INDONESIA'S MOVEMENT FORWARD GLOBALLY IN MAXIMUM QUALITY HUMAN RECORGES

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Indonesian business competition in the era of 4.0 has flocked to prepare to improve human resource development to advance in the global market. This is certainly a smart thing for company leaders to take new steps in the era of technological developments with shifting demographic patterns. That it will be experience changes in the science-based economy in increasing the urge to continue to innovate.

In the last 3 years, the Indonesian economy has grown to more than 5% and for Pandemic COVID-19 2020 will be at the 6% level. The government has committed to building the global competitiveness of the manufacturing industry in accelerating the implementation of industry 4.0. In the fourth wave of the industrial revolution era, it requires connections and interactions with integrated technology intervention, information and communication in order to achieve efficiency and product quality improvement of productivity. Business of towards competition in this global market is in the form of superiority in the use of technology that leads to efficiency. Industry 4.0 is characterized by the use of information technology, artificial intelligence, and automatic machines or vehicles since 2011.

In order to make a difference, the company is abandoning the old way of often going massive towards this point of efficiency. This new method that is applied requires a business transformation and a transformation of human resources. As in providing provision or training for skills to carry out work. There is also training for employees and development management with long-term training methods to facilitate solving problems that arise in the organization. It can be said that labor are associated with levels that need to be improved again and the levels that are not good must be repaired immediately. All of this is closely related to the level of labor satisfaction with a company which will include offering salaries, facilities, guarantees,

and a more competitive comfortable environment. In the sense that labor who will receive the offer only apply to employees who are competent in giving high commitment to their company.

This study focuses on the condition of human resources in Indonesia as natural objects where the researcher tries to interpret from the point of view of the phenomenon that develops in a company that makes it a key instrument. In qualitative research and a positive paradigm that rests on triangulation of data obtained from the collection of interview results, then observations, reviews of relevant company sources. So this is a phenomenon of achieving superior labor satisfaction performance in a company or organization. This certainly has a significant impact on business growth.

Indonesia's human development index (IPM) score in 2017 was 70.81 which can be said to be a high category because the score exceeds 70.00. However, there are still 18 provinces that have moderate and low scores. This is due to lack of control in terms of the quality of education due to difficult access, high infant mortality rates, government policies that have not prioritized human resource development. It can be said that this change in behavior and mindset will have an impact on improving the quality of teaching and learning. With this, it can be said that the current government is committed to work programs to reduce poverty, unemployment and income inequality. This is because the occurrence of fluctuations in commodity prices in recent years has had a direct impact on the number of poor people, especially in several areas that depend on commodities in 2017, this shows a decrease in the poverty rate of 26.58 million people.

In order to develop a uniqueness, a noble purpose that is more than money, power, and rank each individual must be given the opportunity and noble purpose. It can be said that creativity is an important aspect that must be embedded and developed in each individual in synergizing various solutions that will change and improve it. In a company or organization, motivation is necessary to encourage each individual to develop their skills, just as the embedded vision and mission will bring positive change dynamics. Human resource development at PT. Telkom, Tbk starts by building character, compensation, collaboration, and teamwork in order to generate new talents for success in the global market share. This must adhere to a commitment to improve the competence of their talents, namely by publishing ideas, innovation solutions that will be implemented in front of the regions as well as global managers that will be carried out. That way there is a very big opportunity for regional leaders to be promoted to become global leaders. Furthermore, at PT. PELINDO IV enhancement of

human resource empowerment begins through training programs and customer care officers that lead to strengthening corporate culture for behavior change and mindset. Then for companies at PT. ASTRA, Tbk employee development from the following aspects, namely through integrated talent management, assignments, coaching, and mentoring in order to improve leadership competencies. This is more commonly known as the Astra People Roadmap program which is based on the interests of the business unit and the interests of each individual. PT. Perkebunan Nusantara X or PTPN X continues to strive to increase productivity as well as human resource performance through the Management Trainee Program, Talent Management Program, and Integrated Precision Agriculture Development. This indicator will make the company more midrange and more efficient in the performance of PTPNX which is very good because it has been adjusted to its willingness, interest, and potential (Knowledge, Skills, and Attitudes).

Some of the examples that have been upheld above, of course, need to be in harmony with the target work unit in order to achieve proper cooperation between work units in other parts of the organization or company. That way, this aspect of motivation and innovation can further encourage employees to give their best performance which is expected to get compensation in accordance with the portion. The imbalance factor will not match the salary expectations obtained. This can be due to the factor of job satisfaction, a lifestyle that will determine the salary.

The combination of commitment and satisfaction can improve company performance, including employee productivity. Not only individuals, that companies must be transformed to seek innovation in making a leap of business improvement to be even better. That way in this work there is a certain meaning by increasing relationships with other people. In this era, of course, it will also allow a number of professions and jobs to be lost which will be replaced by the creation of artificial intelligence (automation) products from workers who have superior skills. This of course can change the mindset of the company and can improve the management of company assets. That way the company can work optimally in a performance capability development strategy in resource development management that will support a company.

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