MANAGEMENT EDUCATION OF THE FUTURE CITY POST COVID-19 GARDEN INFRASTRUCTURE TOUGHESS HUMAN RESOURCES EDUCATED AND HEALTHY (URBAN STUDIES)

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ABSTRACT

This study was conducted to answer the challenges of future city management after co-19 how we deal with existing challenges, such as reviving urban parks, as a necessity to turn on good and tough and educated human resources. Of course, the government should not be absent with the existence of a new idea about the concept of urban parks in anticipation of increased pollution and so forth. Understanding about this management should not be ignored continuously because without the existence of good management. The author's research method uses the System of Literature Review (SLR) Method, which brings together a variety of sources of information from journals, books and other articles. To improve the playback source that will be generated by the player later. Then, when the sources have been collected.

Keyword: Management, Covid-19, Education

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1. INTRODUCTION

In a life, humans cannot be separated from a plan. According to Gallion and Eisner in the book Introduction to Urban Design, planning is an effort to create regular developments in urban areas and reduce social and economic conflicts that will endanger lives and property. Meanwhile, according to Dror (1963), planning is a process that prepares a set of decisions to take action in the future. From the two definitions of planning, several keywords that define planning can be seen, namely efforts towards better and future. So, in fact a plan is a human effort to achieve something better in the future. From this definition, in creating a good city, it needs a careful planning so that in the years ahead the implementation of planning according to expectations is achieved. But it seems that in turning a plan into reality it will be very difficult because there are some obstacles or GAP. These constraints can arise due to conflicts of interest between stakeholders, lack of information, and others. With this GAP, it will almost the realization of a plan. To deal with this, a good development management is needed to minimize or even eliminate existing obstacles.

According to Ricky W. Griffin, management is a process of planning, organizing, coordinating, and controlling resources to achieve goals (goals) effectively and efficiently. Effective means that the objectives can be achieved in accordance with planning, while efficient means that the task is carried out

correctly, organized, and according to schedule. While the notion of development (Inayatullah, 1967) is a change towards the patterns of society that enable better realization of human values, which enable a society to have greater control over its environment and its political objectives, and which enable its citizens to gain more control over themselves. Then the definition of development management is the process of planning, organizing, coordinating, and controlling which is carried out to achieve a pattern of people who have control so that they can realize the plans that have been made. The development of cities in Indonesia has been experiencing regular setbacks lately. Because the quality of development that occurs in Indonesia is not well managed. This is what needs to be highlighted from the development in cities today. The big question that arises is why development management is so difficult to implement in Indonesia. Even though a small country like Singapore has good development management, development is integrated. With the integration of development, it will be easier for the city community itself in access to facilities and infrastructure. Because the quality of development that occurs in Indonesia is not well managed. This is what needs to be highlighted from the development in cities today. The big question that arises is why development management is so difficult to implement in Indonesia. Even though a small country like Singapore has good development management, development is integrated. With the integration of development, it will be easier for the city community itself in access to facilities and infrastructure. Because the quality of development that occurs in Indonesia is not well managed. This is what needs to be highlighted from the development in cities today. The big question that arises is why development management is so difficult to implement in Indonesia. Even though a small country like Singapore has good development management, development is integrated. With the integration of development, it will be easier for the city community itself in access to facilities and infrastructure.

Land readjustment (land adjustment) is one land arrangement based on the improvement of the land itself. The point is that the land was initially less optimized, then the arrangement of the land was held so that it could be more useful. The arrangement is not only limited to the arrangement of the land, but also with management, activities, and buildings that are on the land. Land readjustment can be managed together or managed unilaterally by the private sector or the government. Land readjustment is usually carried out on land that was originally agriculture into urban land. According to Archer (1987), land readjustment is a technique in which a group of landowners in urban areas, combined in one partnership for integrated planning. The service and distribution of land is done by dividing all costs and benefits between the land owners.

The method used in this land readjustment is to rearrange land use boundaries based on zoning directions in the spatial plan. Then, by adjusting the boundaries of land ownership, the land that can be contributed to public space or other public interest infrastructure can be obtained. Therefore, the basic principle of this method is replot (land boundary adjustment) reshuffle (location adjustment) contribution (land contribution). The provisions in determining ownership limits are based on: (a) 25% of the total land is used for infrastructure development and other public spaces. (b) 15% of the total land used for certification, legalization costs. (c) 60% of the total land is returned to the land owner. The concept of land readjustment was initiated by President George Washington (President of the United States), to build the City of Washington in 1791. This concept began when he formed an agreement with the landlords whose land would be developed. Whereas a legal framework relating to land readjustment was first introduced by Lex Addickes in Frankfurt-am-Main, Germany, in 1902. The concept of land readjustment was successfully applied in Japan (1870) and Germany (about 100 years ago) , followed by South Korea, Taiwan and Thailand, and has been tested in several locations in America, Asia, and Europe.

The existence of land structuring using the land readjustment method has several advantages, including: (1) Enabling planned development of land and infrastructure networks, so that development of "frog jumps" can be avoided, where various functions of mixed land in one region. Generally, the problems faced by developers in various Asian countries are irregular development and lack of access to public roads. In addition, many landowners are reluctant to sell their land to developers, making it

difficult for developers to find land that can adequately construct buildings (the same land function) in one area. Therefore, building construction often spreads or is called frog leaps. (Archer, 1987). (2) Can control the pace and location of new urban development, because the government has full power in rearranging land allotment for the process of development and provision of infrastructure. However, landowners also still take part in the development, because after all the land is theirs. Therefore it is very much needed a partnership or close relationship between the government and landowners. (3) Clarify the status of land ownership and land registration system. With clear land ownership status, later it can also cause an increase in community income from property taxes. (4) Can increase equality in land distribution, so that land is not only used by landowners within the area, but can also be a means to provide access to low-income housing development. Therefore it is very much needed a partnership or close relationship between the government and landowners. (3) Clarify the status of land ownership and land registration system. With clear land ownership status, later it can also cause an increase in community income from property taxes. (4) Can increase equality in land distribution, so that land is not only used by landowners within the area, but can also be a means to provide access to low-income housing development. Therefore it is very much needed a partnership or close relationship between the government and landowners. (3) Clarify the status of land ownership and land registration system. With clear land ownership status, later it can also cause an increase in community income from property taxes. (4) Can increase equality in land distribution, so that land is not only used by landowners within the area, but can also be a means to provide access to low-income housing development

2. RESEARCH METHOD

The author's research method uses the Systematic Literature Review (SLR) method, which gathers multiple sources of information from journals, books and other articles. To improve the playback source that will be generated by the player later. Only then, when the sources have been collected, can the author conclude what results have been obtained from that reading source

3. RESULT AND DISCUSSION

Garden City

Through a historical description of this research is expected to be able to show why and how the concept of Garden City is applied in Japan. The history of the application of the Garden City concept and descriptions of examples of cities in Japan will be the object of this research in identifying the concept changes that occur and abstracting the concepts in the context of the Japanese State. The rapid growth of the city and the problems that accompanied it, both in the city and in the village, led to the reform movement at the end of the 19th century. One of them is about making urban planning concepts. Based on the romantic city concept of anti-industrial revolution. (Catanese and Snyder, 1996: 16). One concept that is quite influential is the concept of Garden City or Garden City by Ebenezer Howard. His major contribution was the creation of the concept of Garden City by publishing a book titled Tomorrow: A Peaceful Path to Social Reform in 1898 which was later re-published in 1902 under the title Garden Cities of Tomorrow. Howard described the safe City T as a solution to reduce the density of industrial cities by building a new city outside the industrial city that is grounded in the concept of a city park without eliminating the industrial elements in it.

Based on the description of Ebenezer Howard in the Garden Cities of Tomorrow (1946 and 1967) there are 2 main characteristics in the Garden City concept of physical character and social character. Physical characters are depicted with city-country magnet diagrams consisting of The Three Magnets, The Garden City, Garden City Center, Satellite Centers Satellite centers), and Polycentric Social City. While the social character appears in the interpretation of each picture and description of Howard in his book which is then called the principles of social cities.

PREPARATION OF POST PANDEMIC WORK

Readiness is the willingness to respond or react. Will power come from within the student and is also related to growth. It is very important to be considered in a process because if the preparation is prepared, the results will be as desired. According to S. Nasution (2003: 179) that "preparation is a state of preparing the activity itself; without this preparation or this will, there is no mental process. According to Slamemoo's view (2010:113), "a reserve state is the general state of a person who is ready to give an answer or response to a situation". According to Herminanto Sofyan (1991: 17) People's job preparation, these three aspects will influence someone to do something. Also mentioned by Slammemeo (2010: 115), has a positive effect. happy preparation. According to Kartini (1991:21), the factors that influence the level of work readiness are internal factors and extrinsic factors. Internal factors include intelligence, skills and abilities, talents, abilities and strengths, motivation, health, psychological needs, ideals, ideals, etc. Goals at work while external factors include the home environment (family), the world of work, a sense of security at work, promotion opportunities, co-workers, relationships with leaders and wages. According to Herminanto (1986:6), the factors that influence the situation of mental preparation for work are academic success and the economic condition of parents, social orientation, and career orientation.

Post-Pandemic Healthy Livibg Policy
The approach to public policy implementation proposed by Merilee S. Grindle is known as "Performance as a political and administrative process". According to Grindle (1980) (in Subarsono, 2009: 93), the success of public policy implementation can be measured from the process of achieving the end result (outcome), namely, whether the objectives are achieved. spend or not. The measure of success can be seen from 2 (two) things, that is: Political progress, policy implementation is consistent with what is determined by reference to political action or not. Achieve the policy objectives of impact or its effect on society individually and as a group, the degree to which the change occurs and also the acceptance of the target group. (1) The extent to which the interests of the target group are included in the content of the policy; (2) Types of benefits that the target group receives; (3) The degree of policy change desired, ( ) Is the location of a program appropriate? (5) The policy details the implementation; and (6). A program supported by human resources. In addition, the implementation environment variable (policy context), including: (1) What are the powers, interests and strategies of the actors involved in the implementation of the policy; (2) Characteristics of governing institutions and regimes, and (3) Degree of compliance with and meeting the goals. Even if the content of the policy is communicated clearly and consistently, if implementers lack the resources to implement it, implementation will not be effective. These resources can take the form of human resources, specifically executive skills and financial resources. Resources are an important factor for effective policy implementation. Without resources, policies remain on paper in written form. (2) Layout. Personality is the personality and characteristics of the abuser. If the implementers have good orientation, they will best implement the policy according to the wishes of the decision makers. When the implementer has a different attitude or viewpoint from the decision maker, the policy implementation process also becomes less effective.

Many definitions are given by experts to explain the meaning of politics. Dye (in Abidin, 2012:5) refers to politics as "the government's choice to do or not to do something (regardless of whether the government chooses to do or not to do). This definition is provided by linking several other definitions by David Easton, Lasswell and Kaplan Easton (in Abidin, 2012:6) that refer to government policy as "the power to set values for all society". It includes the connotation of government that covers the entire social life. No other organization has the authority to cover the entire community except the government. Meanwhile, Lasswell and Kaplan (in Abidin, 2012:6), who see politics as a means to an end, call politics "a projected project of goals, values and Practice"

Human Resources

In the context of this competition the organization or company must have strong resources. The resources needed by a company or organization cannot be seen as an independent part, but as a formidable entity that forms a synergy. The role of human resources is crucial. Potential resources affect the organization's efforts in achieving its goals. However advanced technology, information development, the availability of capital and adequate materials, if without human resources it is difficult for organizations to achieve their goals (Sutrisno, 2011). Werther and Davis (1996) state that human resources are "employees who are ready, capable, and alert in achieving organizational goals". This opinion is relevant in the framework of thinking that resources must be improved in quality and competence in order to become a strength.

The objectives of human resource management include: (a) social objectives, ie socially responsible for community needs and challenges and reducing the negative influence of demands on the organization; (b) organizational goals namely the management of human resources in contributing to the activities of the organization, and recognizing the management of human resources is not a goal but a tool to assist the organization in achieving its goals; (c) functional goals, namely maintaining that the contribution and management of human resources provide services commensurate with the needs of the organization; (d) personal goals, namely assisting employees in achieving their personal goals insofar as they help contribute to the organization.

human resource development

The process of developing human resources is a starting point where the organization wants to improve and develop the skills, knowledge, and abilities of individuals in accordance with current and future needs. Singodimedjo (2000) argues that human resource development is the process of preparing individuals to assume different or higher responsibilities within the organization. Human resource development is usually associated with increasing intellectual ability to do better work. Development leads to learning opportunities that are designed to help the development of workers. Development in the context of human resources is seen as improving the quality of human resources through training and education programs.

Employee development aims and benefits the business or organization, employees or employees, consumers, who consume goods or services produced by the business or organization. The essence of employee development goals (Hasibuan, 2014) is as follows: (1) Labor productivity Labor productivity will improve quality and quantity by improving through technical, human and technical qualifications. and better management of employees. (2) Efficiency Develop staff to improve work efficiency, time, materials and reduce machine wear. Reduced waste, relatively low production costs, so the company's competitiveness is greater. (3) Damage Employee development is aimed at reducing damage to property, production and machinery, as employees become more skilled and competent in performing their jobs. (4) Accident Development aims to reduce the level of employees' accidents in order to reduce the medical costs incurred by the company. (5) Service development aims to improve service for the better, because good service is attractive to users of goods or services.

Education

Education contains a very broad understanding, concerning all aspects of human personality. Education concerns the conscience, values, feelings, knowledge and skills. Education in essence will include activities of educating, teaching, and training These activities are carried out as an effort to transform values, so in their implementation, these three activities must be integrated and sustainable and harmonious with the development of students and their environment (Uyoh Sadulloh, 2012: 57). According to Law No. 20 of 2003 concerning the National Education System, "Education is a conscious and planned effort to create an atmosphere of learning and learning process so that students actively

develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character. set of skills required by himself.

4. CONCLUSION

The description above can be concluded that the concept of the city of the future after co-19 is the effort of education practitioners in measuring real thoughts for the sake of propriety in carrying out activities that have healthy living concepts and have strong resources in everyday life. . What is needed is good governance and those who manage have competency values so that in future city activities there will be healthy thinking and can understand the meaning of healthy and resilient behavior in the future after co-19.

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