Indonesia's Efforts to Achieve Globally Competitive Human Resources

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In the last 3 years, Indonesia's economy has grown above 5%. It is estimated that in 2020 the growth will reach 6% per year due to strong macroeconomic management, structural reform, and acceleration of a number of national strategic projects. In fact, the government has committed to building a globally competitive manufacturing industry through the acceleration of implementation of industry 4.0, given that the national industry desperately needs connectivity and interaction through integrated technologies, information and communications that can be utilized throughout the manufacturing chain to achieve efficiency and product quality improvement.

The fourth wave of industrial revolution is marked by the use of information technology, artificial intelligence, and automatic engines or vehicles that have been going on since 2011, where the machines have been integrated with the Internet network and even some countries have been able to realize a more efficient way by integrating industrial production system from upstream to downstream. For example, the automotive industry utilizes more information technology to streamline value chains that include research, development and design, product manufacturing, distribution, after sales and recycling. Automotive industry actors in Indonesia have utilized several technologies that lead to efficiency, such as three dimensional printing technology and robotic technology. One determinant to be able to innovate ceaselessly is the readiness of the business world in building and preparing excellent and global quality human resources, in the sense of having talent with high competency standards in their respective fields and having strong character that can compete at global level. Indonesia desperately needs superior human resources as a basic capital, given the disruption of technology that marks the industrial revolution 4.0 has changed the political and economic landscape that resulted in the loss of a lot of jobs replaced by technological process.

In general, employee work productivity is directly proportional to the high competitiveness of the organization as a whole in the face of business competition, since all is closely related to the level of employee satisfaction to the organization of the company, which includes a more competitive salary guarantee, better career guarantee, convenient working environment, and

benefits of the facilities offered. The employees engaged are the employees who are competent and able to give high commitment to the company and satisfied with what the company has given them. Excellent company is a competitive company and always adaptive to change. It should be understood that in the midst of an ever-changing and rapidly changing business environment, only companies that are adaptive to change that can survive in a global era, even growing and growing consistently. To make a change, the companies often run in a massive and radical way, leaving the old ways, and switching to new and more. The new ways and methods that companies apply usually require business transformation and human resource transformation. Transformation will work well when the company has a strong organizational culture.

The quality of human resources is also inseparable from the problem of poverty hitting Indonesia until the present time and has become a complicated problem although a number of indicators have shown improvement. The population dependency ratio in 2000 was 53.8% and in 2017 was 48.1%. This indicates that the decline in dependency ratio during 17 years did not seem linear with the decline in poverty rate as many as 26.58 million people by September 2017. The fluctuation of commodity prices in recent years has a great effect on the number of poor people, particularly in several commodity-dependent regions. It seems that the government is committed to staying focused on work programs aimed at reducing poverty, unemployment and income inequality. The problem of poverty in Indonesia, however, will not succeed if it is not handled in multidimensional ways.

Other worrying things about the low quality of human resources in Indonesia are the low achievement of formal education and the low basic competencies of the students. Access to education, quality of education, and educational gaps are still far from expectation and left behind from other countries. In terms of access, there are still about five million school-aged children who do not get formal education in school. Those who get formal education study in the classrooms that have not prepared the students to face the challenges of life of the 21st century. The improvement of the quality of teaching and learning is still limited to the efforts to meet too low goal, that is, only to improve the score of learning outcomes. So it can be said that improvement of the quality of learning and teaching has not led to changes in behavior and mindset. Many people are still reluctant and afraid to take different ways. They are afraid of being said to be a freak or breaking an existing order. So, they prefer to be followers and wait for others to do it first.

Similarly, something different will be considered "wrong" if it does not refer to the standard operational procedure that ultimately leaves employees unconcerned with different thinking. At present the most needed factor is a belief that the current status quo needs to be changed to be more adaptive in the face of the future of VUCA (Volatility, Uncertainty, Complexity, and Ambiguity)) in order to exist in the marketplace.

The Conclusion is Indonesia desperately needs excellent human resources to cope with the industrial revolution 4.0 that demands intelligent factory operations, smart service, and innovative products. The type of work that will be affected first is the work done repeatedly. This type of work will be replaced by artificial intelligence through automation. In the future, the war for talent issues will be the main agenda of corporate leaders in order to face the era of digital economy and they seek to realize talent management as core business, including changing the mindset of employees in relation to the management of company assets. Individual performance management system is basically a driver of individual performance, and can be a supporter of organizational performance. (Tayibnapis, A.Z. et al, 2018)