

Implementation Of Human Research Development Strategy

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Abstract

This article aims to find out how to implement a human resource development strategy in Lampung Province. This study indicates that implementing human resource development strategies in Lampung Province can be carried out well if this focus on the knowledge and abilities that each individual has must be qualified. Individuals or groups must be maximally considered in achieving work potential. In general, developing Human Resources is a process of improving employees' quality of Human Resources that focuses on meeting the criteria needed, such as knowledge, skills, and attitude. The author's suggestion in implementing a human resource development strategy in Lampung Province needs to be carried out by analyzing the internal environment and the external environment with a SWOT analysis process by looking at the strengths and weaknesses that exist within the organization and seeing the opportunities and threats that exist outside the organization so that in the process of implementing the strategy This can be done optimally in the process of human resource development in Lampung Province when analyzing the two environmental conditions of the organization.

Keyword:

Introduction

The parts of a country that need special attention from the Government are regions. The region is an inseparable part of the establishment of a nation. The area is part of a country that is divided into several areas or regions. Several factors, such as human resources, natural resources, and life support systems, can influence regional development progress. Limited ability to manage these three aspects through regional autonomy will significantly determine regional welfare itself. Regional development must create the interest of its people through economic growth and institutional improvements to realize good governance. The institutions involved in action here are from the Government and other parties such as private companies and private / community organizations.

Regional development is a process in which local governments and their communities manage existing resources and form a partnership pattern between local governments and the private sector to create new jobs and stimulate economic activities in the region. Regional development aims to improve services and community welfare in the areas and provide places to organize and manage their parts. Supporting factors for achieving regional development goals are stable regional economic conditions, quality human resources, good regional financial capacity, adequate infrastructure, and easy access to public services in the regions (Ramadhani et al., 2018: 295).

Regional development is carried out to distribute the welfare of the community from Sabang to Merauke. However, until now, there is still a development gap. Regional development on the island of Java is already more massive when compared to other areas outside Java. This development gap problem then leads to the question of economic growth inequality. This is where the right policy's role becomes essential in its success and distribution because each regional character has a different development approach. It is further stated that the regional development process is influenced by

internal and external factors, including human migration, natural population growth, natural resource potential, and investment and technology flows (Asmarani, 2010).

Local governments are required to be more creative in managing and developing their regional potential. Moreover, globalization has impacted the free market, which demands local governments' creativity and readiness. Therefore, development planning needs to be carried out appropriately and considers various aspects of the region's development problems.

One area that is currently working on the development is Lampung Province. The regional development plan in Lampung Province is contained in the Lampung Provincial Medium-Term Development Plan 2019-2024 with the theme Lampung People Berjaya (safe, cultured, advanced and competitive, prosperous). Regional development is projected to improve the community's welfare, which is increasingly stable, reflected in the high level of education and good health and the realization of a sense of comfort. Schools and health services are evenly distributed with easy accessibility. The social life is increasingly dynamic and stable and encourages social institutions, creativity, and cultural arts. Likewise, the regional economy is getting more robust with an economic structure based on several sectors in a balanced way and high productivity and competitiveness at the global level. In addition to it, the prospects of woman entrepreneurship can also be regarded as a source of human resource development strategy (Alam&Bayeh, 2018). This research will discuss the implementation of human resource development strategies in Lampung Province based on the above explanation.

Research Method

This research belongs to the type of applied research. Applied research is research to find out something that is more practical. Applied research aims to develop something that already exists or improve something that has been implemented before so that the community can utilize it, both for economic, political, educational, social, and other interests (Anggara, 2015: 19). The method used in writing scientific articles is the desk study method, which collects data and information based on secondary data. This method was chosen because this study prioritizes literature reviews and does not conduct field studies directly. Based on the current literature review, the writer will describe the problem using relevant theories (Nazir, 2009: 54).

Result

Based on the Strategic Environmental Assessment of the Lampung Province RPJMD 2019-2024, there are several issues as follows: Social Pillars: High percentage of poor people, neglect, Low percentage of households that have access to safe and sustainable drinking water sources, The low percentage of families that have access to appropriate and sustainable sanitation services, High prevalence of stunting (short and concise) in children under five and under five. Economic Pillars: Stagnant GDP growth rate, The level of stability of provincial roads has not reached the target, The existence of underdeveloped villages, Inequality between income, Not yet optimal regional financial management, Environmental Pillar, Construction of Embung and Other Water Storage Buildings, The Need for Construction of Slum Areas, the Protected area is not proportional to Lampung area, The existence of a forest management unit, The presence of critical land. Pillars of Law and Institutional Governance: The role of the institution is in the life of community democracy, Protected freedom of civil society

Efforts to build human resources in the RPJMD are contained in the social pillar. Entering 2014, Lampung Province experienced a demographic bonus indicated by the percentage of the population's dependency ratio below 50%. The advantage of this demographic bonus is the availability of productive age workers as a supporting resource for development and economic growth. However,

these advantages must be addressed by supporting programs and activities to increase human resources' capacity and provide employment opportunities. The demographic bonus does not become a disaster in the form of an explosion of unemployment at a productive age.

To see the human resource capacity in Lampung Province, BPS released the Human Development Index (HDI) data in Lampung Province. HDI is a combination of components of the Economy, Education, and Health.

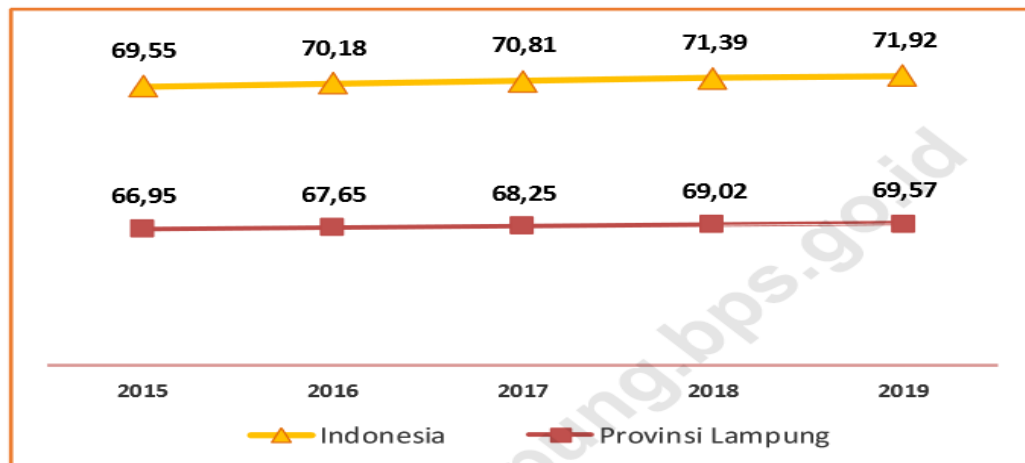


Figure 1. Human Development Index for Indonesia and Lampung Province
Source: BPS Lampung Province, 2020

The picture above shows the HDI data of Lampung Province always increasing every year. However, the IPM status of Lampung Province is still at a moderate stage. HDI is categorized as high if it has a $70 \leq \text{IPM}$ and is reasonable if the score is $60 \leq \text{IPM} < 70$. The human resource development strategy in Lampung Province is listed in the Regional Development Vision 2019-2024, namely the people of Lampung Berjaya. The vision of "People of Lampung Berjaya" is intended as a society that meets the following conditions:

- [1]. Safe community life. All people can carry out social, cultural, and economic activities in a safe, orderly, and peaceful atmosphere without any interference and pressure from any party and any social conflicts between community groups to live more cultured, productive, and developed. On the other hand, safe local conditions will also increase investment interest, which will create job opportunities.
- [2]. They cultured community life. Is the condition of a smart society (smart) in developing their potential, supported by excellent and equitable education, better understanding of democracy, more creative (innovative) and productive at work, and more ready to interact (and adapt) to change and global society, and not easily provoked by counterproductive influences on development.
- [3]. An advanced and competitive community life. It is a more productive living condition supported by good and equitable public service facilities and infrastructure. People are ready to adapt to technology in taking advantage of opportunities, including in global competition.
- [4]. A prosperous life. It is a condition of a community free from poverty and underdevelopment characterized by a healthy life, better and more equitable income, adequate needs for clothing, food, housing, education, and health.

Safe community life. The threat to damage to the existence of human security is wide open when referring to the United Nation's Development Programs. To ensure human safety within the framework of the MDGs, the objectives to be built and achieved are:

- [1]. Protecting humans from criminal conflicts
- [2]. Protect and empower people/residents related to migration due to conflict/war or human rights crimes
- [3]. It is protecting and empowering people in post-conflict situations.
- [4]. Economic insecurity is related to poverty eradication, improvement of economic life, and social welfare.
- [5]. Ensuring health for human safety the spread of disease and the threat of poverty as a result of the conflict; and
- [6]. Increase knowledge, skills, and values for human security: provide necessary educational facilities and public information related to these three matters that are relevant to forms of crime due to conflict. (Hidayat, 2017: 111)

The relevance of security and protection to the level of community welfare is considerable. Safety is the foundation of social life. Even if the community has a large income, but the security level is low, it will be difficult for the community group to achieve the desired level of welfare. So that improving the quality of security is very fundamental. In Lampung Province itself, the level of protection is still shallow. Lampung Province is known as a "breeding ground" for some Indonesians because of the large number of motor vehicle thieves from Lampung.

They cultured community life. Empowering indigenous people and old villages can also be an effort to alleviate poverty. Indigenous peoples and ancient villages also need to be touched and raised again. A more specific action is the reform that focuses on the development of indigenous peoples and old towns. Examples of these efforts are the economic empowerment of indigenous peoples, the conservation of the old village's culture, the development of culture-based tourism, and indigenous peoples' appointment in social institutions. (Redaputri and Barusman, 2018)

Fostering a cultured society can also be realized through the cultivation of the noble values of Pancasila. The noble values fought for in Pancasila are religiosity, humanity, democracy, and social justice. These noble values have been instilled since a person was still sitting in kindergarten. Someone will be taught to worship based on their beliefs, foster a sense of humanity by helping each other, realizing democracy through freedom of opinion in study groups, and interpreting social justice in daily life. Growing a cultured society is not an easy thing, but the Government can make this happen by instilling a strong character when someone starts to enter school age and strengthening when someone enters the world of work. The people of Lampung already have a good culture through the implementation of the noble values of Pancasila. In Lampung province, people are free to adhere to religious teachings and respect for each other.

An advanced and competitive community life. A well-planned strategy will not be successful if human resources are inadequate. Therefore, it is necessary to improve the quality of human resources that increase knowledge, skills, and attitude. Experience is an increase in existing human resources by increasing the average length of school for Lampung people. An increase in the average size of schooling for people in Lampung through the 12 years Compulsory Learning program. This program was organized to improve the quality of human resources in Lampung. The 12 Year Fair Program supports the Ministry of Education and Culture through school operational funds and scholarships for outstanding students and students from low-income families.

Meanwhile, skills are improving the competence of human resources in the industry. Skills improvement can be made by developing vocational schools and course institutions that are scattered throughout Lampung. Someone who has possessed skills usually finds it easier to get a job. Usually, companies can put aside someone's educational background and put forward good skills to fill certain

positions. Moreover, in the industrial era, 4.0 skills are as essential as educational background. The current globalization inevitably requires someone to continue to improve their abilities so as not to be left behind. Because the more a person's abilities are left behind, the more "unused" someone will be in Industry 4.0. Disa's attitude is carried out through national or regional movements to equalize attitudes, maintain safety, cleanliness, and honesty to create mutual awareness. A good educational background and appropriate skills must also be balanced with the right attitude. Nowadays, finding someone who has philosophy is much more complicated than someone who has an excellent educational background.

Prosperous life. According to the Law of the Republic of Indonesia Number 11 of 2009, social welfare is a condition for the fulfillment of the material, spiritual and social needs of citizens to live correctly and develop themselves so that they can carry out their social functions. The implementation of social welfare is a directed, integrated effort. And sustainable by the Government, local governments, and the community in the form of social services to meet every citizen's basic needs, including social rehabilitation, social security, social empowerment, and social protection. The implementation is carried out based on solidarity, fairness, benefit, integration, partnership, openness, accountability, participation, professionalism, and sustainability. This the performance of the human resource development strategy in Lampung Province has been pursued and possible. Human resource development in Lampung is carried out to have competitiveness with human resources outside Lampung and even abroad.

Conclusion

From the results and discussion that have been described above, it can be concluded that in implementing the human resource development strategy in Lampung Province, it can be done well if the focus of this development is the knowledge and abilities that each individual has must be qualified. The individual or group must be considered carefully—maximum in achieving better work potential. The HR development process (Human Resources) in general is a process in improving the quality of workers or HR that focuses on meeting the criteria needed, such as knowledge, skills, and attitude. Improving the quality of human resources is one of the strategies or ways of carrying out human resource development in the province of Lampung. Therefore the success in implementing HR development strategies in Lampung Province is based on the development of human resources by improving the quality of human resources such as skills training for human resources who need them, and providing opportunities for human resources in channeling ideas and future ideas and finally providing career opportunities for those who contribute to the improvement of development in Lampung Province.

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