

IMPROVING THE QUALITY OF HUMAN RESOURCES IN INDONESIA TO BECOME ENTREPRENEURS

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Abstract. Human resources are one of the important assets that must be owned, developed and managed properly. Human resources are one of the important aspects of achieving a goal. Improving the quality of human resources is very important in the current era of globalization. With the improvement of the quality of human resources, a country will be able to produce a variety of quality professions, one of which is to produce good entrepreneurs. This. So improving the quality of human resources must be done so that it can open up the insight, knowledge, and power of thought of the Indonesian people. The output obtained after improving the quality of human resources is to improve various abilities both hard skills and soft skills and strong mental attitudes so as to create good characters who are always innovative and creative. The goal of improving the quality of human resources in Indonesia can produce quality entrepreneurs who can help solve various problems that exist, quality resources will be able to compete locally and globally. This article will discuss how to improve the quality of human resources in Indonesian society to become quality entrepreneurs.

Keywords: Improving the quality, human resources, Entrepreneur

I. INTRODUCTION

The country of Indonesia is one country with a high population and always increasing every year. The population of Indonesia in the current year reaches 269 million or 3.49% of the world's total population. Indonesia ranks fourth in the world after China, India and the United States. (Dwi Hadya Jayani: 2019). The country of Indonesia is one of the countries included in the Asian continent and belongs to a developing country that has experienced an increase in population growth.

Resource problems in Indonesia include, lack of qualified human resources, lack of formal education levels provided by human resources, lack of human resource skills, limited provision of employment opportunities, low per capita income levels of human resources, low scientific knowledge owned by community resources, lack of knowledge of new technologies used, uneven economic development in each region, low labor productivity, inequality between the number of job opportunities and labor force, sluggish world of business, lack of training and skills in human resources, low levels formal education, low level of progress and health services, inflation and the increasing unemployment rate, and the problem of income distribution. (Lepioteran: 2017)

It can be seen from the human resource problems in Indonesia, one of which is the lack of quality human resources and the imbalance between the number of employment opportunities and the labor force. What happens if Indonesia does not increase its Human Resources? Then new complex problems will emerge. With the demographic bonus in the country of Indonesia, this can be an opportunity or threat if the Indonesian state cannot cope with and process its human resources and natural resources. The existence of population growth in the country of Indonesia must be balanced with the quality of good human resources. A large population in the country of Indonesia can be an opportunity if human resources are managed properly and maximally.

According to Head of the Indonesian Central Bureau of Statistics Suhariyanto said "The number of the working-

age population in Indonesia is 194.78 million people. The details of 131.01 million are the workforce and 63.77 million are not the workforce. Furthermore, from the total 131.01 million people, 124.01 million people worked, while 7,001 million were unemployed. "(Hendra Kusuma: 2018) The high unemployment rate in Indonesia is good if the population in Indonesia starts entrepreneurship because of the number a large population will bring up a variety of diverse human needs and desires that will force individuals and groups to continue to innovate and think creatively in various sectors such as economics, education, social, technology and in various other sectors.

In writing this paper the author will discuss how to improve the quality of human resources to become a competent entrepreneur who can help overcome various existing problems.

II. BASIC THEORY

A. Quality of Human Resources

Human resources classified as a labor (manpower) are residents in working age (aged 15-64 years) who have the ability to issue a business every unit of time to produce goods and services, both for themselves and for others. (Dr. H. Amiruddin Idris, S.E., M.Sc: 2018)

Understanding the Quality of Human Resources according to Danim (1996) in his book "Transformation of Human Resources", as follows: Quality of Human Resources is a resource that meets the criteria of physical and health quality, intellectual quality (knowledge and skills), and mental-spiritual quality (struggle). (Pengertian kualitas sumber daya manusia : 2008).

Indicators of the quality of human resources are very diverse. The indicators of the quality of human resources proposed by Danim (1996) in the book "Transformation of Human Resources", are as follows: 1) Physical and health quality, 2) Intellectual quality (knowledge and skills); 3) Spiritual Quality (Struggle). (Indikator Kualitas Sumber Daya Manusia : 2008)

B. Entrepreneur

Entrepreneurship; is the process of doing something creative and/or something different for the individual and adding value to society.

Entrepreneur; An entrepreneur is a person who undertakes a wealth-creating and value-adding process, through developing ideas, assembling resources and making things happen.

Entrepreneurship culture; Potential for the growth and entrepreneurship endeavor to its growth potential for the purpose of creating wealth for individuals and adding value to society. (Dr. Heri Erlangga: 2018).

According to Peggy A. Lambing and Charles R. Kuehl in the Entrepreneurship book (1999), entrepreneurship is a creative endeavor that builds a value that does not yet exist to exist and can be enjoyed by many people. Every successful entrepreneur has four main elements, namely:

- a. Ability (relation to IQ and skill).
- b. Courage (relationship with Emotional Quotient and mental)
- c. Tenacity (related to self-motivation)
- d. The creativity that requires inspiration as the forerunner to the idea of finding opportunities based on intuition (relation to experience). (Dr. Eman Suherman, SE., M.Pd: 2010)

III. DISCUSSION

A. Development of Human Resources in Indonesia.

Indonesia as a vast archipelago and high population causes various kinds of inequality, both from economic, social, political, educational, technological and so on. One of them has not been evenly distributed in the process of improving the quality of human resources. It will be clear the difference between the mindset of the city and village community. This is influenced by environmental factors around the individual, both the internal environment and the external environment.

The development of human resources in Indonesia has fluctuated every year, due to the unstable condition of Indonesia. One of them, such as the uncertain inflation rate every year, this will affect the purchasing power of the people to decline. Such as declining purchasing power of education this will affect the quality of human resources in Indonesia. Many efforts have been made by the government and the private sector to increase human resources in Indonesia. One example is President Joko Widodo, saying that starting in 2019 Indonesia will begin to develop human resources on a large scale. "Starting next year, we will shift our development strategy, namely to the development of human resources (HR) and of course this will be made on a large scale. Both for vocational training, vocational school, polytechnic, and also sending our children to school a lot out to gain knowledge because global change is now very fast." (Reni Marlinawati: 2019).

Quality human resources is an asset that must be owned and developed in order to have good competence and be able to compete nationally and internationally. If the country of Indonesia has a lot of qualified human resources, then automatically the Indonesian state can improve the quality of income, education, health. And can

arrange, plan, design and move the state of a country to be even better.

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The quality of human resources expected in the future according to Danim (1996) in his book "Transformation of Human Resources" is human resources that fulfill:

1. Physical and health quality

Physical and health qualities include: Having good health and physical fitness; and having a decent and humane level of life.

2. Intellectual Quality (Knowledge and Skills)

Intellectual Quality (Knowledge and Skills) includes: Have educational skills at a higher level, Has a variety of levels and qualities of education and skills that are relevant by taking into account the dynamics of employment, both available at the local, national and international levels, have a mastery of language, including national language, mother tongue (area) and at least one foreign language, and having knowledge and skills in the field of science and technology in accordance with the demands of industrialization.

3. Spiritual Quality (Struggle)

Spiritual Quality (Struggle) includes:

- a. Obedient in carrying out religion and belief in God Almighty, as well as high tolerance in religious life.
- b. Having high enthusiasm and strong struggle, both as individuals and as a community.
- c. Honestly based on the similarity between thoughts, words and actions and responsibilities that they bear.
- d. Prioritizing public interests over personal or group interests on the basis of equality prioritizes obligations over rights as citizens.
- e. Having an adaptive and critical attitude towards the negative influence of foreign cultural values.
- f. Having awareness of national discipline as a national culture that always wants to move forward.
- g. Having a high spirit of competition by increasing motivation, work ethic and productivity for the nation and state development.
- h. Great soul and positive thinking in facing problems in society, nation, and state for the sake of wholeness and progress.
- i. Having the nature of openness based on a sense of responsibility for the interests of the nation.
- j. Having high legal awareness and being aware of their rights and obligations with those stipulated in the 1945 Constitution. (Indikator Kualitas Sumber Daya Manusia : 2008)

So if we want to improve the quality of human resources, the three indicators of the quality of human resources such as Physical quality and health, intellectual quality and spiritual quality (financial) must be present and must be balanced.

C. Entrepreneur Development in Indonesia

In 1998, the Indonesian economy entered a very difficult period. The change of power from the new order

era to the reform era accompanied by a multidimensional crisis resulted in unemployment everywhere. The economy, which at that time was centered on large businesses and conglomerates, experienced great difficulties. The conglomerate (the owner of the conglomerate) has financial difficulties. People's purchasing power is declining. Companies do the termination of employment .

On the other hand, social-political uncertainty is felt. Everyone feels uncertain. The government system changes, references, and laws change. The attitude of the people is very aggressive and foreign and domestic investors leave Indonesia.

Amid the uncertainty, scholars have difficulty finding work. Most cannot be accommodated. They must compete with people who have far experience in finding work. The scholars became unemployed. Who can be relied upon by this nation to overcome all that? Really! That is entrepreneurship.

In the building of the Indonesian economy at that time, although its economic contribution was still limited, there were millions of people who were involved in micro, small and medium enterprises. They are the mainstay of the Indonesian economy. These businesses do not have large numbers of employees, led by one or several entrepreneurs. They are independent, resilient, flexible in moving, efficient because they are done with all family members, are not dependent on debt, and are based on local resources.

Indeed, most MSMEs at that time had not been managed in a modern way, but they were free from crisis because of the characteristics as above. Most of them have not implemented modern management (eg separate property and management arrangements), have not built a brand (brand), do not have well-organized financial records (accounting), do not have a written division of labor, no SOP (Standard Operating) Procedure), has not used knowledge management, and so on. (PROF. Rhenald Kasali, PH.D., dkk: 2010).

The number of entrepreneurs in Indonesia currently has not reached 2%, while the number of entrepreneurs in developed countries is at least 2% of the total population. Indonesian country As a developing country with a large population and various problems in the country of Indonesia, it is one of the factors why the number of entrepreneurs in Indonesia is still small. If the number of entrepreneurs in Indonesia increases, the economy in Indonesia will indirectly increase.

D. Qualified Human Resources To Become Entrepreneurs

Competition from time to time in Indonesia is increasingly competitive following the development of globalization which demands increased creativity and innovation. This fierce competition leads us to difficulties in finding jobs which ultimately causes unemployment when unemployment is high, productivity will decline and the country's economy will be low.

At present, there are still many unemployed people in Indonesia from undergraduate graduates. According to 2018 Central Bureau of Statistics data, almost 8% of the total 7 million more graduates are unemployed. This figure increased by 1.13% from 2017. (Mengapa Sarjana

Menganggur Meningkatkan di Indonesia? : 2018). A large number of unemployed undergraduate graduates due to the increasing number of undergraduate graduates is not matched by the existing employment opportunities due to little employment and increasingly fierce competition in the era of globalization.

To overcome the problem of unemployment, the people in Indonesia should start learning to become an entrepreneur. There are many benefits of entrepreneurship such as finding opportunities that we can see around us that can be used as a business field that can utilize various resources around it, learn to deal with customers, get new relationships, can open new fields and gain new experiences.

According to Peggy A. Lambing and Charles R. Kuehl in the Entrepreneurship book (1999), entrepreneurship is a creative endeavor that builds a value that does not yet exist to exist and can be enjoyed by many people. Every successful entrepreneur has four main elements, namely:

1. Ability (relation to IQ and skill).
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From the main elements to become successful entrepreneurs need various abilities, therefore humans must continue to develop and continue to learn in order to become qualified and useful human resources.

Creative and innovative processes are only carried out by people who have an entrepreneurial spirit and attitude, namely people who are confident (confident, optimistic, and full of commitment), take the initiative (energetic and confident) to have achievement motives (results-oriented and forward-looking) , has a leadership spirit (dare to be different), and dare to take risks with full calculation (because it likes to be challenged). (Dr. Heri Erlangga: 2018). Entrepreneurial spirit and attitude are very much needed nowadays because the entrepreneurial spirit and attitude makes us more developed and makes the individual qualified and strong.

Quality human resources will produce quality entrepreneurs too because later the entrepreneur will continue to innovate and think creatively to produce something new and unique which certainly can benefit many people. Becoming an entrepreneur will not be easily pleased with the results he has gotten and will continue to research looking for new and good strategies that he can use in his business.

IV. CONCLUSION

Thus, human resources are a subunit in a system that is related to one another. Improving the quality of human resources is very important in Indonesia so that a lot of human resources in Indonesia can be managed properly, and also Indonesia can compete with other countries. But increasing human resources alone is not enough to help solve problems in Indonesia. In addition to improving the

quality of Indonesian resources, human resources must be empowered. Qualified human resources will give birth to various professions that are competent in their field, one of which is to produce quality new entrepreneurs that will bring change. Therefore, the Indonesian government should begin to focus more on developing entrepreneurship to reduce unemployment and increase community innovation and creativity. The importance of being an entrepreneur is because we will always be faced with a variety of new and complex problems and their solutions require innovative and high creativity. Like, opening up jobs indirectly can reduce poverty and improve the welfare of themselves, the community, of course, this can help improve the economy in the country of Indonesia. Why should an entrepreneur be a quality resource? Because to face competition, it takes creativity, innovation, and strategy so that the business that is run will continue to develop and advance. If the number of entrepreneurs in Indonesia continues to increase then gradually the country of Indonesia can become a superior developed country.

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