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ANALYSIS OF IMPROVING INDONESIAN HUMAN RESOURCES QUALITY TO PROMOTE STATE ECONOMIC GROWTH

Rasmulia Sembiring*

*Department management,
Universitas Methodist
Indonesia*

ORCID ID: 0000-0002-1611-9183

Sunday Ade Sitorus

*Department Management,
Stie Itmi Medan*

ORCID ID: 0000-0003-3107-5534

**Corresponding author email: rasmuliaumi@gmail.com*

Abstract. Indonesian human resources have decreased slightly in the last five years. Apart from the Covid-19 pandemic hitting the world of work, the existing human resources do not have good quality. When the Covid-19 pandemic occur, some human resources without competence their expertise are less innovative in creating novel things that can encourage Indonesia to increase economic growth during the Covid-19 Pandemic. In addition, Indonesian human resources lack integrity, so they are unable to improve their abilities during the pandemic and are not trusted by several parties in producing useful products to increase the country's economic growth.

This research employed a descriptive quantitative through multiple linear regression analysis using SPSS 22. The population of this study involved 128,454 workforces in Indonesia. This study used purposive sampling technique to take samples consisting of 100 workers through the distribution of questionnaires to test whether there was an influence of the characteristics of high-quality human resources on the human resources quality in promoting the increase in the state economic growth. Based on the partial hypothesis, the analysis results showed that partially and simultaneously, the variables of Human Resources' creativities, Human Resources' innovation, and Human Resources with integrity had a positive and significant impact on improving the quality of Human Resources in escalating Indonesian economic growth.

Key words: human resources management, promote, quality, economic growth.

JEL Classification: M12, O10, O15.

INTRODUCTION

As one of the developing countries, Indonesia is the 4th country having the highest population in the world after China, the United States of America, and India. However, Indonesia is lacking human resources with excellent capabilities since they are not empowered properly by the state. This causes the human resources to lose their role to participate in supporting the country to encourage economic growth. Meanwhile, the progress of a country relies on not only natural resources but also human resources in processing natural resources into valuable and beneficial goods. Human resources that can improve their ability will support the country to escalate economic growth should be high quality. However, in Indonesia, the human resources in 2016-2020, could

not upgrade their capabilities in terms of competence, expertise, skills, and innovation, and the ability to assist Indonesian in competing with other countries in creating new products useable by the state to increase its income (GDP), thereby escalating the state economic growth. The increase in the number of Indonesian workers/human resources (HR) in the last five years compared to the state economic growth is presented in Table 1.

Table 1

Total Number of Indonesian Workers (HR) Compared to the State Economic Growth in 2016-2020

No	Year	The Number of Indonesian (People)	Indonesian Economic Growth (%)
1	2016	118,412	5.03
2	2017	121,022	5.07
3	2018	126,282	5.17
4	2019	128,755	5.02
5	2020	128,454	-2.07

Source: Central Bureau of Statistics, 2020

Based on Table 1, the number of productive workers (HR) in the last five years has decreased slightly. Apart from the Covid-19 pandemic hitting the world of work, the existing human resources do not have good quality. When the Covid-19 pandemic occur, some HR without competence their expertise are less innovative in creating novel things that can encourage Indonesia to increase economic growth during the Covid-19 Pandemic. In addition, Indonesian human resources lack integrity, so they are unable to improve their abilities during the pandemic and are not trusted by several parties in producing useful products to increase the country's economic growth.

LITERATURE REVIEW

HUMAN RESOURCES' CREATIVITIES

Campbell (2017), creativity is an ability to create new, innovative, unprecedented, interesting, uniques results useful for society. Sari (2020), creativity is an ability to solve problems leading individuals to create original/adaptive ideas for their full usefulness in developing and creating novel things beneficial for the community. Purnomo (2016), creative human resources have the following characteristics: Having lots of ideas to be changed into a form useable by many people, Loving new challenges and things they never experience, Having the soul and ability to take advantage of something useful for the community, nation, and state, Being professional and responsible for their works that useful for society.

HUMAN RESOURCES' INNOVATION

Lestari (2019), innovation is an idea that is put forward and then created into real things. Nasution and Kertajaya (2018), innovation is a process of developing ideas that have been conveyed by producing and controlling what has been developed, then controlling so that the

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products are useful for the community. Larasati (2018), a good HR development is innovative HR, while the characteristics of innovative HR are as follows: Persistent or active in developing ideas and creating novel things, Always looking forward to the coming of changes, Always experimenting in creating something.

HUMAN RESOURCES WITH INTEGRITY

Afandi (2018), human resources with integrity are the ones with honesty who uphold good and undeviating things and do not easily hesitate when something is not following their beliefs. Handoko (2011), human resources with integrity are the ones who always believe in what they have done, regardless of the bad things they do not believe in. Larasati (2018), good human resources are those having integrity and the following characteristics: Honest and trustworthy, Committed to what they do, Fulfilling all words and deeds, Having the life principles.

HUMAN RESOURCES QUALITY

Handoko (2011), high-quality human resources are the ones having competence, talent, and vision for the future, being creative and innovative, and they can be empowered to create everything beneficial to society. Afandi (2018), high-quality human resources are the ones having honesty, integrity, leadership, nurturing spirit, ethics, and creativity in conducting things useful for many people. Larasati (2018), the characteristics of high-quality human resources are as follows: Diligent and persistent, Creative and innovative, Having integrity, Having a vision for the future, Loyal.

METHODOLOGY

This research employed a descriptive quantitative research method. Indrawan (2016), a quantitative descriptive method explains the problems existing around then looks for answers through hypotheses comparing whether one or several variables influence each other. The quantitative descriptive data analysis was carried out by using multiple linear regression analysis, where Rukajat (2015), this analysis states that there is an influence of one variable on other variables.. The population of this study involved 128,454 workforces in Indonesia. Besides, this research used the purposive sampling technique, where Hamidi (2010), by this technique, the samples are taken based on occurring conditions. In this study, the selected 100 samples represented employees working in five-star hotels in Indonesia with certain characteristics. Those samples were chosen through the distribution of questionnaires to test whether there was an effect of the characteristics of high-quality human resources on the quality of human resources in promoting the increase in the state economic growth.

RESULT AND DISCUSSION

The Effects of HR's Creativity, HR's Innovation, and HR with Integrity on the HR Quality in Promoting the Increase in Economic Growth

Analysis of Multiple Linear Regression Equation

Table 2

Multiple Linear Regression Equation

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16.455	8.561		1.650	.004		
	X1 (HR's Creativity)	.122	.216	.219	6.489	.001	.964	1.135
	X2 (HR's Innovation)	.107	.123	.112	3.066	.000	.962	1.049
	X3 (HR with Integrity)	.403	.611	.203	4.126	.002	.975	1.205

a. Dependent Variable: Y

Source: Data Processing (SPSS), 2020

Based on Table 2, the results of the linear regression equation are as follows:

$$Y = 16.455 + 0.122X_1 + 0.107X_2 + 0.403X_3$$

The value of the regression coefficient X1 for HR's creativity is 0.122. It indicated that HR's creativity had a positive and significant effect on the quality of HR in promoting the increase in the economic growth, where the better the HR's creativity of HR, the quality of the HR in promoting the increase in economic growth in Indonesia improved by 0.122%. The value of the regression coefficient X2 for HR's innovation is 0.107. It showed that HR's innovation positively and significantly impacted the quality of HR in promoting economic growth, where the better the innovations made by human resources, the better the quality of human resources in promoting economic growth in Indonesia. Indonesia by 0.107%. The value of the regression coefficient X3 for the HR with integrity is 0.403. It meant that the HR with integrity positively and significantly affected the quality of human resources in promoting economic growth, where the better the integrity of Indonesian human resources, the quality of human resources in increasing Indonesian economic growth improved by 0.403%.

Determination Coefficient (R²)

Table 3

Results of Determination Coefficient Test

Model Summary ^b										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Coefficients					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.788 ^a	.786	.845	5.34560	.786	4.678	4	95	.000	2.057

a. Predictors: (Constant), X4, X2, X3, X1

b. Dependent Variable: Y

Source: Data Processing (SPSS), 2020

Based on Table 3, the value of the determination coefficient value (Adjusted R Square) is 0.845. It revealed that 84.5% of HR's creativity, HR's innovation, and HR with integrity strongly influenced the improvement of HR quality in escalating Indonesian economic growth, while the remaining 15.5% were affected by other variables not discussed in this study.

Simultaneous Hypothesis Test

Table 4

Results of Simultaneous Test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	265.355	4	57.490	5.656	.002 ^b
	Residual	2756.245	95	17.695		
	Total	2464.560	99			
a. Dependent Variable: Y						
b. Predictors: (Constant), X4, X2, X3, X1						

Source: Data Processing (SPSS), 2020

Table 4 presents the F-table value is 5.656 higher than the F-count value of 2.47. In other words, simultaneously, HR's creativity, HR's innovation, and HR with integrity have a positive and significant effect on improving the HR quality in increasing Indonesian economic growth.

Partial Hypothesis Test

Table 5

Results of Partial Test

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics	
		B	Std. Error				Tolerance	VIF
1	(Constant)	16.455	8.561		1.650	.004		
	X1 (HR's creativity)	.122	.216	.219	6.489	.001	.964	1.135
	X2 (HR's Innovation)	.107	.123	.112	3.066	.000	.962	1.049
	X3 (HR with Integrity)	.403	.611	.203	4.126	.002	.975	1.205
a. Dependent Variable: Y								

Source: Data Processing (SPSS), 2020

Based on Table 5, HR's creativity, HR's innovation, and HR with integrity positively and significantly affected the improvement of HR's quality in promoting Indonesian economic growth. This can be proven by the t-value of the three variables, namely 6.489 (X_1), 3.066 (X_2), and 4.126 (X_3) higher than the t-table value of 1.661.

CONCLUSION

Based on the research analysis results, the researcher comprehensively concluded as follows: Human resources' creativity had a positive and significant effect on the improvement of the HR quality in promoting Indonesian economic growth. Human resources' innovation positively and significantly impacted the improvement of the HR quality in increasing Indonesian economic growth. Human resources with integrity negatively affected the improvement of the HR quality in escalating Indonesian economic growth. Human resources' creativity, HR's innovation, and HR with integrity had a positive and significant effect on the improvement of HR quality in enhancing Indonesian economic growth.

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АНАЛІЗ ПІДВИЩЕННЯ ЯКОСТІ ЛЮДСЬКИХ РЕСУРСІВ ІНДОНЕЗІЇ ДЛЯ СПРИЯННЯ ДЕРЖАВНОМУ ЕКОНОМІЧНОМУ РОЗВИТКУ

Rasmulia Sembiring
*Department management, Universitas
Methodist
Indonesia*

Sunday Ade Sitorus
*Department Management,
Stie Itmi Medan*

Аналіз трудових ресурсів Індонезії показав, що вони зменшилися протягом останніх п'яти років. Крім пандемії Covid-19, що вразила сферу праці, наявні людські ресурси мають недостатні якісні показники. Під час пандемії Covid-19 трудові ресурси можуть спонукати Індонезію до прискорення економічного зростання під час пандемії Covid-19. Крім того, індонезійським трудовим ресурсам бракує цілісності, тому вони не можуть покращити свої здібності під час пандемії, і деякі сторони не довіряють їм у виробництві корисних продуктів, що сприяють економічному зростанню країни.

У цьому дослідженні використовувався описовий кількісний аналіз за допомогою множинного лінійного регресійного аналізу з використанням SPSS 22. Статистика цього дослідження включала 128454 робітників з Індонезії. У цьому дослідженні використовувалася методика цілеспрямованої вибірки для відбору вибірок, що складаються з 100 робочих, шляхом розповсюдження анкет, щоб перевірити, чи вплив характеристик високоякісних трудових ресурсів на якість персоналу у сприянні прискорення економічного зростання. Грунтуючись на частковій гіпотезі, результати аналізу показали, що частково і одночасно такі змінні, як креативність трудових ресурсів, інновації та цілісність трудових ресурсів, вплинули на підвищення якості персоналу в процесі ескалації економіки Індонезії.

Ключові слова: управління трудовими ресурсами, просування, якість, економічне зростання.

АНАЛИЗ ПОВЫШЕНИЯ КАЧЕСТВА ТРУДОВЫХ РЕСУРСОВ ИНДОНЕЗИИ ДЛЯ СОДЕЙСТВИЯ ГОСУДАРСТВЕННОМУ ЭКОНОМИЧЕСКОМУ РАЗВИТИЮ

Rasmulia Sembiring
*Department management, Universitas
Methodist
Indonesia*

Sunday Ade Sitorus
Department Management, Stie Itmi Medan

Анализ трудовых ресурсов Индонезии показал, что они уменьшились за последние пять лет. Помимо пандемии Covid-19, поразившей сферу труда, существующие человеческие ресурсы имеют недостаточные качественные показатели. Во время пандемии Covid-19, трудовые ресурсы могут побудить Индонезию к ускорению экономического роста во время пандемии Covid-19. Кроме того, индонезийским трудовым ресурсам не хватает целостности, поэтому они не могут улучшить свои способности во время пандемии, и некоторые стороны не доверяют им в производстве полезных продуктов, способствующих экономическому росту страны.

В этом исследовании использовался описательный количественный анализ с помощью множественного линейного регрессионного анализа с использованием SPSS 22. Статистика этого исследования включала 128 454 рабочих из Индонезии. В этом исследовании использовалась методика целенаправленной выборки для отбора выборок, состоящих из 100 рабочих, путем распространения анкет, чтобы проверить, было ли влияние характеристик высококачественных трудовых ресурсов на качество персонала в содействии

ускорения экономического роста. Основываясь на частичной гипотезе, результаты анализа показали, что частично и одновременно такие переменные, как креативность трудовых ресурсов, инновации и целостность трудовых ресурсов, оказали положительное и значительное влияние на повышение качества персонала в процессе эскалации экономики Индонезии.

Ключевые слова: управление трудовыми ресурсами, продвижение, качество, экономический рост.