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Indonesia's Efforts to Achieve Global Competitiveness by Increasing Human Resources

Human Resources is one of the key factors in economic reform, namely how to create quality, skilled and highly competitive human resources in global competition that we have been neglecting so far. Without realizing it, business competition in the industrial era 4.0 is currently getting tougher, where organizations and businessmen in Indonesia are busy preparing, especially those related to human resource development, to be ready to compete in the global era. Human resources play an important role in the success of a development process. Many global companies have made human resource development a key strategy to face global competition so as not to be drowned by the changing times.

Quality human resources are needed in realizing Indonesian people as a whole. Because quality human resources are needed to face the challenges of globalization. The existence of rapid technological advances, shifting demographic patterns, changing the economy to a knowledge base, and increasing the urge to innovate. This is why every company is required to have a high commitment in preparing and building competitive human resources and retaining talented employees. With technology we can communicate with anyone, anytime and anywhere. But behind the sophistication and changes that occur it can lead to inequality if we are not ready for change so that there can be cultural inequality which of course will harm us.

The Indonesian economy has grown by over 5% in the last 3 years. It is estimated that in 2020 the growth will reach 6% per year due to strong macroeconomic management, structural reforms, and the acceleration of several national strategic projects. In fact, the government has committed to building power in the global manufacturing industry in implementing industry 4.0. National industry urgently needs connectivity and interaction through integrated technology, information and communication that can be used throughout the chain to achieve efficiency and quality improvement.

Competitive advantage at present and in the future has become a necessity for every business actor when he wants to compete in the global market. This condition will encourage massive transformation. The transformation of human resources can make a company superior and win the competition. Now consumers are getting smarter in determining the product or service they want to buy. The only way for companies to maintain their existence and maintain the dominance of excellence in doing business is by transforming human resources. Transformation is the process of creating and a comprehensive process of change in the form, function or structure of a new organization. Transforming means doing new things that have never appeared or even thought about before. Human resources are the most important asset of the company. Many companies are competing to find the best seeds with high competence. Companies are even willing to invest a lot of money to hold training to improve employee welfare.

Ahmad Zafrullah Tayibnapis, Lucia Endang Wuryaningsih, Radita Gora argues that one of the determinants of being able to innovate endlessly is the readiness of the business world to build and prepare human resources that are superior and of global quality, in the sense of having talents with high competency standards in their respective fields. each and have a strong character that is able to compete at the global level. Indonesia desperately needs superior human resources as basic capital. A superior company is a company that is competitive and is always adaptive to change. It must be understood that in the midst of a business environment that is always changing and rapidly changing, only companies that are adaptive to change are able to survive in the global era, even grow and develop consistently. Transformation will run well if the company has a strong organizational culture (Ahmad Zafrullah Tayibnapis, Lucia Endang Wuryaningsih, Radita Gora, 2018).

Indonesia has weaknesses in three things, namely communication in English, innovative and entrepreneurial spirit, and finally soft skills which include an assessment of one's own abilities. World problems and increasingly complex national problems require us to always learn so as not to be stuttering about change. Human resource development in Indonesia includes the development of intelligence (IQ), social intelligence (EQ) and spiritual intelligence (SQ)

Human resources are a process of utilizing humans as human labor, so that their physical and psychological potentials function optimally for the achievement of organizational goals.

Quality human resources are needed in realizing Indonesian people as a whole. In an effort to increase human resources, everything can be started from ourselves, as young people can only carry out our obligations as well as our right to learn. Improving the quality of education in Indonesia also greatly affects the quality of human resources. For this reason, efforts to improve the quality of education must be carried out as a step towards the creation of a golden generation as quality human resources. With that, it can increase the level of Indonesian human resources in the labor competition in the current globalization era. In addition, we must also be more concerned and critical of everything that happens to the world around us.

Bibliography

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