



Sports and Human Resource Development: Exploring the Impact of Sports Activities at Kendari's Religious Monument

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Abstract

The monument is not only a religious symbol but also a center for diverse sports activities. This article explores how sports activities at Kendari Religious Monument affect the physical health, social skills, and work productivity of the community. This research aims to explore the impact of sports activities on human resource development (HRD) in Kendari Religious Monument. Diverse sports activities, such as jogging, gymnastics, yoga, and other sports competitions, not only provide physical health benefits but also contribute to the development of social skills, leadership, and individual productivity. The research method used was qualitative with a case study approach, involving in-depth interviews with participants of sports activities, direct observation, and analysis of related documents. The results showed that participation in sports activities at Monumen Religi significantly improved people's physical health, which had a positive impact on work productivity and quality of life. In addition, sports activities also strengthen social skills such as teamwork, communication, and leadership, especially through participation in team sports and community events. Community empowerment and inclusiveness were also seen to increase, with different walks of life actively engaging in sports activities, creating a more inclusive and harmonious environment. However, the research also uncovered several challenges, including the need for improved infrastructure and adequate sports facilities as well as continued support from the government and private sector. The conclusion of this study confirms that sports activities in Kendari's Religious Monument have great potential in human capital development. Therefore, an integrated strategy is needed to maximize these benefits, including improved facilities and sustainable sports programs. Thus, the Monument can continue to serve as an effective center for human capital development and contribute to the overall well-being of the people of Kendari.

Keywords: *Health Improvement, Human Resource Development, Social Skills, Sports.*

INTRODUCTION

The Kendari Religious Monument, located in the city center of Kendari in Southeast Sulawesi Province, has long been a center of attention for local residents. As a symbol of cultural and religious identity, the monument not only marks an important point in local history, but has also become an important public space for various community activities. More recently, however, the monument's role has expanded even further: as a venue for various sporting activities that support community health and well-being.

In recent years, Kendari Religious Monument has seen a significant increase in community participation in various sports activities such as jogging, morning exercises, yoga, and even competitive sports events such as marathons and mini soccer tournaments. This phenomenon not only reflects the global trend towards a more active lifestyle, but also reflects local initiatives to utilize available public spaces to improve the quality of life and well-being of the community.

Tugu Religi or religious monument has become a favorite destination for the community as a center for recreational and sports activities. With a height of 99 meters, this monument is not only a religious symbol but also an ideal place for various positive activities. Visitors such as Mr. Ahmad revealed that the atmosphere of Tugu Religi provides tranquility and natural beauty that supports morning exercise, while it is also often used as a place for religious and social activities (Sampe, 2024).

Apart from being a place to exercise, the MTQ monument also offers an interesting visual experience for photography thanks to the beautiful natural atmosphere and fresh air. The existence of this monument is not only a religious symbol but also a center of social and community activities that support an active lifestyle (Laras Ayu Ningtyas, 2023).

Another opinion is that the religious monument or religious monument of Kendari city has become a sports tourism spot that is favored by both local people and migrants (Prasetyo, 2022). Religious monuments in



Kendari City have long been an icon of the city that attracts tourists and locals. However, more than just a religious and cultural symbol, the monument has also evolved into a vibrant sports activity center. This article explores how sporting activities at the Kendari Religious Monument contribute to the development of human resources (HR) in the city.

Despite the many benefits, there are several challenges that need to be overcome to maximize the positive impact of sports on human capital development in Kendari. One of these is the need to provide adequate and safe facilities for all users. The local government needs to work with the private sector and the community to improve sports infrastructure. In addition, more structured and sustainable sports programs need to be developed to ensure continuous and maximum participation.

Sports activities at Kendari Religious Monument have a significant impact on human resource development. From improved health and productivity to the development of social and leadership skills, the benefits of sport are broad and profound. To maximize this potential, continued support from various parties is required, including the government, private sector, and the community itself. Thus, the Monument of Religion will not only be a symbol of city pride but also a center for the development of strong and sustainable human resources.

Sport is not just a physical activity, but it is also one of the important aspects in the sustainable development of human resources (HR) in the community. In this context, the Kendari Religious Monument has played a significant role not only as a religious symbol, but also as a vital sports activity center for Kendari citizens. The presence of this monument not only attracts tourists from all over, but also positively influences the social, economic, and cultural dynamics around it.

People development highlights the importance of investing in the physical and psychological health of individuals as an integral part of holistic human development. Good health not only enhances work productivity, but also forms a strong foundation for the development of social and leadership skills. Through active participation in sporting activities, individuals develop self-discipline, mental resilience and adaptability, all of which are key attributes in career development and positive contribution to society.

In this context, the Kendari Religious Monument is not only a space for physical activity, but also a place where social and cultural values are strengthened through interactions between individuals from different backgrounds. Sports activities at the monument facilitate social integration, promote inclusivity, and encourage community empowerment through collaboration and cooperation between community members.

This research aims to investigate in depth the impact of sports activities at Kendari Religious Monument on community human resource development. The main focus of the research is to: (1) Analyze how participation in sports activities at the monument affects people's physical health and general well-being, (2) Explore the positive impact of sports activities on the development of social, leadership, and collaboration skills among participants, and (3) Identify factors that support or hinder the sustainability of the sports program at Kendari Religious Monument as well as suggestions for improvement and further development.

This research is expected to provide valuable insights for policy makers, HRM practitioners, and the academic community on the importance of utilizing public infrastructure to promote healthy lifestyles and build inclusive communities. The findings of this study can also serve as a basis for developing more effective strategies in utilizing public spaces for sustainable human development purposes.

This introduction provides an overview of the background, theoretical context, research objectives, and significance of the research in the context of "Sport and Human Resource Development: Tracing the Impact of Sports Activities in Kendari's Religious Monuments". This research is expected to make a positive contribution to our understanding of how sports activities can be an effective tool for holistic and sustainable human development in local communities.

METHODS

The qualitative research method used in this study involved a case study approach (Denzin, 2009; Hennink et al., 2019; Upe, 2022). This approach allowed the researcher to gain an in-depth understanding of the impact of sports activities on human resource development (HRD) in the location. This study used data collection techniques in the form



of in-depth interviews with participants of sports activities, direct observation of activities at the Monument of Religion, as well as analysis of related documents such as sports event programs and community activity reports.

A case study approach was chosen as it allows for an in-depth analysis of the specific context at Kendari's Religious Monument, including the social, cultural and economic dynamics associated with sports activities. In-depth interviews provided an opportunity for participants to express their experiences, perceptions and perceived benefits of participating in sports activities at this venue. Direct observation provided insights into social interactions and group dynamics in the context of community sport. Meanwhile, document analysis supported with information on event programs, policies, and related initiatives that have been conducted at the Monument of Religion.

Through a combination of these techniques, this research aims to gain a comprehensive understanding of how sports activities at Kendari Religious Monument contribute to HR development, particularly in terms of physical health, social skills, and work productivity. The results of this study are expected to provide valuable insights for the development of more effective HRM policies and practices in similar venues in the future.

RESULTS AND DISCUSSION

The research uncovered several points that include sporting activities, positive impacts on health and productivity, and improved social skills and sportsmanship.

Sports Activities at Kendari Religious Monument

This point describes the findings that constitute Sports Activities in Kendari's Religious Monuments which include regular Community activities, mass sporting events, social Health benefits, supporting infrastructure, communication and sports groups, charity events and social activities, and government support and facility development.

1. Routine Community Activities

Kendari Religious Monument is now a favorite place for various sports activities. Every day, especially in the morning and evening, especially on holidays, namely on Sundays. This area is filled with residents who exercise, ranging from jogging, aerobic exercise,

healthy heart exercise, yoga, walking, cycling and many other sports.

This routine exercise activity not only provides physical health benefits but also a means of social interaction for the community, this is also expressed by (Warburton & Bredin, 2017). This is also supported by the expressions of several visitor informants who were found the essence of the results of their interviews said that this religious monument provides space for the community to exercise so that it can nourish the body physically. In addition, this exercise activity provides social benefits in the form of a place to interact to exchange experiences about sports and others. This religious monument is open to the public who use it as a place to exercise. Both the people of Kendari city and people from outside Kendari city.

2. Mass Sports Event

The mass sports events at Kendari's Religious Monument, such as gymnastics and sports competitions, attracted wide participation from various sections of the community. These activities include heart-healthy exercises, jogging, and various other well-organized sports. The events are usually licensed by the Kendari city government, ensuring that they are organized and do not interfere with other sports activities. With a coordinated schedule, the public can enjoy sports activities without overlapping, creating a conducive and orderly atmosphere.

Participation in these mass sports events not only improves physical health, but also strengthens the sense of community and solidarity among participants, which is supported by (Dobrijević et al., 2020). Exercising together in this place is an important moment for the community to interact, support, and motivate each other in living a healthy lifestyle. Kendari Religious Monument, with all its activities, becomes a center of activity that promotes health and fitness for the wider community.

3. Health and Social Benefits

Sports activities at Kendari Religious Monument provide significant physical health benefits while strengthening social bonds among participants. This finding is supported by the expression People of different ages and backgrounds gather there, creating an inclusive and supportive environment. The calming atmosphere of the monument makes the exercise experience enjoyable and refreshing.



Exercising together, such as gymnastics and jogging, not only improves physical fitness but also strengthens social relationships. Participation in these activities builds a sense of community and reduces feelings of isolation. Positive interactions during exercise help participants get to know and support each other in living a healthy lifestyle (Indrawan & Aji, 2019). In addition, the Monument serves as a community center where people can gather, share experiences, and strengthen social bonds. The presence of various members of the community creates a sense of solidarity and builds stronger relationships between individuals. These activities also contribute to mental and emotional well-being, making Monument Religi an important place for the development of the physical and social health of the people of Kendari.

4. Supporting Infrastructure

The Religious Monument in Kendari is equipped with adequate infrastructure, such as a spacious jogging track and a garden area that can be used for regular gymnastics. These facilities support various types of sports comfortably, making it a favorite destination for people who want to live a healthy and active life. In addition, the infrastructure is organized so that there is no interference between gymnastics and jogging, cycling and more. The local government and community provide important support in promoting the Religious Monument as a sports center. Good facilities and regular activities, such as mass gymnastics and sports competitions, attract wide participation from various groups.

Well-maintained infrastructure including cleanliness not only enhances the exercise experience, but also encourages more people to join in physical activities (Zasimova, 2022). This contributes to improving the overall health of the community and strengthening social bonds among participants. The Monument to Religion becomes more than just a place to exercise; it also becomes a center for social interaction and community empowerment. Continued support and adequate infrastructure ensure that Monumen Religi remains a key location for sporting and social activities in Kendari.

5. Sports Communities and Groups

The Religious Monument in Kendari is a gathering center for various sports communities, such as yoga communities, jogging communities, cycling communities and gymnastics clubs. The place is often

used for joint training sessions that not only strengthen physical fitness, but also expand the social network among its members.

Through these activities, new members are encouraged to join, resulting in more people engaging in an active lifestyle. The existence of these sports communities creates a strong sense of community and solidarity among participants, which in turn strengthens social bonds and enhances the spirit of togetherness (McDonald & Spaaij, 2022). The regular activities organized by this community not only promote health, but also create an inclusive environment where everyone feels welcome. Tugu Religi, with the support of adequate infrastructure, is an important symbol in encouraging positive social interaction and the development of a healthy community in Kendari.

6. Charity Events and Social Activities

Kendari Religious Monument is also a hub for various charity events and social activities. Phenomena such as joint gymnastics and other sporting events are often held to raise funds for various social causes, such as disaster relief, education, and health. Charity and social events found at Kendari city's religious monuments, such as free health services, are often held at the monument. These events usually include health checks, blood donations, and the administration of free vaccines. These services greatly help the community, especially the underprivileged, to gain access to essential health services. This shows that sports at the Monument are not only physically beneficial but also contribute to social and community well-being.

7. Government Support and Facility Development

Kendari's Religious Monument is becoming a significant center of activity for the community, contributing to their health and well-being. With the growing interest in sports, local government support has focused on improving facilities in this area. The addition of jogging paths, gymnastic areas, and other facilities help meet the needs of people who want to exercise comfortably and safely. Various sporting events are regularly held, attracting participation from various groups. This makes Monument Religi an important symbol of a healthy lifestyle and harmonious community. The wide participation shows that this place functions not only as a sports location, but also as an inclusive social space.

The government continues its efforts to promote public health and togetherness through improving



facilities and organizing events. The Religi Monument is an icon of Kendari and Southeast Sulawesi that reflects the city's dedication to health and positive social interaction. It is now more than just a monument; it is a fitness and community center that inspires citizens to live healthier lives and support each other.

Positive Impact on Health and Productivity

Findings related to positive impacts on health and work productivity include physical health benefits, improved mental health, work productivity, sleep quality, social interaction and togetherness, economic impacts, and increased awareness of health. The findings are analyzed as follows:

1. Physical Health Benefits

Regular participation in sports activities at the Kendari Religious Monument provides many benefits to people's physical health. This was revealed by several visitors who exercise at the Kendari city religious monument. According to them, exercising regularly improves overall physical condition, reducing the risk of chronic diseases such as hypertension, diabetes, and heart disease (Edwards et al., 2004). It also plays an important role in weight loss, improving cardiovascular fitness, and strengthening muscles and bones. Through exercise in a supportive environment, individuals experience increased stamina and energy, which has a positive impact on daily productivity. Exercise not only helps maintain ideal body weight but also improves flexibility and strength, thereby reducing the risk of injury.

At Monument Religi, the community has access to facilities that encourage them to exercise regularly. This creates an environment that supports healthy living habits. In addition to the physical benefits, participation in sports also provides opportunities to socialize, improve mental well-being and build a closer-knit community. By exercising together, communities not only improve individual health, but also strengthen social relationships, which contributes to a more harmonious and healthy environment. The Religi Monument is becoming an important center for community health and well-being in Kendari.

2. Mental Health Improvement

Participation in sports at Kendari Religious Monument has a positive impact on mental health. Regular physical activity helps reduce stress, anxiety and depression. Exercise stimulates the production of endorphins, the happiness hormones, thus improving

mood and emotional well-being (Canan & Ataoglu, 2010).

In addition, exercising in a supportive environment and with the community creates a sense of community and social support. This is important for reducing feelings of loneliness and isolation, which can adversely affect mental health. Social interactions during exercise activities also strengthen interpersonal relationships and provide emotional support for participants. Exercise helps improve sleep quality and provides a feeling of accomplishment, which has a positive impact on an individual's self-confidence and self-esteem. Thus, participation in sports activities at Monument Religi not only improves physical health but also nurtures mental health, creating a happier and healthier environment for the entire community.

3. Work Productivity

Good health contributes significantly to increased work productivity. Healthy individuals tend to have higher energy and focus in carrying out daily activities. People who regularly exercise usually have better endurance, so they are less likely to get sick and be absent from work (Fiuza-Luces et al., 2024). This is one of the factors why people in Kendari city exercise and one of the options for sports tourism is the Kendari city religious monument. Exercise helps improve blood circulation and brain function, which plays an important role in improving concentration and cognitive ability. This allows individuals to complete tasks more efficiently and effectively. In addition, exercise can also improve mood and reduce stress, thus creating a more positive work environment.

The physical and mental health maintained through regular exercise also helps to build a strong work ethic, increase motivation and strengthen the ability to cope with workplace challenges. Thus, participation in sports is not only beneficial to the individual but also to the overall productivity and success of the organization.

4. Sleep Quality

The people of Kendari city who exercise at the Religious monument consist of people with different work backgrounds, one of which dominates is office workers and other jobs that are categorized as not physically draining. So that it requires regular and routine exercise.

Regular exercise has a positive effect on sleep quality, which is essential for body recovery and



cognitive function. Physical activity helps regulate sleep patterns, allowing individuals to get deeper and more restful sleep (Lowe et al., 2019). This has a direct impact on improving mood and energy the next day.

Quality sleep speeds up the physical and mental recovery process, which is important for maintaining good health and improving endurance. In addition, exercise helps reduce the symptoms of insomnia and increases the duration and efficiency of sleep, so individuals feel more refreshed when they wake up. Good sleep quality also contributes to improved concentration, better mood and higher productivity. Individuals who exercise regularly tend to be better prepared to face daily activities with higher vigor. Thus, participation in sports is not only beneficial to physical and mental health, but also plays an important role in maintaining a balanced daily life, making exercise an integral part of a sustainable healthy lifestyle.

5. Social Interaction and Togetherness

Sports activities at Kendari Religious Monument not only serve as a means to improve physical health, but also help strengthen social interaction and a sense of community among the community. Through participation in joint sports such as jogging, gymnastics, or other community activities, individuals from different backgrounds can interact with each other and build closer relationships.

The social interactions that take place in the context of sports provide great benefits for mental health. People who are socially active tend to be more connected to their communities, reduce feelings of loneliness and improve their emotional well-being. Open communication and support from fellow sport participants can also give them confidence and build strong social bonds.

As such, the Kendari Religious Monument is not only a place to exercise, but also a place where social relationships are built and strengthened. This creates an inclusive and supportive environment, where every individual feels welcome and supported in their quest to live a healthy and physically and socially active life.

6. Economic Impact

Sports activities at Kendari Religious Monument have a significant positive impact on the local economy. Healthy people tend to be more productive and efficient at work, which contributes to increased economic productivity (de Oliveira et al., 2023). With

reduced absenteeism due to illness, companies can operate more smoothly and effectively.

In addition, regular exercise can reduce the burden of long-term health costs. Individuals who maintain their health through physical activity tend to have a reduced risk of chronic diseases, which translates to less healthcare costs. This also has a positive impact on the public health system, which can allocate resources to other needs.

The presence of various sports communities at the Monument also creates new economic opportunities. Local MSMEs, such as food and sports equipment vendors, benefit from increased visitation to the area. This not only increases local income but also creates new jobs, strengthening the community's overall economy. Monumen Religi exemplifies how sports and health can contribute to sustainable economic growth.

7. Increased Health Awareness

With more and more people involved in sports activities at Monument Religi, awareness of the importance of a healthy lifestyle is increasing. The health education provided through various activities at the Monument also helps people understand the importance of maintaining health holistically, including physical, mental, and social aspects. Overall, sports activities at Kendari's Monument Religi have a significant positive impact on the physical and mental health of the community, while improving their productivity and quality of life. This not only brings individual benefits but also makes a valuable contribution to the community and local economy.

Improving Social and Leadership Skills

Sports and human resource development activities in the form of improving social and leadership skills at the religious monument in Kendari city found several points which include developing social skills, values of cooperation and solidarity, developing leadership skills, management and organizational skills, building self-confidence, encouraging active participation in the community. These findings are described as follows:

1. Social Skills Development

Sports activities at Kendari Religious Monument are not only beneficial for physical health, but also very important in the development of social skills. Through participation in team sports, individuals learn the values of cooperation, communication, and solidarity. Interactions with teammates teach how to communicate



effectively and work together to achieve a common goal (Irmansyah et al., 2020).

These experiences strengthen interpersonal skills and build positive relationships. In addition, sports activities also help improve self-confidence and leadership skills. Individuals learn how to face challenges, manage conflict, and celebrate successes with the team.

In a broader context, sports activities at the Monument to Religion create an inclusive environment where people from different backgrounds can gather and interact. This strengthens social cohesion and builds a sense of community among participants. As such, sports not only improve physical health, but also serve as an important means of developing social skills that are useful in everyday life.

2. Values of Cooperation and Solidarity

Sport at Kendari Religious Monument teaches important values of cooperation and solidarity. Participants are encouraged to work together and rely on each other, creating an environment that fosters trust and support. In this context, each team member learns the importance of individual contribution to group success, building mutual trust and responsibility (Andersen & Loland, 2015). These values are not only relevant in the context of sport but also have a positive impact on everyday life. Individuals who participate in team sports tend to become more empathetic and responsive to the needs of others. They learn to listen, communicate effectively and provide emotional support to their peers.

This experience improves interpersonal skills, helping individuals build stronger and more meaningful relationships. In addition, the sense of community established within a team often creates social bonds that last long beyond the sports field. As such, sports at the Monument of Religion not only improve physical health but also develop social and emotional skills that are important in everyday life.

3. Leadership Skills Development

Sporting events at Kendari's Religious Monument provide a unique opportunity for leadership skills development. In this context, individuals who acted as team leaders or event organizers learned to strategize and motivate team members. They have made quick and effective decisions in stressful situations, which exercised time and resource management capabilities.

In addition, sports leaders learn to communicate clearly and assertively, ensuring that all team members understand each other's goals and roles. This builds trust and strengthens team bonds. This experience also encourages the development of empathy, as leaders must be sensitive to the needs and feelings of team members.

The ability to motivate and inspire others is a valuable skill that can be applied in various aspects of life. By facing challenges in a sporting setting, individuals learn to be effective problem solvers, increasing their resilience and adaptability. Therefore, sports activities at the Monument of Religion not only support physical health but also serve as an important platform to hone essential leadership skills.

4. Management and Organizational Skills

Sports activities at Kendari Religious Monument provide opportunities for individuals to develop valuable management and organizational skills. Managing a sporting event or acting as a team leader requires careful planning, good organization, and the ability to delegate tasks. In planning, individuals learn to set goals, strategize and allocate resources effectively. Organizing involves arranging various elements, such as schedules, locations, and logistics, ensuring that everything runs smoothly. In addition, task delegation allows each team member to contribute according to their abilities, maximizing efficiency and productivity.

These management skills are invaluable in the world of work, where the ability to manage projects and lead teams is key to success. Individuals trained in sports management tend to be more skilled in task coordination, communication and problem-solving. This experience not only enhances professional competence but also builds self-confidence, equipping them with the ability to face challenges in various situations. Thus, sports activities at the Monument to Religion are not only beneficial for physical health but also as practical training in managerial skill development.

5. Building Self-Confidence

Participating in sports activities at the Monument of Religion helps to boost self-confidence. When individuals see their efforts pay off, such as a win in a competition or an improvement in personal skills, they feel more confident (Subramanyam, 2013). This experience provides a significant sense of



accomplishment, encouraging them to keep improving. Success in sport builds self-confidence which then has a positive impact on various aspects of life, including career and social relationships.

Confident individuals tend to take more initiative and face challenges, both at work and in social interactions. They are also better able to manage stress and pressure, improving overall emotional well-being. In addition, the confidence gained from sports participation can inspire others around them, creating a positive and supportive environment. Thus, sports activities not only provide physical benefits but also build a strong psychological foundation for participants.

6. Encouraging Active Participation in the Community

Sports activities at Monument Religi also encourage active participation in the community, where individuals feel more involved and have a sense of social responsibility. Through participation in community events, they learn the importance of personal contribution to the well-being and progress of the community as a whole, as also expressed by (Claus et al., 2022).

Overall, sports activities at Kendari Religious Monument play an important role in the development of social and leadership skills. Participation in team sports and sporting events not only improves communication and cooperation skills but also provides opportunities to develop valuable management and leadership skills. This not only benefits the individual personally but also strengthens the community by forming individuals who have strong social and leadership skills.

Community Empowerment and Inclusivity

Sports in Religious Monuments also promotes community empowerment and inclusivity. The activities attract participation from different walks of life regardless of age, gender or socio-economic background. This creates an inclusive space where everyone can interact and work together, strengthening social cohesion and a sense of community.

1. Increasing Participation from Different Levels of Society

Sports at Kendari Religious Monument attracts broad participation from different walks of life, regardless of age, gender, or socio-economic background. Every day, it is a hub of activity for

children, teenagers, adults, and the elderly who come to exercise and socialize. Men and women alike engage in activities such as jogging, gymnastics and yoga, creating an inclusive and festive atmosphere.

The monument serves as a gathering place for individuals from different economic backgrounds, which strengthens social cohesion and erases social boundaries. Through participation in sports activities, people not only improve their physical health but also build positive social networks (Yang, 2020). This helps in strengthening the sense of community and mutual support among community members.

Exercise activities at the Monument to Religion also provide significant health benefits. Participants regularly report improved physical condition, including better stamina and reduced risk of chronic diseases such as hypertension and diabetes. In addition, physical activities performed at this venue contribute to improved mental health, reduced stress and improved mood. Exercise at the Monument of Religion also promotes inclusivity. All groups, regardless of differences, can interact and work together in a positive atmosphere. This creates a space where everyone feels accepted and valued, which is important for strengthening a harmonious community.

In addition to the health and social benefits, sports activities at Monument Religi also play a role in community empowerment. These activities are often followed by social or charity events involving various community groups, from local organizations to the city government. This cooperation not only promotes health but also strengthens community ties and makes a positive contribution to society as a whole. Thus, Kendari Religious Monument is not only a sports center but also a center of social empowerment and inclusivity.

2. Creating an Inclusive Space

Sports activities at the Monument create an inclusive space that facilitates interaction and cooperation among people from different backgrounds. Here, everyone, regardless of age, gender or socio-economic status, can come together and participate in various sports activities. This inclusivity allows people to meet each other, share experiences, and build positive relationships, which contributes to strengthening social cohesion, as stated by (Cunningham et al., 2018).



The environment created by these activities helps to reduce social inequalities by bringing together individuals from different backgrounds in a mutually supportive atmosphere. Participation in sports activities not only strengthens physical health but also promotes a sense of community and solidarity. In this context, the Monument to Religion serves as a social bridge that connects different groups of people. In addition, the interactions that occur within these inclusive spaces help to create a harmonious and supportive environment, where each individual feels accepted and valued. This is important in building a cohesive community, where all members support each other and work together to achieve common goals. The Religi Monument, thus, symbolizes unity and inclusivity in Kendari City.

3. Strengthening Social Cohesion and Sense of Community

Participation in joint sports activities at the Kendari Religious Monument strengthens social cohesion and a sense of community. Through various activities, individuals feel a spirit of togetherness that strengthens social bonds and builds mutual trust among participants. Sport becomes an effective platform to celebrate diversity and respect differences, creating an inclusive environment. These activities not only improve physical health, but also facilitate positive social interactions, which are essential in building a harmonious community. Participants from different backgrounds can interact in an atmosphere of support and collaboration, strengthening interpersonal relationships and mutual understanding.

The spirit of togetherness created through exercise helps to reduce social tensions and increase solidarity among community members this is also expressed by (Moustakas, 2022). This is important for building a more cohesive society, where differences are valued and each individual feels accepted. Thus, sports at the Monument Religi not only serve as a means of health, but also as a tool to strengthen social cohesion and promote a sense of togetherness in Kendari City.

4. Empowerment through Community Activities

Sports in Religious Monuments provide opportunities for communities to significantly empower their members. Through engagement in various sporting activities, communities can learn useful new skills, such as teamwork and discipline. In addition, regular participation in sports helps to

improve physical and mental health, which contributes to the overall well-being of individuals. This community or group empowerment in sports is also expressed by (Fenton et al., 2017).

Sports activities at Monument Religi also provide a platform for individuals to expand their social networks. The interactions that occur during these activities allow participants to build stronger relationships with fellow community members, strengthening solidarity and a sense of community.

In addition, sport provides opportunities for people to actively contribute to their communities. Whether as participants, organizers or volunteers, individuals can take a significant role in supporting and advancing community activities. This not only strengthens social ties but also increases the sense of responsibility and ownership towards their community. As such, exercise at the Monument of Religion is not only a means for health, but also an effective empowerment tool for the community.

5. Reducing Social Isolation

Participation in sports activities at Monument Religi helps reduce social isolation, especially for individuals who feel marginalized or lonely. By joining sports activities, they get valuable opportunities to interact, make friends, and feel more connected to their community. Attendance in these activities strengthens social relationships and helps eliminate feelings of isolation, which is important for mental and emotional well-being. Through this participation, individuals can find support and companionship, which has a positive impact on their mental health (Mays et al., 2021).

In addition, the inclusive environment in sports activities promotes a sense of caring and mutual respect among participants. This helps to create a more inclusive and caring society, where everyone feels accepted and valued. Thus, sport not only improves physical health but also plays an important role in strengthening social bonds and reducing isolation within communities.

6. Respect for Diversity

The people of Kendari City are categorized as multicultural both in terms of ethnicity and religion. The visible phenomenon is that sports at the Monument Religi has encouraged respect for diversity. All participants, regardless of their backgrounds, are valued for their contributions and participation without discriminating between one another. This phenomenon



is also expressed by (Kochanek, 2020). Sport becomes a means to overcome stereotypes and prejudices, promoting better understanding and acceptance among community members. In the sports community members consist of various ethnicities and religions that carry out their activities.

Overall, exercise at Kendari Religious Monument is not only beneficial for the physical and mental health of individuals but also encourages community empowerment and inclusivity. These activities help build a stronger, harmonious and mutually supportive community, where all members feel valued and connected. This has a positive impact on social cohesion and strengthens the sense of togetherness among the community.

CONCLUSION

In the context of this research, the conclusion is an important endpoint to summarize the main findings and implications of the study on the impact of sports activities in Kendari Religious Monument on human resource development. Active participation in sports activities such as jogging, gymnastics, and sports competitions has been shown to provide significant benefits to the community, both in terms of physical health and social skills development.

The research findings show that sports activities at Kendari Religious Monument not only improve participants' physical health, but also strengthen social skills such as teamwork, communication, and leadership. By participating in sports, individuals can develop self-discipline and improve their overall quality of life. In addition, the study identified challenges such as the expansion of sports infrastructure and continued support from the government and private sector to sustain and improve sports programs in public places. Strategic recommendations include the integration of sports activities in urban development policies and the promotion of healthy lifestyles as part of a sustainable community development agenda.

Thus, the conclusions of this study emphasize the importance of investing in sport activities as a tangible effort in holistic human resource development and improving the quality of life of the community at large. This research provides a strong basis for the development of more effective policies and practices in

utilizing public spaces for sustainable health and human development purposes.

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