Ujian Tengah Semester Ekonomi Sumber Daya Manusia

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How Indonesia Achieve a Globally Competitive Human

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. (Tayibnapis, 2018)

In the industrial era 4.0 this is an era where all companies or organizations must be preparing themselves to developing their human resources. Some global companies use a wide variety of businesses and strategies to keep their human resources ahead of others. In the 4.0 era this will definitely provide a different experience because in this industrial era the competition will be tighter and also difficult. Therefore, leaders and stakeholders of the company must always think how to maintain their human resources by innovating and competing globally. In addition, companies also need to personally shape the human resources they have through specialized training in order for them to become superior and competent individuals.

Human resource is one of the important aspects in the business of a company or organization. Without human resources a production process cannot run properly and perfectly. So this will trigger on the output or production output issued by the company. In building a competent human resource is the knowledge of the main thing needed in building or forming human resources that is innovating. Innovating is a form of readiness in building the business world and companies must prepare employees who excel and have a competitive spirit globally. In our country Indonesia is indispensable competitive human resources, because this increasingly sophisticated era makes the available human resources will certainly be replaced with machines that are considered more effective and efficient in the production process.

In addition to innovation, employee productivity is also associated with high competition between businesses because it all relates to the level of employee satisfaction provided by the company such as salary, good career guarantee, comfortable work environment and facilities of the company. Employee contributions or engagement are also influenced by factors such as superior behavior towards employees, as well as policies and compensation to employees. In the current global era, companies are required to be aware of changing situations and conditions, on the one hand companies must be able to achieve targets with more efficient methods to achieve the vision and mission that has been set. In each company also has a work culture that serves as a relationship agreement in the organization or company, therefore the corporate culture must be done to connect the movement for the company. Therefore, companies in the current industrial era 4.0 need to pay more attention to the employee acceptance system and provide strict selection related to the field of work that wants to apply, so that the employee can make an appropriate and appropriate contribution to the company. The things that can be given by the company in obtaining competitive employees is in the form of providing training, understanding related to the culture of the organization / company, and giving some awards or bonuses. This is done by the company to motivate employees to more better.

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 multi-dimensional ways. **(Tayibnapis, 2018)**

REFERENCES

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