

ABSTRACT

Small and secondary industries in countries, including Indonesia, are one of the strong economy activators. It is due to the fact that there are many middle-class businessmen. Moreover, the importance of small and secondary industries is viewed as the savior of the national economy recovery process.

Bandung, known as the city of fashion, has a big potential to develop fashion industries. One of which is the knitwear by the Bandung Rajutan Binong Jati industry's craftsmen. Its product can compete with other products produced by a number of big industries. As the small and secondary industries in Bandung develop, problems also occur in this situation, such as: government policy and organizational culture. Having prestigious and good governance is needed by every Small and secondary industry's craftman. The issue of cultural organization is an essential aspect because it is always related to IKM.

The problem that occurs in IKM can be solved by using Path Analysis method, so it can be known which variables that affect the competence of human resources in IKM rajutan binong center Bandung which provide values for IKM.

Based on the processing that gained in this research, with 45 questionnaire added, the responses of respondents regarding the statement of Government Policy has a score of 71%, while the responses of respondents about Organizational Culture has a score of 72% and the statement of Human Resource Competence of the questionnaire response has score of 71%. In this research, there are 35 statement to be tested for validity. From this research get the score alpha on Government Policy that is 0.784, whereas in Organizational Culture variable is 0.754, and the variable of Human Resource Competence is 0.752. Path Analysis is a method that used to know each variable that will be studied. Based on the results of data processing which researched, the influence of Government Policy and Culture Organization to the Human Resources Competence in IKM rajutan binong jati center Bandung has a score of 53% and the remaining 47% which is the result of other influences that can't be researched. Also the other variable that exist outside the Government Policy and Organization Culture which is the residual score of the research.

Keyword: Government Policy, Organizational Culture, Human Resources Competence, and Path Analysis