

## IMPROVING THE QUALITY OF HUMAN RESOURCES FROM A SOCIO-ECONOMIC PERSPECTIVE IN THE GLOBALIZATION ERA

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**Abstract:** The article entitled improving the quality of human resources from a socio-economic perspective in the era of globalization discusses the relationship between theory and phenomena to improve the quality of human resources with the support of the phenomenon of globalization. Increasing competence in the era of globalization must be addressed from the right perspective, especially how the method or method of development is carried out so that human resources can develop and grow according to needs. The purpose of writing this article is to find out and find solutions in the future in terms of improving the quality of human resources, where in this article references to Giddens' theory are used which are closely related to the concept of globalization. This article uses literature that does not collect data directly, but with various references that support the writing of this article. Data collection was carried out by recording information from references related to this article and related themes according to the purpose of the article. The Human Resources Variable is expected to develop by the globalization era with the concept of HR development consisting of 2 (two) types, namely informal and formal HR development.

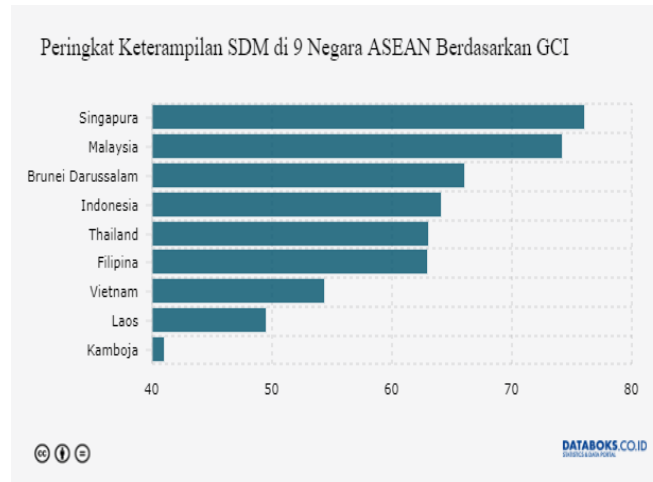
**Keywords:** Human Resources, Socio-Economy, Globalization

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### INTRODUCTION

Several indicators usually affect the quality of a person or group of people or if we look at it from an efficiency and productivity perspective we will call it human resources. This article looks at a characteristic of resources related to the process of creating a human quality regardless of whether it is good or not, because not all indicators or causal factors in all aspects can improve the quality of human resources. Not a few internal and external indicators can worsen the productivity of a person or group. Such as social environmental factors, work environment, co-workers or if you look at it from an organizational point of view, compensation appears which will logically affect the motivation and performance of its employees. This article tries to look at the phenomenon of human resources in terms of consistency in work processes. This is inseparable from how we see the problems associated with it. It could be in the activities of an organization or it could also be in an external perspective, namely the quality of human resources outside the organization.

So, from that allow me to issue a little idea about it. Hopefully, this article in the future can be at least useful for improving the quality of human resources.



**Figure 1. HR Quality Data in ASEAN**

Source: News Tempo

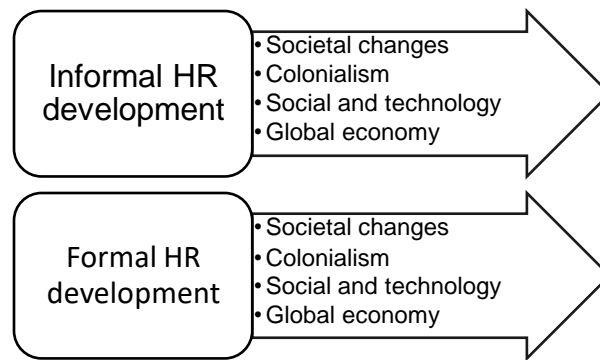
In certain phenomena, the social sector is the beginning of the output of the economic sector, where the inhibiting factors for HR development include social obstacles such as the social or social environment or surroundings, the work environment, or co-worker relationships which will result in less than optimal performance as well. A performance will affect the welfare of a person or group (economic sector).

The title of this article is Improving the Quality of Human Resources in a Socio-Economic Perspective in the Era of Globalization. The socio-economic sector will later be linked to the theory of human resource enhancement. In short, this article discusses how later if humans can achieve their potential sufficiently and even maximally, it will have an impact on the success of the social and economic sectors, at least in their respective regions. A little reminder of Victor Vroom's Expectancy theory, which states that the strength of the tendency to act in a certain way depends on the strength of the expectation that the action will be followed by a certain output and its attractiveness to the individual. These expectations must of course be accompanied by factual actions related to related sectors, namely social and economic. A little writing about the theory of hope above hopefully strengthens the argument about the importance of improving the quality of human resources, that an individual or group has a tendency to excel when they have hope in themselves. Later this hope will become a force in the implementation of improving the quality of human resources. The foundation of a program must be owned by every person. The theory emphasizes the importance of expectations or hopes in quality improvement. In the next chapter we will discuss the improvement of human resources, especially in its output in the social and economic sectors.

## METHODS

The concept of human resource development can be analyzed descriptively. This article intends to measure descriptively how the development method and outcomes will be obtained when the concept of human resource development is connected with the concept of globalization.

The conceptual framework for this concept can be seen in the following figure.



**Figure 2. Framework of Mind**  
Source: processed by the author

Human Resources are objects that essentially adapt to the environment. In certain phenomena, the environment can determine how HR can develop and how big the development is. Globalization is a flow of change, which used to be a concept of traditional activities until now with the concept of modern activities with the support of technology and information. This means that the HR development process is a method that can change over time. If HR processes are in the era of globalization, then the HR must follow the concept of globalization which tends to apply modernization style in its development process.

## RESULTS AND DISCUSSION

### Supporting and inhibiting factors for improving the quality of human resources in the socio-economic sector

To improve the quality of Human Resources so that they are efficient for the economic sector, there must be community economic empowerment. Community economic empowerment is an effort to build people's efforts in the economy.

According to Soetomo (2014), Empowerment is an effort to change a condition of a society whose standard of living is relatively low towards a better or higher standard of living in the economic, socio-cultural, and political sectors. According to him, economic empowerment can produce welfare where this welfare is the ideal or dream of everyone in every country and the living conditions of a prosperous society and state are idealized.

According to Hutom(2000), there are several supporting factors that can make the community's economic empowerment happen, including:

a. Human resources

Human resource development is an important component of every economic empowerment program. Human resources are the most fundamental element in strengthening the economic sector.

b. Natural resources

Natural resources are one of the most important development resources in economic empowerment that can be used to meet needs and improve people's living standards.

c. Capital

Capital is one aspect of the problems faced by society in general. Some things need to be observed in terms of capital, namely how the provision of capital does not create dependence on the community and can support micro, small, and medium enterprises so that they develop in a good direction. In this case, it is discussed that a fairly good way to facilitate capital problems is by guaranteeing credit at existing financial institutions and or subsidizing interest on loans at financial institutions.

d. Production and marketing infrastructure

Production and marketing infrastructure is needed to drive productivity and business growth. If production results are not marketed, the business will be in vain. Availability of marketing infrastructure such as means of transportation from production locations to markets will reduce the marketing chain and ultimately increase the acceptance of the community and micro, small and medium enterprises.

**Development of human resources connected with its implementation in the era of globalization**

According to Hasibuan (2008) the types of HR development are divided into 2 (two), that is :

1. Informal Development

Informal development, namely employees of their own will and efforts to train and develop themselves by studying literature books that have to do with work or position. Informal development shows that the employee is eager to progress by increasing his work ability. This is beneficial for the company because the work productivity of the employees is getting bigger, besides the efficiency and productivity are also getting better.

2. Formal Development

Formal development, namely employees assigned by the company to attend education or training, both carried out by the company and carried out by educational or training institutions. Formal development is carried out in the company due to current or future job demands which are non-career in nature or an employee's career advancement. Training and development do require quite a large amount of money, but the investment in the human sector (human investment) will ultimately contribute to very high productivity for the organization or company. For this reason, the organization or company will certainly reap multiple profits in the future.

The era of globalization is a time when most of the important elements in the economic and social sectors can be reached and processed through worldwide global generalizations or in other words, more elements from outside are involved, be it foreign communities or digitalized technological competition. So there is a connection between human resource development and globalization. Epistemologically, the Human Resources that are developed will be able to grow competencies where the competencies in question are competencies in the skills of using technology and digitalization.

**Informal development related to the concept of Anthony Giddens**

If theoretically the development of human resources informally can benefit every organization that deals with employees with such an attitude, then the authors analyze what are the elements that are developed by these human resources. According to Selo Soemarjan(2009), Globalization is the formation of a system of communication and organization between people around the world to follow the same system and rules.

Globalization According to Anthony Giddens. The theory of globalization, which was formulated by a sociologist from England, is often quoted. Anthony Giddens defines globalization as an interdependent state of individuals, groups of people, and countries. Giddens also agrees that globalization is synonymous with global economic phenomena involving transnational companies.

According to Giddens, there are at least 4 (four) factors driving globalization, namely:

a. Community change.

Giddens argues that globalization occurs because the world order continues to change. As all societies will continue to experience change, so will the world. Among the main factors driving change is industrialization.

In the concept of Informal HR Development, it is said that human resources (employees) are always trying to develop through their abilities both in the literature or other sources of knowledge. However, what remains to be a concern of the informal concept is that the world order will always develop in a more modern direction. Industrialization is the main focus of the development of the world order in the sense that a growing industrial sector will cause a change in the world order to an industrial direction from traditional to modern. Industry is a development concept with a locus of machine utilization and technological progress so human resources with an informal concept require literacy that must not be out of date (such as adequate books and internet connection) to continue to be able to compete globally.

So, to develop the quality of human resources, human resources with informal character development must carry out personal character development to adapt to the environment. Informal human resources will be able to make changes independently to strengthen character to keep up with the changes in industrialized society.

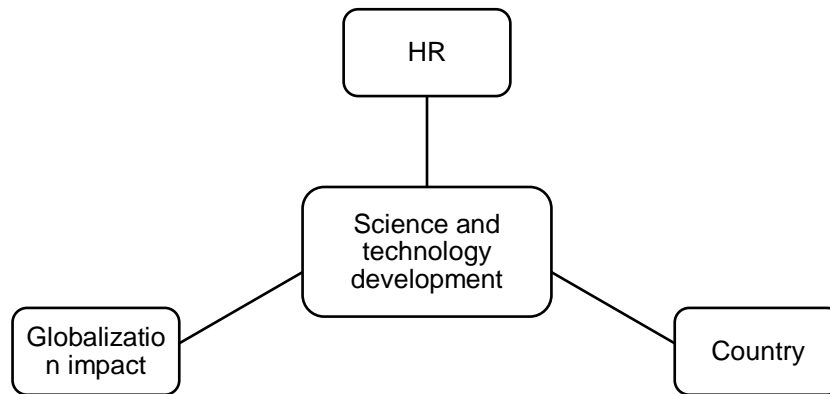
- b. Another factor driving the change in the world towards globalization is colonialism.

Colonization by Western countries, according to Giddens, has divided the world's countries into 4 categories based on the quality of their development, namely first, second, third world countries and New Industrializing Societies (NICs) or newly industrialized countries.

The concept of informal human resource development can occur by various factors. One factor that is very influential developers is experience. With experience, an employee or group of employees certainly has the capital to have more initiative in the process of working in an organization. If there is a connection between colonialism, the experience at that time becomes a valuable lesson for employees or employees who have a sense of belonging to one another. Indonesia is also a European colony. With this experience, employees and employees who have an informal concept in the work process will have more willingness and ability compared to other employees. Because employees with an informal concept will be more motivated by knowledge of the country's history.

- c. Advances in Science and Technology (IPTEK).

The beginning of the progress of science and technology was marked by the emergence of telecommunications equipment that utilized analog signals and cables. Communication tools continue to develop into various types of cell phones that exist today. According to Giddens, society is becoming more connected thanks to advances in communication and information technology. Another technological invention that connects people from all over is the internet. Through the internet, people in various parts of the world can exchange information in a fast time. The use of the internet is also rapidly expanding to all corners of the world.



**Figure 3. Science and technology development**

Source: processed by the author

Indicator analysis Science and technology seen more from the change approach. The change from the use of technology is still traditional to modern digitalization. Human resources in an informal concept do have the ability to adapt to the environment but the process of changing towards modernity must still pay attention to local wisdom.

d. Global Economy

Giddens assesses that globalization is synonymous with global economic phenomena. Trade takes place between countries through giant companies. The company produces goods that are consumed by people in various countries. Analysis of the global economic sector is closely related to informal human resource development. In this case, Human Resources who get support from the organization will be required to always be able to adapt to global economic phenomena. The global economy is always universal in the sense that an economy like this is synonymous with freedom of competition and even a capitalist approach can occur. On the one hand, it is certainly very possible for informal human resources to always participate in improving the economy, especially from a capital perspective, so that it has positive implications for accelerating development.

**Development Formally Linked to the Anthony Giddens Concept.**

a. Community Change

Changes in society show that globalization always indicates a dynamic society. Dynamic means intentionally or naturally changing to a more advanced civilization. In this case, what is meant is dynamic in the sense of progressive or progress. Change must occur in the social order. However, society expects progressive changes, towards goodness, more prosperous from time to time, and more advanced in socio-economic aspects.

The relationship between societal change and the concept of formal human resource development lies in how employees (HR) can be trained and educated by agencies towards change by adapting to the times. This is related to training, employee competency, and even the influence of the HR environment.

In the case of Training, this training is something that requires a process, where the process is systematic that teaches or improves knowledge, skills and attitudes, and specific behaviors related to work so that employees are more skilled, have better responsibilities and better performance. According to Sulistiyani and Rosidah (2010), job

training is a systematic process of changing the behavior of employees in a direction to improve organizational goals to maintain, maintain, nurturing employees and simultaneously increase the skills of employees to be able to improve their performance.

The following table describes an example of human resource development through training in the context of basic training for prospective civil servants. According to LAN RI, basic training for prospective civil servants (Latsar CPSN) is education and training in a probationary period which is carried out through an integrated training process to produce civil servants with character based on ASN (state civil apparatus) core values.

**Table 1. Subjects of Basic Training for Prospective Civil Servants 2023**

<b>Agenda</b>	<b>Training</b>
Pancasila leadership	a. Pancasila leadership national insight b. Defend the country, Pancasila leadership
Performance Leadership	a. Public sector change management b. Transformational leadership c. Work network d. Effective communication
Work management	a. Performance accountability b. Institutional relations c. Digital organization d. Work management e. Service work standards f. Budget management g. risk management
Leadership Actualization	a. Organizational performance field studies b. Organizational performance change action

Source: LAN RI

The ASN agenda above shows that ASN training has an agenda that is expected to create jobs and quality human resources. Some of the ASN agendas include the policy management agenda, collaborative change management agenda, self mastery agenda, collaborative leadership actualization, and collaborative leaders.

So, an indicator of social change it is connected with the concept of formal HR development, namely the substance of goals with the direction of changing the quality of HR, especially decision-making wisdom and leadership with training methods ranging from basic training to deepening core values.

#### b. Colonialism

In the article written by Shabrina Alfariin Colonialism and Imperialism (2022) colonialism comes from the Latin "colonia" which means land, residential land, or colony. In terms of colonialism is an effort made to expand the territory by the ruling countries to control an area to obtain resources.

##### Types of Colonialism

- Exploitation colony: depletes the colony's resources.
- Population colonies: done by expelling or eliminating residents in an area.



In the article, it is explained that the purpose of colonization is to control and expand the territory. That way the colonizing country is getting stronger by controlling vital or strategic places from somewhere.

Analysis of formal human resource development in terms of colonialism lies in how human resources can become agents of change due to the impact of colonialism. Hasibuan (2005) says that human resource development is an attempt to improve the theoretical, conceptual, and moral technical skills of employees to the needs of the job or position through education and training. So, a predevelopment in the form of training that produces work experience will create changes in the quality of the human resources sector in a better direction.

c. Advancement of science and technology

Human resource development is the process of developing the quality of human resources by balancing skills and competencies that are closer to the progress of science and technology. This urgency includes priorities to improve competency. Along with developments, progress in science and technology must also be achieved due to the unavoidable competitive factor. According to Muchlisin Riadi in his article entitled Technological Pedagogical and Content Knowledge, there is an important definition of one of the science and technology indicators, namely Technology Knowledge. Technology Knowledge is knowledge about how to use technology. This understanding aims to take advantage of information technology which is increasingly developing rapidly in a more modern and sophisticated direction. Teacher understanding related to technology knowledge, namely how to use computer software and hardware, projectors, and other technologies related to educational purposes. The application of Kindergarten in the learning process is the teacher's ability to utilize technology as a learning medium, looking for references and learning resources.

Teachers are not the only ones who will be able to implement Technology Knowledge proficiently. However, the output to be achieved is that students and teachers can use Technology Knowledge together. The practical solution in this indicator is to increase the creativity of the education system which provides adequate facilities for the use of science and technology. Because in reality this world cannot be separated from the rapid development of technology. So, a movement to improve technology is a mandatory and commonplace thing to do for formal Human Resource development.

d. Global Economy

It has been explained previously that Giddens's global economy views globalization as synonymous with global economic phenomena. Trade takes place between countries through giant companies. The company produces goods that are consumed by people in various countries.

According to Helena, Ras, and Rohimah, Ima (2019: 8) Economic and financial revival in Asia Pacific is the main driver of world revival. This makes Asia Pacific a new power in the global constellation. And in this process, there is a power struggle between America and China. According to him, China has reformed its macro economy in the Deng Xiaoping era with a different system, namely capitalism in its foreign economy. This new power emerged following the rise of globalization which resulted in shifts and changes in world ideology which became the basis for creating the struggles of capitalism, colonialism, and imperialism.

The global economy that gave rise to capitalist competition is still ongoing today and will even continue to develop from time to time. The question now is whether these changes require the same human resources as before. The era of globalization requires competent human resources who have specific abilities. These areas are related to the



global economy. First, the vision of the global economy itself must be formulated in general terms. If the global economy has a positive impact on people's welfare, then the formulation of policies to grow the global economy will be of great urgency.

According to Fatimatuazzahro, in a Sociology article entitled *The Positive and Negative Impacts of Globalization* (2021), the positive impacts of globalization on the economy are explained, including:

1. Increase economic growth.
2. Worker welfare increases.
3. Creation of e-Commerce business.
4. Increasing the value of exports and imports.



**Figure 4. Global Economic Growth Projection**

Source : IMF, World Economic Outlook 2021

Formal HR development requires the right facilities. For example, in strengthening the e-commerce sector, it is necessary to promote system changes in institutions. This is done to simplify and speed up the process of achieving goals with the means or media of utilizing technological advances. Speed is the main thing in the use of technology.

The global economy is a phenomenon that greatly helps improve people's welfare if it is carried out according to needs. A public service system that has implemented a modern system will help close loopholes in corruption and streamline obsolete bureaucracy. Therefore, global economic indicators greatly determine the condition of human resources. HR that is developed towards modernization with digital training methods will be able to reduce waste of the government spending budget by saving time and work efficiency.

## CONCLUSION

The development of the quality of human resources in the socio-economic sector have supporting factors, namely human resources, natural resources, capital, production and marketing infrastructure. To improve the quality of human resources so that they are efficient for the economic sector, there must be community economic empowerment. Community economic empowerment is an effort to build people's efforts in the economy. The development of human resources associated with implementation in the era of globalization is divided into two, namely informal and formal. Informal development, namely employees of their own will and effort to train and develop themselves by studying literature books that have to do with work or position. Formal development, namely employees assigned by the company to attend education or training, both carried out by the company and carried out by educational or training institutions. There are four factors driving globalization, namely changes in society, colonialism, science and technology and the global economy.

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