \(2019\)](#) study, it is emphasised that sustainability is an essential aspect that cannot be disputed. Any programme that is implemented must prioritise ecosystem stability, the sustainable use of natural resources, and the enhancement of the quality of life for local communities ([Anjaswarni et al., 2022](#)).

IMPLICATION

This research has made significant contributions to the existing body of knowledge by uncovering critical implications and establishing novel relationships. The study made a significant contribution to existing knowledge by highlighting the impact of managing disparities in coastal human resources on economic growth. In addition, the study also found in the literature that addressing disparities in coastal human resources management has a significant effect on environmental sustainability. The study further enhanced the existing literature on the relationship between managing disparities in coastal human resources and the well-being of local communities. The research made significant theoretical findings in the body of knowledge, although previous studies' findings were inconclusive.

This research suggests that effectively managing coastal human resource disparities in Trenggalek Regency can have significant implications for economic growth, environmental sustainability, and the welfare of local communities. It has the potential to enhance the welfare of coastal communities in Trenggalek Regency. Recommendations derived from this study for the local government and stakeholders engaged in addressing coastal human resource disparities in Trenggalek Regency involve the implementation of skills training programmes aimed at enhancing job competitiveness among coastal communities. Construct a human resource development centre along the coast, with a specific emphasis on key local economic sectors like fisheries and tourism. Furthermore, it is crucial to establish an education system that considers indigenous knowledge, thereby enhancing engagement and the standard of education in coastal regions. Establish collaborations among government, private sector, and non-profit institutions to bolster efforts in coastal human resource management. To promote equal access to coastal human resource development opportunities, it is crucial to implement inclusive policies that cater to the needs of women and vulnerable groups.

FUTURE DIRECTIONS

The research findings indicate a clear and beneficial relationship between the management of coastal human resources and various important factors, such as economic growth, environmental sustainability, and the welfare of local communities. In addition, the study emphasised that stakeholders involved in addressing disparities in coastal human resources adhere to regulations, and there is effective collaboration between parties. However, there are certain suggestions for future research. First, future studies should gather data from respondents using a qualitative approach. Researchers can contribute valuable knowledge to the existing literature by utilising interview-based questionnaires. Furthermore, future research should focus on gathering data exclusively from bureaucratic experts to analyse its impact on coastal human resource management. Therefore, the studies' contributions would be valuable in providing reliable findings for the existing body of literature.

Abbreviations: EG = Economic Growth, ES = Environmental Sustainability, WLC = Welfare of Local Communities, and MCHRD = Management of Coastal Human Resources Disparity

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