AUDRIY SHEVANNISA DAYA

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THE IMPORTANCE OF DEVELOPING HUMAN RESOURCE IN INDONESIA'S INDUSTRY

Indonesia's economy currently experiencing increase in a macro growth through the development of several important sectors in Indonesia as in macroeconomic management of national projects in manufacturing sector as an application of industry 4.0. Increasingly on a modern industrial revolution can be seen from how sophisticated the application of information technology and production machines was developed to increase the effectiveness of production. The existence of an increasingly modern industrial revolution will certainly lead to global industrial competitiveness and transformation, because the current industry has enabled economic actors to innovate without having restrictions to enter the global market. In the business world, innovation is certainly an important aspect to entering industrial competition, innovating can be optimal and done by creating & preparing competent and quality of human resources. Industry 4.0 at this time, make the industrial sector is even competing in creating technology through production machines which have the aim of replacing & reducing the labor applications, for this reason Indonesian industry must be able to build and create a superior & competitive human resource in facing a global competitiveness. Competent of human resources will assist an industry in carrying out production activities, optimal service to creating innovative products, optimal & sustainable production results. Apart from human resources, the company is also expected to be able to build a capability through improving the company's management & performance strategy.

Employee productivity is considered to be directly proportional to the competitiveness of a company in global industrial competitiveness, it is related to the level of employee satisfaction with a company which is measured in terms of compensation, company-related policies and the work environment or supervisor's behavior, but production activities is also required human resources who are competent & commit to the company. In addition from the side of company, a superior company is a company that considered competitive against business competition and adaptive to industrial changes and is able to survive for develop in this current situation which can be optimal by switching to a effective & efficient method through the transformation. Business transformation and requires transformation of human

resources will run optimally if the company implement an organizational culture through all members & elements of the company (Sataloff et al., n.d.).

In realizing competent human resources, it is necessary to have a system for selecting employees that is tailored to the job & the company, this can be running well through various trainings aimed at providing knowledge or skills in carrying out production activities, besides that it also requires employee development & management aims to solving production problems. Employees are also encouraged to improve their performance and improve their quality, generally companies will appreciate each employee's achievement thought compensation with the aim of motivating employees to work better. Human resource development can be started through collaboration, character, competence to teamwork. In addition, these individuals also need to develop their own characteristics and mindsets that have goals other than money, rank and power. In teamwork, the same goals & in line will make it easier for employees in a company to collaborate and increase employee loyalty, so that will have a defect on significant results. Company leaders also have a role in encouraging individuals to realize their vision and mission in the midst of the dynamics of global change, motivating employees to have their best performance, socializing and applying values, policies to company culture to the workforce is one of the roles as well as a challenge for leaders. If the work environment is conducive, company performance & employee productivity have gradually increased, the company is also expected to continue to transform and make continuous improvements (Sataloff et al., n.d.).

In recent years, the development of resource quality in Indonesia is still considered less than optimal, this is also supported by the Human Development Index (HDI) data for 2017 in Indonesia where there are still many provinces that are categorized as having a moderate or low HDI, it's all because there are many limitations or difficulties in accessing high quality education. The quality of human resources is also related to the level of poverty which is still a big problem for Indonesia, even though it has been handled in a multidimensional manner such as the government's commitment to creating work programs with the aim of reducing income inequality and unemployment, the problem of poverty in Indonesia has yet to be addressed. There are also other factors that cause the low quality of human resources in Indonesia, namely the level of achievement and competition in formal education. Compared to other countries, access, quality and disparities in Indonesia's education are still far behind, so that they have not created a significant change in behavior & critical thinking (Sataloff et al., n.d.).

Why is it important for Indonesia in developing our human resources? Because in the 4.0 industrial revolution which is currently being applied & adapted in industrial production activities in Indonesia, so that workers are required to be able to operate factory production, be able to apply smart technology and encouraged to be able to innovate in creating products. Automation in production activity will slowly replace human resource or labor, to face the current digital economy developing competent human resources will help an industry to improve company management through talent in collaborating to be competent in realizing optimal results (Sataloff et al., n.d.).

REFERENCES

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