



Human Resource Development in the Building

Audi Quatro Thirtabrata¹ Ardhian Rizki Windu Kencana² Deris Desmawan

University of Sultan Ageng Tirtayasa, Serang City, Province of Banten, Indonesia^{1,2,3}

Email: 5553210085@untirta.ac.id¹ 5553210079@untirta.ac.id²

deridesmawan@untirta.ac.id³

Abstract

Human capital is one of the important factors in economic development. With quality capital, economic performance is also believed to be better. The human resources of a nation, not physical capital or material resources, are the most determining factors for the character and speed of social and economic development of a nation concerned. UNDP's annual stubs consistently show that human development promotes economic growth and economic growth that does not pay attention to human development will not last long. In order to run positively and continue, it must be supported by government social policies that are pro-human (social) development. Economic growth is defined as a process by which the production capacity of the economic sautu increases all the time to generate income levels. Neo Classical Theory of Growth, this theory was developed by Solow and based on previous classical theories. The focus of the neo-classical theory regarding the stock of capital goods and its fascination with people's decisions to save or make investments. Harrod-Domar's theory was developed separately in the same period. Seeing the importance of investment in economic growth, because investment will increase the stock of capital goods, which allows increasing output. The source of domestic funds for investment purposes comes from the production section (national opinion). Economic development or the transformation of a traditional society into a modern society is a process of many dimensions. Rostow's analysis is based on the belief that economic growth will be created as a result of the emergence of fundamental changes not only in the pattern of economic activity but also in political life and social relations in a society and the state.

Keywords: Development, Human Resources



This work is licensed under a [Creative Commons Attribution-NonCommercial 4.0 International License](https://creativecommons.org/licenses/by-nc/4.0/).

INTRODUCTION

Economic development is the government's effort to improve the welfare of the community both in social and economic terms. In order for economic development to be realized and directed properly, a development plan is needed. According to Jhingan (in Sjafrizal, 2014) Development planning is carried out to achieve a goal within a certain period of time whose implementation is managed and regulated by the central government. If a country or region has more alternative production factors than other countries, the country can grow faster. factors of production can determine the growth of a country owned by itself, either factors of natural production or factors of human resource production. Human resource development is a process of improving the knowledge, skills and abilities of all propaganda citizens. Understanding from both sides of macro and micro human resource development. Macro is the development of human resources A process that improves the quality or ability of human beings to order national development goals, plans, development, and management. On the other hand, microhuman resources are the process of planning education, training, and management of employees or employees to achieve optimal results.

RESEARCH METHODS

Development Concept

Development is a form of effort to improve current and future work, by providing information, influencing attitudes or also adding skills. In other words, development is any



activity aimed at changing a behavior consisting of knowledge, skills and attitudes (Moejekar 1982 ; 8). Then according to Drs. Hendayat Soetopo and Drs. Wasty Soemantuo (1982: 45), the term development is to indicate an activity that produces a new tool or way, where as long as the activity is carried out continuously. If it has undergone improvements in the end the tool or method will be seen as stable enough for further use, then the development activities end.

Human Resources Concept

The human factor is resources as a midpoint for thinking, planning, editing, and building designers and implementers or drivers of development or development actors. The word "Resource" according to Poerwadarminta (1984: 223,974), explains if viewed from an etymological perspective the word "source" is given the meaning of "origin" while the word "power" means "power or power" or "ability". That way resource means "ability or "origin of strength". Another opinion says that Resource is defined as a tool to achieve a goal or ability to benefit from a certain opportunity, or escape from distress until the word resource does not show objects anymore but can play a role in a process or operation i.e. an operational function in order to achieve a goal such as fulfilling satisfaction. In other words, human resources are abstract, reflect human desires and are related to functions or processes.

Human Resources Development Concept

Development refers to activities that are directed at improving competence over a longer period that goes beyond current conditions, in order to anticipate the future needs of the organization that will continue to develop and change. It is a process of preparing individuals in an organization to then prepare for different responsibilities, usually this has to do with increasing the intellectual ability to carry out a better job. It consists of planning, education and also training and management. Steps for implementing training or development:

1. Analyze the training needs of the organization.
2. Design the entire exercise program.
3. Develop, compile and create training materials.
4. Implement or implement a training program.
5. Assess or evaluate the effectiveness of the material.

Analysis of Training or Development Needs

Training or development is usually carried out to reduce the gap, between the current situation or the desired state, so hereby training or development is a tool to analyze the gap that exists, whether the gap can be reduced or eliminated through a training, then what benefits can be obtained from a training, both for individual actors, institutions, and the party itself who conducts the training. Here are some of the objectives of the training needs analysis:

1. Ensure that training is a solution to fix problems or improve skills
2. Ensure that participants who follow the practice are correctly the right target
3. Ensure that knowledge and skills are gained Practically meet the elements you need during trainingsome performances
4. Ensure consistency in the selected types and methods of training; training topics or materials.
5. If the cause of the existing problem is Lack of knowledge, skills and certain attitudes Other reasons are not corrected by training
6. Check the pros and cons of doing training because a training definitely requires a certain amount of money.



In general, it can be said that training needs are the differences/gaps between the knowledge, attitudes and skills expected/required and the knowledge, attitudes, and skills possessed by a person or organization and the differences/variations between the conditions claimed and the conditions achieved. with this analysis we will know the existence of "gaps" in relation to needs. this distinction is the basis for setting up a training program made as needed, will be a simple actualization. The training process will run more optimally if it starts with an analysis of appropriate training needs. There are 3 possible types of training needs analysis; used as a tool for assessing training needs, namely; task-based analysis, person/individual-based analysis, and organization-based analysis.

In this era of globalization, there are fewer and fewer barriers between countries, we as a developing country must prepare our kaaryawan both mentally and materially, mental means preparing the inner sense that we can compete with outside employees, this cultural base is an added value of Indonesian human resources that make it unique and have more advantages. Material means the ability of knowledge, skill, behavior. Benefits of Human Resource Development:

1. Increase the work productivity of the organization: it is efficient, because of the cleverness of carrying out tasks, the growth of cooperation between various workers despite different professions, increases the determination to achieve goals
2. The realization of a harmonious relationship between superiors and subordinates: the existence of delegation of authority, interaction based on an adult attitude both technically and intellectually, mutual respect and providing opportunities for subordinates to think and act creatively
3. The occurrence of an efficient and appropriate decision-making process: in this case the employee who is responsible for organizing operational activities and does not wait to be ruled by the superior alone
4. Increase morale to the entire workforce
5. Prioritize the attitude of openness of management through the application of participatory managerial methods
6. Smoothen the course of effective communication: this can facilitate the process of policy formulation rather than organization and its operationalization
7. Solving problems functionally: it affects the growth of a sense of unity and unity within the members of the organization

Economic Development

Before the 1960s, economic development was defined as a national economic capability in which the economic situation was initially relatively static over a long period of time, and to be able to raise and maintain its GNP growth rate to between the figures of 5 to 7 percent or more for a year. Therefore, Todaro and Smith (2003) stated that the success of economic development of a country or region is shown by 3 main values, namely:

1. The development of the community's ability to meet its basic needs (sustenance).
2. Increased sense of self-esteem of society as a human being.
3. Increasing people's ability to vote (freedom from servitude) which is one of the human rights.

Then it was realized that the definition of economic development is very broad and not just about the increase in GDP per year. Economic development is multidimensional which includes many aspects of social life, and not just one aspect of the economy. Economic development can be defined as any activity carried out by a country in order to develop



economic activities and the standard of living of its people. With these limitations, economic development in general can be interpreted as a process that causes an increase in the real income per capita of the population in a country in the long term accompanied by improvements to the institutional system.

From the definition above, it can be concluded that economic development has several main elements, namely:

1. A process that means a change that occurs continuously
2. Efforts to increase per capita income
3. The increase in per capita income must continue in the long term
4. Improvement of the institutional system in all fields (such as economic, political, legal, social and cultural). This institutional system can be viewed from several aspects, one of which is the aspect of improvement in the field of rules of the game, whether formal or informal, and the organization that implements these rules.

Therefore, economic development must be viewed as a process so that a pattern of interrelationship and mutual influence between the factors in economic development. Furthermore, economic development also needs to be viewed as one of the processes of increase in per capita income, because the increase can reflect additional income and improvements in the economic welfare of the community.

However, the process of continuously increasing per capita income over a long period of time alone is not enough to say that there has been an economic development. Improvement of social structure, institutional system (organization and rules of the game), changes in people's attitudes and behavior also need to be improved because it is an important component of economic development, in addition to the problems of economic growth and poverty alleviation (Todaro and Smith, 2003). That is, development goals must also be focused on the level of welfare of moral and material individuals, also known as depopulation. Meanwhile, economic growth is only defined as an increase in GDP or GNP regardless of whether the increase is greater or less than the population growth rate.

Human Resources in Development

Economic Growth

In the conception and implementation of a development, it is often felt that there is a problem which is two conflicting poles, namely between economic growth and very abundant human resources. This often happens, among others, because the starting point of thinking and approaching methods regarding the main capital of development is only based on the availability of funds, especially to government funds, namely the State Budget (APBN), on the contrary, some think that a large population is only a burden for development and for the creation of job opportunities is considered only a side problem in the development.

With this problem, the thought of how to approach development, especially in expanding job opportunities for opportunities to get educational and health services as well as increasing the competence of educators and also medical personnel is very important, because it is the spearhead.

Population as Development Capital

A country that is in the process of developing, where there is a "Labour surplus economy", development capital cannot depend only on the availability or possibility of the availability of funds from investments. Such development will be too expensive and will also experience many obstacles if at one time the source of investment becomes limited, both from within the country/ government and the community. In addition, a very large population as human



resources should be used as an advantage. This problem is not only due to limited investment funds, but also as a strong foundation for community participation in development to ensure all the continuity and success of national development.

The Concept of Labor

As a consequence of the idea that the population is the main capital of development, then some concepts regarding labor need to be changed. Among them are concepts regarding the labor force, work, unemployment and others. Such a concept of labor will unconsciously make some of the working-age population only as unproductive consumers, which means it is a burden on the productive labor force. Then the small number of women entering the labor force will result in low labor force participation in economic activities in Indonesia.

Bureaucratic Reform on Regional Autonomy

With the current reform era, the government bureaucracy and also including the bureaucracy in the field of education have also undergone reforms in line with the development of the demands for reforms requested. For example, bureaucracy in the business world and society is also a factor in the three main pillars in realizing the implementation of good and correct government. Bureaucracy is as a formal organization that has a position that is in accordance with the work, has and abundant human resources and has a passion for serving the public. Therefore, a consistent bureaucracy can work well and cleanly in developing the overall embodiment of the ideals and goals of the country.

RESULTS OF RESEARCH AND DISCUSSION

Human Development Analysis by Province in Indonesia by Province in the period 2019-2021.

| Province | Human Development Index by Province | | |
|----------------------|-------------------------------------|-------|-------|
| | 2019 | 2020 | 2021 |
| Aceh | 71.9 | 71.99 | 72.18 |
| Nort Sumatera | 71.74 | 71.77 | 72 |
| West Sumatera | 72.39 | 72.38 | 72.65 |
| Riau | 73 | 72.71 | 72.94 |
| Jambi | 71.26 | 71.29 | 71.63 |
| South Sumatera | 70.02 | 70.01 | 70.24 |
| Bengkulu | 71.21 | 71.4 | 71.64 |
| Lampung | 69.57 | 69.69 | 69.9 |
| Kep. Bangka Belitung | 71.3 | 71.47 | 71.69 |
| Kep. Riau | 75.48 | 75.59 | 75.79 |
| DKI Jakarta | 80.76 | 80.77 | 81.11 |
| West Java | 72.03 | 72.09 | 72.45 |
| Central Java | 71.73 | 71.87 | 72.16 |
| DI Yogyakarta | 79.99 | 79.97 | 80.22 |
| East Java | 71.5 | 71.71 | 72.14 |
| Banten | 72.44 | 72.45 | 72.72 |
| Bali | 75.38 | 75.5 | 75.69 |
| West Nusa Tenggara | 68.14 | 68.25 | 68.65 |



| | | | |
|--------------------|-------|-------|-------|
| East Nusa Tenggara | 65.23 | 65.19 | 65.28 |
| West Kalimantan | 67.65 | 67.66 | 67.9 |
| Central Kalimantan | 70.91 | 71.05 | 71.25 |
| South Kalimantan | 70.72 | 70.91 | 71.28 |
| East Kalimantan | 76.61 | 76.24 | 76.88 |
| Nort Kalimantan | 71.15 | 70.63 | 71.19 |
| Nort Sulawesi | 72.99 | 72.93 | 73.3 |
| Central Sulawesi | 69.5 | 69.55 | 69.79 |
| South Sulawesi | 71.66 | 71.93 | 72.24 |
| Southeast Sulawesi | 71.2 | 71.45 | 71.66 |
| Gorontalo | 68.49 | 68.68 | 69 |
| West Sulawesi | 65.73 | 66.11 | 66.36 |
| Maluku | 69.45 | 69.49 | 69.71 |
| Nort Maluku | 68.7 | 68.49 | 68.76 |
| West Papua | 64.7 | 65.09 | 65.26 |
| Papua | 60.84 | 60.44 | 60.62 |
| Means | 71.04 | 71.08 | 71.36 |

We can see in the table above. Human Development Index in Indonesia by Province in 2019-2021. The regional human development index of provinces in Indonesia that was the most prominent in the 2019 period of the human development index occurred in DKI Jakarta Province, which was 80.76 and the smallest occurred in Papua, which was 60.84, then the Human Development Index in the 2020 period which was the largest in DKI Jakarta, which increased by 0.01 percent to 80.77 percent, The smallest dab occurred in Papua Province, which was 60.44, a decrease from the previous year of 0.40 percent. and the highest Human Development Index in the 2021 period occurred in DKI Jakarta Province, which was 81.11 percent and the smallest occurred in the Province of 60.62. It can be concluded that the human development index in the last 3 years has occurred in DKI Jakarta Province because DKI Jakarta Province raises the level of people's income and describes a high level of welfare so that the HDI in the province is high enjoyed by residents plus the factor of DKI Jakarta is the capital of Indonesia. and Papua experiences the lowest HDI level due to low welfare levels and low incomes of the people so that the HDI is low. Because HDI measures from 3 elements, namely the health element, education unshr and the local regional expenditure element.

CONCLUSION

Based on the description above, it can be concluded that: Development is an effort to improve work that is currently being done or in the future, by providing accurate information and influencing attitudes or adding skills. Human resource development is one of the processes of increasing knowledge, skills, and capacities of all communities. Benefits of human resource development: Increased productivity, Creating good morals, Improve the ability to solve problems, Helps make good decisions, and Improving leadership attitudes and responsible attitudes. Economic development is defined as the ability of the national economy where the economic situation is initially relatively static over a long period of time, and to be able to raise and maintain its GNP growth rate to between the figures of 5 to 7 percent or more during the year. Development of natural resources in development: Adequate health services, Quite good educational services, Education and training for workers, Introduction and familiarization with the latest technologies, Reforming in the bureaucracy, and Crossover in actualization.



BIBLIOGRAPHY

- Bohlander and Snell. 2004. "Human Resource Management"; International Dale
- Dessler, Gary, 1997. *Manajemen Sumberdaya Manusia*, PT. Prenhallindo, Jakarta.
- Dessler, Gerry. 2005. *Human Resource Management*. 9th edition terj. Elly improving & performance terj. Ramelan, PT. Bhuana Ilmu Populer Jakarta
- Human Capital and Productivity: a Case Study of East Java Sugeng Setyadi, Rizal Syaifudin, Deris Desmawan. Universitas Sultan Ageng Tirtayasa Article (Setyadi, Syaifudin, and Desmawan 2020)
- Margareth. 2003. *Developing Management Skill Techniques for*
- Prof. Dr. Sondang P. Siagian Moekijat. 1998. *Perencanaan dan Pengembangan Karier Pegawai*. Student Edition
- Prof. Lincoln Arsyad. 2014. *Modul 1 Ekonomi Pembangunan Dan Pembangunan Ekonomi*.
- Safri, Hendra. 2017. "Pengembangan Sumber Daya Manusia Terhadap Tingkat Penyerapan Anggaran." *Kelola: Journal of Islamic Education Management* 1(1): 102-12.
- Setyadi, Sugeng, Rizal Syaifudin, and Deris Desmawan. 2020. "Human Capital and Productivity: A Case Study of East Java." *Economics Development Analysis Journal* 9(2): 202-7.
- Syaifudin, Rizal, Aprilia Dwi Verliana, Sugeng Setyadi, and Deris Desmawan. 2022. "Analisis Ketimpangan Pembangunan Dan Klasifikasi Wilayah Antar Kabupaten / Kota Provinsi Jawa Barat Tahun 2016-2020." 3(2): 117-24.
- T. Hani Handoko, (1998), *Manajemen Personalialia dan Sumberdaya Manusia*, Yogyakarta, BPFE.