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The Influence of Human Resources on Economic Development in Indonesia (Systematic Literature Review)

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Abstract: An important task of the HR council is to help the association achieve its goals. To achieve the hierarchical goal of performing authoritative tasks proficiently and actually, techniques/procedures or HR boards are required. The existence of HR value in an association can be a significant resource in the organization that later in the future can be an ally of hierarchical progress. With the aim that the presence of HR value (HR) can determine human nature as a significant holder of employment in encouraging the association concerned. The contest that occurs will affect how the association works. This is due to the longing in each association to turn into an association that succeeds in terms of execution.

Keyword: Human resources, HR management, HR quality

INTRODUCTION

Human resources (HR) is a capacity that exists in everyone who is still airborne by their reasoning power and actual power. HR is one of the main parts of the movement of every kind it embraces. Although during the time spent performing its exercises there are many other options or assistance both in terms of the use of complex equipment, but it will be insignificant without the dynamic work of HR itself (Kurniawaty and Imron Rosyadi 2022). HR is the coordinated capacity of reasoning power and actual power driven by people, the way they behave and not governed by their heredity and climate, while the execution of their work is generated by the execution of their work. Management pays great attention to the existence of the organization. HR is the possibility to understand their flexible and innovative work who can supervise themselves and all the possibilities contained in nature to achieve government assistance living in fair and maintainable demand. In the usual pragmatic sense, HR is better considered an important part of the framework that makes up associations. (Marthalia 2022) That many organizations think about the importance of the HR cycle (HR) such as HR determination, improvement, and HR maintenance.

(Zen and Rony 2023) Many businesses place great emphasis on the well-being of their employees, and businesses use a variety of tactics to improve employee wellbeing to foster a safe and effective workplace, analyzing work-life balance, fostering mental toughness,

assessing employee performance, and providing appropriate training are critical components to achieving this goal.

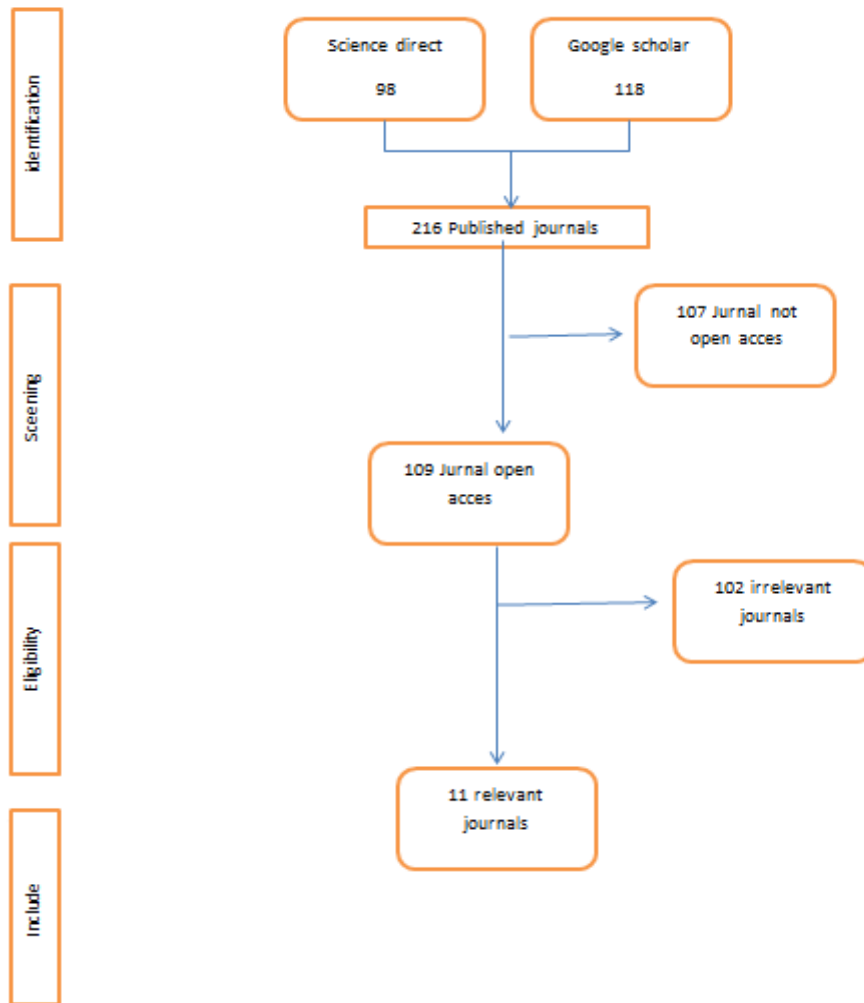
The level of competitiveness of an organization compared to other organizations is greatly influenced by the quality of its workforce (Farida and Setiawan 2022). This increase has also fueled increased competition in domestic and international markets, which has further motivated businesses to hire and hold on to highly, qualified individuals (Jamal Ali and Anwar 2021). For a competitive edge in the market, many businesses rely on their staff (Rožman, Tominc, and Štrukelj 2023).

Currently, human resources in Indonesia are development resources Potential. Although human resources are growing, the reality is the quality of resources humans in Indonesia are still relatively low and have not utilized optimally (Tayibnapi, Wuryaningsih, and Gora 2018) as a development resource. Human resources are one of the dynamic factors in economic development long-term. Every country needs quality human resources and competitive (Hendarmin and Kartika 2019). Management is a characteristic process consisting of: planning, organizing, directing and directing activities establish and achieve predetermined goals through the use of human resources and resources other power. Human resources are the most important asset of a organizational companies towards success (Ammirato et al. 2023).

Powerful HRM empowers directors to set plans and recruit qualified faculty while additionally helping individuals in tracking down significant work with amazing open doors for professional success (Ferdousi and Abedin 2023). Human asset the board includes directing an efficient assessment of human asset prerequisites to ensure that the proper measure of faculty with the expected capacities is close by when required. Human resource management is used to figure out how many, what kinds of employees an organization has, how to use its resources, and how to keep and sustain its staff. An organization's level of performance can have an impact on its productivity (Hidayat, Hadiyuswara, and Atomy 2019). Thusly, efficiency alludes to the speed of result, level of achievement, and degree of the result, all of which straightforwardly affect productivity and turnover. It is not that easy to recruit employees who meet the needs in one time. Employee shortage in a team affects program or product quality. A theory claimed that turnover intention is caused by individual internal factors i.e. values, motivation, perception, sacrifice, and attitude. Values are considered the deepest foundation, reference and motivation driving motor, perception, sacrifice and individual attitude (Rony et al. 2020).

METHOD

In this study, the authors conducted using a systematic mrtode Literature Research (SLR), this SLR method is a research method used by identifying, analyzing, evaluating and interpreting all The results of previous studies that researchers obtained. The results of this previous study, Furthermore, it is reviewed by researchers, by conducting systematic studies and identifications against selected research articles. Obtained journals from Science Direct as many as 106 and Google Scholar 130. The keywords used are human resource, development, management. With journal publication year filter from 2019 As of 2023, 216 journals have been obtained. Of the 216 journals that can be accessed 109 While the relevant journals are as many as 11 journals.



RESULTS AND DISCUSSION

The initial stage in the data analysis process was to compile every HRM practice and every performance result from the studies that were included. The study team discussed these "raw" practices and outcomes and iteratively processed them to come up with common "labels" for the activities and outcomes. These labels were then used to organize these practices and results into categories.

Systematic literature review HRM effect on organization performance

Table 1. Systematic Literature Review

NO	Article	Authors	Journal	Publisher	Finding
1	The Role of Natural and Human Resources on Economic Growth and Regional Development: With Discussion of Open Innovation Dynamics	(Saleh et al. 2020)	Journal of Open Innovation: Technology, Market, and Complexity	Elsevier Inc	The influence of natural resources, human resources, and community culture together has a significant effect on economic growth in Bulukumba Regency with a coefficient of determination 47.2%. T
2	Analysis of the Influence of	(Guo, Liu, and Zheng	Computational Intelligence and	Hindawi	that the average value of each year is

	Human Resources on the Economic Development of Minority Areas Based on Data Mining	2022)	Neuroscience		taken as the inspection index, and the contribution rate is 0.0012, which shows that the contribution of human capital stock in economic growth is very small,
3	Impact of Economic Growth on Human Capital, Work Participation, and Emission Reductions: Case Study in Indonesia	(Murniati 2023)	Asia Pasific Journal of Management and Education	www.ejournal.aibpmjournals	As investment declines, labor participation will rise as well.
4	The role of human resources management in enhancing the economic sustainability of Jordanian banks	(Taha and Taha 2023)	journal of Business and Socioeconomic Development Vol. 3 No. 2, 2023	Emerald Insigh	that all independent variables are positively correlated with economic sustainability. The results imply that HRM is an important tool to enhance economic sustainability within the banking sector.
5	Economic Business Sustainability and Strengthening Human Resource Capacity Based on Increasing the Productivity of Small and Medium Enterprises (SMEs) in Makassar City, Indonesia	(Hernita et al. 2021)	Journal Sustainability	Elsevier Inc	that strengthening the capacity of human resources, coupled with the use of technology, and followed by diversification of business, had a positive contribution to increasing the productivity of small and medium enterprises (SMEs)
6	Economic growth and human resource development: an indian perspective	(Agrawal and Khan 2019)	International Journal of Creative Research Thoughts (IJCRT)	www.ijcrt.org	found that human capital has positive and significant impact on the growth o
7	The influence of economic and financial crisis on human resources management	(Ochetan and Ochetan 2012)	Procedia Economics and Finance	Elsevier Inc	that reflects a commitment to service towards staff, customers, suppliers and the community; be recognized professionally; take ownership of the competencies required to work successfully at a strategic level

8	Impact of Poverty, Economic Growth, and Information and Communication Technology on Human Development	(Komariyah, Priyono, and Nathania 2023)	Journal of Economics, Business, and Accountancy Ventura	https://journal.perbanas.ac.id/	That coordination of poverty reduction efforts between central and local governments is essential for human development.
9	Fiscal Decentralization and Regional Economic Growth	(Sasana 2019)	Journal Economics Development Analysis Journal	journal.unnes.ac.id/s	that fiscal decentralization has a positive effect on economic growth in the district/city in Central Java
10	HOW INTERNATIONAL HUMAN RESOURCE MANAGEMENT CONDUCTED BY APPLE INC. INCREASES ECONOMIC GROWTH AND REDUCE UNEMPLOYMENT RATE IN CHINA	(Anwar et al. 2022)	LIAISON JOURNAL OF BEST	iuli.ac.id	That in China is growing economically and can be a very lucrative market for Apple as it has over 1 billion population
11	Analysis of The Influence of Human Resource Management on Innovation Mediated by Work Ethic in Government Office Employees West Sulawesi Province	(Sakaria et al. 2023)	Journal International Journal of Social Service and Research	IJSSR.co.id	

Result

The existence of HR value in an association can be a significant resource in the organization that later in the future can be an ally of hierarchical progress. so that the quality of humans who play an important role in advancing the organization can be determined by the existence of quality human resources (HR). Competition that occurs will affect the way an association works. This is as a result of every organization's desire to be the best performing organization. HR largely determines the most common way to run an association presentation in getting the job done and the elements of the association. The outcome of an association depends on the nature of its assets, especially HR. Progress for this situation can be described as the achievements achieved by the association through work on the presentation of each representative. The increase in execution that occurs within the association is the type of creation of existing HR. With the advancement of HR, the goals of the association will be easier to understand.

(Saleh et al. 2020) is one of the areas in South Sulawesi which is based on the agricultural sector so that the implementation of economic development is largely determined

by agricultural products. The available natural resources are a determining factor in regional development, meaning that people engaged in economic activities are mostly engaged in the agricultural sector. Regional economic development still relies on this sector and its potential has not been maximally managed. This is due to many factors, namely human resource competence, community culture and regulations in terms of natural resource management. Human resources have not played a significant role, meaning that the level of knowledge is still low compared to other areas, especially in the agricultural sector, due to the lack of education from the community regarding modern agricultural technology. Another factor is that the existing culture in the community is still strong, and maintains traditional methods in the agricultural production process, still using traditional agricultural tools such as the use of human and animal labor in working on agricultural land. There is also a cultural habit of carrying out agricultural activities just for personal fulfillment, rather than for commercial purposes, so that added value is not obtained by the community. There also has not been much use of technological advances in the agricultural production process as a potential resource. Another factor is the lack of existing regulations to help develop regional potential, such as regulations for investment activities, which become an obstacle to economic growth.

The analysis that the increase in physical capital drives the main economic growth in the region. is a positive correlation between economic growth and physical capital stock, and the increase or decrease in physical capital affects economic growth to a large extent. When physical capital changes, each time the growth rate of physical capital increases by 1%, the growth rate of the economy increases by approximately 1.081%. therefore, it can be believed that physical capital growth is the main driver of economic growth in the region. the economic growth of this region relies heavily on the growth of physical capital, and the region is still in an “extensive” economic growth mode, which needs to be improved urgently (Guo, Liu, and Zheng 2022).

(Murniati 2023) Increased economic growth will also result in higher labor participation rates. Still, it will also result in a drop in Indonesia's investment climate, which will raise emissions while simultaneously encouraging higher levels of education. As investment declines, labor participation will rise as well. We take into account Indonesia's economic development, labor force participation, investment, level of education, and emission reductions. Based on some conclusions from this research, we found that increased economic growth will also result in higher labor participation rates. Still, it will also result in a drop in Indonesia's investment climate, which will raise emissions while simultaneously encouraging higher levels of education. As investment declines, labor participation will rise as well. human capital has a positive effect on economic growth, and new growth research is generally optimistic about this impact.

CONCLUSION

The existence of Human Resources value in an association can be a significant resource in the organization that later in the future can be an ally of hierarchical progress. So that the presence of Human Resources value (HR) can determine human nature as a significant employment holder in encouraging the association concerned. Competition that occurs will affect the way an association works. This is due to the longing in each association to turn into an association that succeeds.

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