

Superior HR for Advanced Indonesia

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ABSTRACT

Studies References this conducted for now: Analysis creation Source power man superior in Indonesia. In this study, the method used is qualitative with a library study approach research). The results of the research show that: there are two kinds of superior Human Resources, namely 1) individualistic excellence which is considered as a reflection of human greed because his superiority is used for himself and his personal satisfaction, and 2) participatory excellence which develops the principles of fair competition to find ways, process and result best

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1. INTRODUCTION

Human Resources (HR) superior with quality which tall become a demand for every organization or company to be able to achieve the goals set. Various kinds of aspects that can affect in achieving superior human resources, namely aspect individual, group aspects and organizational system aspects.

Individual aspects that can improve the quality of human resources and have an impact on performance are individual abilities, job satisfaction and organizational commitment [1].

Ability is an individual activity to carry out various tasks in a particular job [1] which is distinguished by intellectual abilities and physical abilities. Intellectual ability is an individual's capacity to carry out mental activities, while physical ability is the ability to carry out tasks that require stamina, skill and similar characteristics.

Technical or functional capabilities. Knowledge and skills possessed by individuals will direct behavior. Meanwhile, behavior will produce performance [2]. The ability (knowledge and skills) possessed by someone in carrying out work will encourage them to perform superior (superior performance). [1], stated performance = abilities x motivation. From this formulation it can be seen that performance is determined by ability and motivation. Thus, there is a relationship between individual abilities and performance, so that the first hypothesis can be formulated.

Commitment affects performance can be proven through effort and commitment so that empirical relationships can be understood between work-related commitments and performance-related commitments. Employee commitment to the organization will affect employee performance because the higher the employee's commitment to his work, the better his performance will be. Research on the relationship between organizational commitment and performance was carried out by [3] and [4].

Performance measurement indicators are the quantity of work, quality of work,

work time and cooperation with colleagues [5]. Performance is related to the quality of services provided. Employees with high performance will be able to provide excellent service. [6] states that in providing excellent service, attention must be paid to speed, accuracy, friendliness and comfort so as to improve service quality performance (service quality performance).

2. METHODS

This research is a literature study review) is a seek and summarize a number of literature empirical appropriate and relevant theme. The literature used is in the form of books, scientific articles derived from international journals ional and national. Literature which I digu food is literature relevant to this study and has been printed or published an. The use of inclusion and exclusion criteria throughout the literature is a method the selection.

3. RESULTS AND DISCUSSION

3.1 *Definition of Human Resources (HR)*

Human resources are all the potential that exists in humans is good in the form of mind, energy, skills, emotions, and so on that can be used either for himself nor for organization or company [7]. HR is the design of formal systems within an organization to ensure the effective and efficient use of human talent to achieve organizational goals [8]. HR is an integrated ability of the mind and physical power possessed by individuals. Behavior and characteristics are determined by heredity and environment, while work performance is motivated by the desire to fulfill his satisfaction [9]. From the definition above, we can conclude that human resources are all the potential that humans have in the form of thought, energy, skills, emotions, and other potentials that can be used effectively and efficiently to fulfill their own desires or to achieve organizational or corporate goals.

3.2 *Excellent Human Resources (HR).*

The definition of superior is a professional individual in the sense of being honest, responsible, trustworthy and work-oriented. This definition can be explained as follows:

- a. An honest employee is an individual who never wants to commit any kind of fraud, such as corruption, lying, badmouthing co-workers, discriminating or acting that can harm other people and the company, and taking actions that are detrimental others.
- b. A responsible worker is an individual who always admits the mistakes he has made, is willing to take the blame, wants to correct mistakes and always works hard with all his might heart.
- c. A trustworthy worker is an individual who always carries out his duties and complies with the rules/ regulations that apply.

Workers who are always work-oriented are individuals who always innovate in the work they do.

Performance

Performance is basically what employees do or don't do. Employee performance is what affects how much they contribute to the organization. Performance improvement for both individuals and groups is the center of attention in efforts to improve organizational performance [8].

Definition of work performance or achievement given a limit by [10] as one's success in carry out a job. Even more assertive Lawler and Porter stated that the performance was " successful roles achievement "that is obtained by someone from his actions. Performance is the result of work that has been achieved by someone. [11] says that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. In line with Suhendi's statement and [12] performance is the result of work achieved by individuals in accordance with their roles or duties within a certain period, which is related to certain values or standards from the organization where the individual is work.

Performance assessment

Performance appraisal is one of the important tasks to be carried out by a

manager or leader. Nevertheless, implementing an objective performance is not a simple task. Rating must be removed with " like and dislike " from the assessor, so that the objectivity of the assessment can be maintained. Purpose of doing evaluation performance in a manner general purpose is to provide feedback to employees in an effort to improve their performance and increasing organizational productivity, especially with regard to policies towards employees such as for promotion purposes, salary increases, education and training. Right now this with environment business the dynamic nature of performance appraisal is something which very means for organization. Data or information about employee performance consists of two categories [8] : 1. Information based on characteristics such as a pleasant personality, initiative or creativity and maybe a little effect on a particular job. 2. Information based on behavior focuses on specific behaviors that value job success.

3.3 Superior Kind of Humans

a. Superiority individualistic

Explanation of individualistic excellence is a superior human but this advantage is only for self-interest. The advantage he gets is devoted to collecting possessions for his own satisfaction (Hedonism) or even to cultivate power. Humans who excel individually viz greedy humans, who kill each other.

b. Superiority participatory

As for the explanation of participatory advantages, superior humans is a human being who participates actively in it competition which healthy for looking for that best from which good. Superiority This in itself has the obligation to explore and develop all individual potentials to be used in a life full of competition which is getting more and more terrible. Competition doesn't mean turning off sesa ma humans, but the advantages that are lacking owned and developed by someone there propose to achieve greater profits because we know Public now the longer the better quality.

With this Inclusive inside This participatory superior human development is

the cultivation of cooperation in a more advanced sense helping the weak and so on so that those who are talented will develop higher while the weak will the longer it gets empowered to get it participate in the life full of competition.

The Traits of Participatory Excellence Development

- a. Ability to develop cooperative networks (network). Networking is increasingly needed because humans no longer live separately but are related to one another. Aren't humans of this century living in a world without barriers? Therefore the man of the century is people who are experts and experienced in net working. Then the world of free trade will run smoother if there is net working. However, if there is no net working, there will be market expansion difficult.
- b. Collaboration (team work). Everyone in this century's society has the same opportunity to develop their specific advantages as a whole Human resources who have developed their specific abilities, by building a team work which in turn can produce superior products. We see various advanced industries has implemented the team concept work so that it is not only able to produce products that tall quality but also the product is increasingly being perfected, therefore this is due to the members who continue to improve their excellence.
- c. Closely related to the cooperative principle mentioned above is love for high quality. Superior Human Resources, namely humans who continuously improve their knowledge and skills in doing something so that the quality is achieved today will improved on tomorrow day and so on like that. So with this matter the work or product will be continuously improve and thereby be able to compete with other products or products from the nation other.

Participatory Excellence Development Tips

a. Discipline and Dedication

Superior human resources must have a sense of dedication to their duties and work. With this, superior humans must be aware of direction. In other words, he must have a far - sighted vision . The vision that he must have is not just an idealistic or normative vision. Indeed, it must be an idealistic or normative vision as guiding principles principles). However, the normative vision is not enough for concrete reasons, so it must be translated into a strategic vision , namely a concrete vision, which must be translated . in targets and bound within a certain period of time that needs to be realized. Next, a dedicated person is a which disciplined because he is focused on what he wants he created.

b. Honest

Honesty is very important, not only being honest with others but also with yourself. Being honest with other people, a superior human being must be able to work together , because in the end cooperation is based on mutual trust or trust as which disclosed by Francis fukuyama . Without honesty it is impossible for a superior human being to survive . We know that man on the present requires a network and networking may only be possible if there is honesty. Honesty is also related to being honest with one's own abilities. We as humans must be honest about what we do and what we cannot do.

This is the professional attitude of today's society towards the field they are in. The human and society working group is now the working group of a professional society. If professional honesty is created, it will produce superior products and superior people who can know when they stand alone and when they have to work together . With this we must develop continuously in order to be able to compete with other nations.

c. Innovative

Superior human resources are not a routine human being who is satisfied with the results that have been achieved and is satisfied with the status quo . A superior human will always feel restless and must

constantly seek new ones. Looking for the new doesn't need to create something new out of an invention. No wonder when since year this system education Singapore, which started at the secondary school level, launched a creative program thinking . Only creatively our thinking can be released from the clutches of a rigid bureaucracy that only moves if there is "guidance from above" culture asking for guidance is contrary to human culture superior.

d. Persistent

Superior human resources are those who are able to focus attention on the tasks and work that have been assigned to them or in a business that is being carried out. Perseverance, surely can produce something because a superior human will not stop before he produces results. In connection with this persistence, the utilization of resources efficiently and effectively. A superior man who does not appreciate the value of existing resources will lead to waste. Waste is not something in accordance with a life that emphasizes quality.

e. Tenacious

Superior human resources, namely humans who do not quickly give up on anything . He will constantly search and search. Assisted by his diligent attitude, tenacity will lead him to a dedication to his work to seek better and quality.

With such a diligent and tenacious attitude, a superior human must live a disciplined life. It is impossible for tenacious and diligent human resources to use the road shortcut in the do Duty and his job. Diligent and human tenacious will continue to carry out their duties in a focused manner according to schedule without looking for shortcuts and breaking discipline. With so few people who are able to be highly disciplined because only people who are tenacious will be able to carry it out that.

3.4 Strategies to Improve Excellent HR

a. Education.

Education is wrong one method the most important thing is to form superior and quality human capital. Investing in education

is the core of developing human resources that can improve people's ability to strengthen their functions in society and contribute directly to welfare. A good education can increase the ability of the poor to deal with changes in the environment and enable protection against economic downturns and financial crises . Investment in human capital, when properly distributed and directed towards the poor can facilitate social inclusion.

The role of government is key in improving the quality of human resources.

However, according to Thomas (2000), argues that government spending which is quite large on education if it is allocated improperly may make little contribution to reducing poverty, and even increase inequality.

Although greater public spending is one way to improve educational outcomes, greater public spending alone is not enough for several reasons as follows:

- 1) Public spending is weakly linked to outcomes because of differences in quality, distribution of educational services, and productivity of human capital. Developing countries often have an adequate allocation of public human resources Substantial contributions to social services do not improve outcomes for the poor because they only subsidize the people rich.
- 2) Although there has been progress in access to education, the quality of schools has varied. Wrong one method measure quality is the amount spent per student, number of teachers, length of participation in school education, curriculum content, dropout rate, and results achieved (achievement, attitude, test scores). In developing countries, they have not been able to develop these various indicators properly good.
- 3) Poor quality schools hurt the poor and limit their income earning opportunities in the future. If poor children can only

attend schools of low quality, then they have fewer opportunities to find high-paying jobs. Almost all empiricists regarding human capital (Human Capital) agree that improving the quality of human resources is important in realizing the level of economic growth of a nation, and directly increase well-being

Public. Improving the quality of human resources can be done through improving education.

b. Do Training

In developing the human resources of a worker or employee in a company, training can be carried out for that person. The goal is to develop individuals, in terms of increasing knowledge, skills possessed, and individual attitudes the.

A company will not develop well if its employees have no interest in their work and do not have specific skills. Through this training, companies can explore the potential of their employees with method develop these employees. Every company will usually implement a special training, so that the quality of its employees increases.

c. Coaching

The way to train employees in a company can be by managing and coaching those who become organizational subsystems, by going through several assessment and planning programs. Such things can also be wrong one strategy which appropriate in developing human resources in a particular company, so that the human resources produced from this coaching will be more quality.

Development of human resources in a company besides aiming to develop employee capabilities, also so that para employee it understands the why why in a company there is rule which apply,

including how to work comply with company SOPs .

d. Recruitment

Recruitment in a company to obtain human resources, can be done by adjusting the classification of the company's needs

which will later become an organizational tool in terms of development and renewal. Usually this recruitment strategy is carried out by companies when they assess prospective workers who apply for their company.

e. Making Changes System

In adjusting organizational systems and procedures within a company, this can be done by changing existing systems with better goals. The main objective is to anticipate if a threat or opportunity arises from external factors.

Systems within a company will usually support the company's activities and operations, so that walk with more good again. To create a good system within the company, sometimes business people need the help of consultants business so that the system to be created can run optimally.

f. Chance

Give every employee the opportunity to channel their ideas or ideas, which will advance the company. So employees within the company that will own their respective contributions to the company. Thing that it will also make employees feel more valued as well as make them develop even more.

g. Award

Give awards to workers/employees who have special achievements in the environment or company. With this can be one way in the development of human resources, which makes them more motivated.

Human resources are something that cannot be ignored in a company. By having the right human resource development strategy, the company can move in a better direction. So with this, never miss to do human resource development efforts.

In managing a company so that one day it becomes successful it is not easy, there are various things that must be done.

After I observed from various aspects and indicators that the quality of human resources Indonesia moment this walk getting better as seen from the aspect capacity (worker ability based on literacy and education), deployment (worker participation

rate and unemployment rate), development (educational participation and level), and know-how (level of knowledge and ability of workers and availability of resources) in each country.

Based on four indicator the, WEF (a non-profit foundation founded in Geneva in 1971 and famous for its annual meeting in Davos, Switzerland). Based on indicators capacity, Indonesia is ranked 64th with a score of 69.7. That value is based on the level of illiteracy and numeracy which has reached a score of 99.7 in the age group 15-24 year.

It is also encouraging in terms of development . According to the report, this is the best indicator for Indonesia. Based on that category, the condition of education in Indonesia received a score of 67.2 and was ranked 53rd world. WEF assesses that Indonesia is able to make basic education participation reach a score of 92.9.

However, based on 1 Deployment indicators based on the absorption values of human resources and unemployment rates at various age levels, Indonesia's portrait is a bit blurry. Based on that category, Indonesia's position is ranked 82nd in the world with a score of 61.6. This figure shows that there is still a large number of workers who have not been absorbed. In fact, in the most productive age group, 25-54 years, Indonesia is still ranked 99th in the world with an enrollment rate of 77.

4. CONCLUSION

- a. Superior Humans, namely humans who always develop their characteristics to be able to create :
 - 1) Networking

- 2) Teamwork
- 3) Loving the Quality tall
- b. Individualistic excellence, i.e. superior human but his superiority is used for himself, his personal satisfaction or to cultivate his power.
- c. Participatory excellence, that is superior human beings and participate actively in it competition which healthy for seek the best, and demand that he always explore his individual potential in order to create a society that is aware of its obligations and rights. The participatory superior man must develop qualities:
 - 1) Build a strong network of cooperation
 - 2) Creation of strong cooperation (teamwork)
 - 3) Related to the two above is to create something that has quality which tall, which supported with a tendency to always improve his knowledge and skills as a human being.

All of that can be developed through dedication and discipline, honest, innovative, diligent and tenacious.

SUGGESTION

We should develop the abilities that exist within us so that we are able to become quality and superior human resources. With so much to help Indonesia become a developed country. and the government should also facilitate anything to improve quality and superior human resources.

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