



## Determination of Systematic Thinking and Graduate Quality: Analysis of Human Resource Quality and Competence

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**Abstract:** This research examines the identification of systems thinking and the quality of college graduates: analysis of skills and quality of human resources as a literature review of human resource management. The purpose of writing this article is to hypothesize the effect of variables to be used in research. The results of this library research are: The quality of human resources has an effect on systemic thinking; Competence has an effect on systemic thinking; The quality of human resources affects the quality of graduates; Competence affects the quality of graduates; and Systematic thinking affects the quality of graduates.

**Keywords:** Systematic Thinking, Quality of Graduates, Quality of Human Resources, Competence

### INTRODUCTION

Data for 2019, Indonesia's competitiveness based on the World Economic Forum (WEF) report states that Indonesia has fallen five places to rank 50th compared to 2018 which was in 45th position. This indicates that Indonesia still needs structural improvements to improve national competitiveness. The position of Indonesia was previously taken over by Bahrain and lagged behind Singapore and Malaysia. One of the factors causing the decline in Indonesia's competitiveness index is related to the low quality and competence of human resources (HR). This problem will be overcome if HR is able to display productive work rationally and has the knowledge, skills, and abilities that can generally be obtained through education. To achieve equal distribution of human resources in every region of Indonesia, the government needs to implement standardization of education, starting from standardization of teacher quality, standardization of curriculum to standardization of schools. Besides Japan, Indonesia can also learn from Hong Kong which is one of the countries with the best education system in the world (Universitas Brawijaya, 2022).

The definition of human resources in micro is individuals who work and become members of a company or institution and are commonly referred to as employees, laborers, employees, workers, labor and so on. Broadly speaking, the notion of human resources is

individuals who work as drivers of an organization, both institutions and companies and function as assets that must be trained and developed their abilities. (Hamid, 2020).

Based on the background, it can be formulated the problems to be discussed in order to build hypotheses for further research, namely; Does the quality of human resources affect systems thinking; Does competence affect systems thinking; Does the quality of human resources affect the quality of graduates; Does competence affect the quality of graduates; Does Systematic Thinking affect the quality of graduates.

## **LITERATURE REVIEW**

### **Systematic Thinking**

Systematic thinking is an ability needed to face various kinds of challenges in everyday life. In communicating, one must arrange words into sentences that can be understood by others. In other words, someone must arrange words that have meaning or meaning so that the other person can understand what is meant. The words that are arranged are called sentences. More specifically, a sentence is an arrangement of words that have meaning. In general, sentences are categorized into four, namely statement sentences, question sentences, command sentences, and request sentences.

Amir said that statement sentences would be grouped into two, namely simple statements and compound statements (not simple). A compound statement with a truth value is always FALSE for all combinations of truth values of the simple statements that make up it is called a false statement. A simple statement is a statement sentence that contains one idea that is either true or false, but not both. Compound statements (non-simple statements) are statements that consist of or are constructed from several simple statements. A compound statement with a truth value is always TRUE for all combinations of truth values from the simple statements that make up it is called a tautology. (Amir, 2017).

Systematic thinking is a high-level ability possessed by every individual. Thinking is also a process that will produce knowledge. In other words, thinking can also be interpreted as an activity of the soul in a person in combining relationships with knowledge that he already has.

Systems thinking is a way of thinking to be used in a variety of disciplines, with particular emphasis on developing and assessing systems thinking educational efforts. The definition is derived from a literature review of systems thinking combined with the application of systems thinking to itself (Arnold & Wade, 2015).

Many different definitions of systems thinking can be found throughout the systems community, but the key components of a single definition can be filtered from the literature. Ross D. Arnold and Jon P. Wade consider these components both individually and holistically, then propose a new definition of systems thinking that integrates these components as a system. Systems thinking is widely believed to be critical in addressing the complexities facing the world in the coming decades; However, it is still on the margins of education. For this important skill to receive mainstream education attention, a full definition is needed. Such a definition has not yet been established. This study is an attempt to correct these deficiencies by providing these definitions (Arnold & Wade, 2015).

Systematic thinking has been widely studied by previous researchers including "Factors Influencing Critical Thinking in Islamic Education in Indonesia: Systematic, Tradition, Culture" (Musthofa & Ali, 2021), "Systematic Thinking in Islamic Education Planning and Development"(Darwisyah dkk., 2021), "Factors Affecting the Model of the Islamic Education System: Types of Systematics, Systematic Construction, Systematic Thinking" (Somad dkk., 2021), "Systematic Thinking: The Conception of Al-Quran and Hadith in Improving the Quality of Islamic Education" (Alamsyah & Rosadi, 2021), and

"Quality of Islamic Education: Types of Systematics, Systematic Construction and Systematic Thinking" (Fardinal dkk., 2022).

### **Graduate Quality**

The quality of graduates is the result of using the right management strategy. We know today, technological developments move rapidly so that every change that occurs will accelerate the next change. We are now in the era of the industrial revolution 4.0, which allows automation in all fields to achieve effective and efficient productivity.

Nathanael Sitanggang, Putri Lynna A. Luthan and Abdul Hamid discussed efforts to harmonize the quality of university graduates with the era of the industrial revolution 4.0; improving the quality of university graduates through the best service to customers; improving the quality of higher education graduates through the implementation of the IQF-based curriculum; and Best Practice Implementation of KKNI-based Curriculum at Medan State University. In addition, it also discusses the definition of soft skills capacity; soft skills forming components; measuring individual soft skills capacity; research on student soft skills capacity; soft skills capacity building strategy; and adjustment of training materials to the level of soft skills capacity. Total personal qualities are also needed through the discussion of the quality of individual integrity; total personal qualities; and total personal quality research of students. The dimensions discussed next are lecturer service, discussing customer service; lecturer services at universities; and research on the quality of lecturer services. Student satisfaction as university customers is also a priority in discussing customer satisfaction; students as college customers; knowing customer satisfaction; research on student satisfaction as college customers; and the effect of total personal quality and the quality of lecturer services on student satisfaction as college customers (Sitanggang dkk., 2019).

The quality of graduates has been widely studied by previous researchers including "The Role of Lecturer's Intellectual Capital in Creating Quality Graduates" (Narimawati, 2011), "Lecturer Professionalism and Quality of Higher Education" (Sinambela, 2017), "School Supervisors in Determining Education Quality" (Rahmah, 2018), "Analysis of the Influence of Motivation and Implementation of HR Strategies on Lecturer Performance and Its Implications on the Quality of Graduates (Survey at PTS in Riau Province)" (Jenita, 2014), "Improving the Quality of Graduates of the Purworejo Job Training Center through the On The Job Training Program" (Susanti, 2018), and "The Headmaster's Strategy in Improving the Quality of Graduates at Madrasah Ibtidaiyah Negeri Malang 1 Klojen Malang city" (Sayadi, 2017).

### **Quality of Human Resources**

If we talk about quality, then quality is a product or service that is appropriate or oriented to what its users want (Rifa'i, 2020). The quality of human resources in universities has a very strategic and important position in improving the performance of universities, where universities are required to be able to compete and excel (R. T. Siregar dkk., 2020).

The quality of human resources has been studied by many previous researchers including "The Influence of Quality Human Resources (HR) on Work Effectiveness and Its Implications on the Performance of Implementing Employees at PT. Perkebunan Nusantara II (Persero)" (Lubis dkk., 2019), "The Influence of the Quality of Human Resources and Budget Quality on Regional Financial Performance Mediated by Regional Management Information Systems" (M. Siregar, 2019), "Improving the Quality of Human Resources through Education" (Sholihah & Firdaus, 2019), "The Influence of Human Resource Quality, Service Quality and Employee Performance on Customer Satisfaction at the One-Stop Manunggal Administration System Office (Samsat) Makassar 01 Selatan" (Amhas, 2018), "The Influence of Resource Quality Humans on Employee Performance in Village Unit Cooperatives in Lau

Gumba Brastagi, North Sumatra” (Rahayu, 2020), and “The Influence of Human Resources Quality, Implementation of Regional Management Information Systems and Implementation of Government Accounting Standards on the Quality of Local Government Financial Reports” (Hendri & NR, 2020).

**Competence**

Competence is a person's ability to carry out his obligations responsibly and appropriately. Competence is also the knowledge, skills and basic values that are owned and reflected in the habits of thinking and acting, or in other words, competence is the specification of the knowledge, skills and attitudes possessed by a person and their application in work in accordance with the required performance. (Silitonga dkk., 2021).

Competence is the ability of each individual to include aspects of knowledge, skills, and a person's cheerful attitude in carrying out an activity or job, so that competence is an important thing that must be possessed by everyone involved so that the competencies possessed must continue to be improved so that the resulting performance can be maximized. (Thamrin Noor, 2022). Competence is a combination of knowledge, skills, mission and attitudes that are reflected in the habits of thinking and acting (Rofa'ah, 2016).

Competencies have been widely studied by previous researchers including: *The Effect of Human Resource Competency and Implementation of SIMDA on the Quality of Financial Statement at BPKAD Office of Gorontalo City* (Sulila, 2019), "The Influence of Competence and Rewards on Systematic Thinking in Islamic Education (Study on Education Personnel at MAN 3 Batanghari)" (Djuddah & Rosadi, 2020), "The Influence of Lecturer Competence and Learning Motivation on Statistical Analysis Ability of FTIK IAIN Kendari Students" (Kadir, 2018), "The Influence of Lecturer Competence on Academic Achievement of Telkom University Faculty of Economics and Business Students" (Murti & Prasetyo, 2018), "The Influence of Competence, Teaching Style and Motivation on Student Achievement" (Kusjono & Suprianto, 2020), "The Influence of Competence, Commitment and Motivation of Military Teachers on the Quality of Educational Outputs at the Health Officers Branch at the Kodiklatad Health Education Center" (Rajiman & Sjarief, 2021), and "The Influence of Competence and Professionalism of Accounting Lecturers on the Level of Understanding of Accounting Students"(Mulyadi, 2019).

**Table 1: Previous research**

No	Author (Year)	Previous Research Results	Similarities with this research	Differences with this article
1	Musthofa & Ali (2021)	Systematic Thinking has a positive effect on Islamic Education	Systematic Thinking affects the Quality of Graduates	Quality of Human Resources & Competence
2	Darwisyah dkk. (2021)	Systematic Thinking Affects Islamic Education Planning and Development	Systematic Thinking affects the Quality of Graduates	Quality of Human Resources & Competence
3	Somad dkk., (2021)	Systematic Thinking affects the Islamic Education System Model	Systematic Thinking affects Competence, and Quality of Human Resources	Systematic Thinking affects the Quality of Graduates
4	Alamsyah & Rosadi (2021)	Systematic Thinking Affects the Quality of Islamic Education	Systematic Thinking affects the Quality of Graduates	Quality of Human Resources & Competence
5	Fardinal dkk., (2022)	Systematic Thinking Affects the Quality of Islamic Education	Systematic Thinking affects the Quality of Graduates	Quality of Human Resources & Competence
6	Narimawati (2011)	The Role of Lecturer's Intellectual Capital in Creating Quality Graduates	Quality of Human Resources, Competence affects the Quality of	Systematic Thinking

			Graduates	
7	Sinambela (2017)	Lecturer Professionalism and Higher Education Quality	Quality of Human Resources, Competence affects the Quality of Graduates	Systematic Thinking
8	Rahmah (2018)	School Superintendent Determinants of Education Quality	Quality of Human Resources, Competence affects the Quality of Graduates	Systematic Thinking
9	Jenita (2014)	HR Strategy on the Quality of Graduates	Quality of Human Resources, Competence affects the Quality of Graduates	Systematic Thinking
10	Susanti (2018)	Quality of Graduates Through On The Job Training Programs	Competence affects the Quality of Graduates	Quality of Human Resources & Systems Thinking
11	Sayadi (2017)	Strategy of the Head of Madrasa in Improving the Quality of Graduates	Quality of Human Resources, Competence affects the Quality of Graduates	Systematic Thinking
12	Lubis dkk. (2019)	Quality of Human Resources Affects Performance	Quality of Human Resources	Systems Thinking, Competence, and Quality of Graduates
13	M. Siregar (2019)	Quality of Human Resources Affects Performance	Quality of Human Resources	Systems Thinking, Competence, and Quality of Graduates
14	Sholihah & Firdaus (2019)	Improving the Quality of Human Resources through Education	Quality of Human Resources	Systems Thinking, Competence, and Quality of Graduates
15	Amhas (2018)	Quality of Human Resources Affects Service Quality and Performance	The Quality of Human Resources Affects the Quality of Graduates	Systems Thinking & Competence
16	Rahayu (2020)	Quality of Human Resources Affects Performance	The Quality of Human Resources Affects the Quality of Graduates	Systems Thinking & Competence
17	Hendri & NR (2020)	The Quality of Human Resources Affects the Quality of Financial Reports	The Quality of Human Resources Affects the Quality of Graduates	Systems Thinking & Competence
18	Sulila (2019)	Competence affects the Financial Statements	Competence affects the Quality of Graduates	Systems Thinking & Quality of Human Resources
19	Djuddah & Rosadi (2020)	Competence and Rewards have an effect on Systematic Thinking	Competence and Rewards have an effect on Systematic Thinking	Quality of Human Resources & Quality of Graduates
20	Kadir (2018)	Competence has an effect on Student Statistical Analysis	Competence affects the Quality of Graduates	Systems Thinking & Quality of Human Resources
21	Murti & Prasetyo (2018)	Competence affects student academic achievement	Competence affects the Quality of Graduates	Systems Thinking & Quality of Human Resources
22	Kusjono & Suprianto (2020)	Competence affects student achievement	Competence affects the Quality of Graduates	Systems Thinking & Quality of Human Resources
23	Rajiman & Sjarief (2021)	Competence affects the Quality of Final Education Outcomes	Competence affects the Quality of Graduates	Systems Thinking & Quality of Human Resources
24	Mulyadi (2019)	Competence affects the level of understanding of accounting students	Competence affects the Quality of Graduates	Systems Thinking & Quality of Human Resources

## RESEARH METHODS

The method of writing scientific articles is the qualitative method and literature review (Library Research). Assessing theory and the relationship or influence between variables from books and journals both offline in the library and online sourced from Mendeley, Scholar Google and other online media.

In this qualitative research, literature review is used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that it is exploratory (Ali & Limakrisna, 2013).

## RESULTS AND DISCUSSION

### The Influence of Competence on Systematic Thinking

Competence is the characteristic ability possessed by individuals in responding to their environment. Competence is needed in the world of work. These competencies can help individuals apply the knowledge gained in higher education to the world of work from the results of existing graduates.

In the Shari'a that every application of the law must be in accordance with the ability of the servant. If he is really unable to do it, then he is given leniency to do it according to his ability or even not do it at all. The arguments that oblige us to pay attention to the limits of our ability to carry out sharia law are quite numerous, among others, the word of God in the QS. At-Taghabun (64): (16). And in QS. Al-Baqarah (2) : (286).

Human resource competence in understanding and meeting consumer needs is an important key in improving the quality of graduates. Competence is an ability that is difficult to measure, but the most important thing for universities to pay attention to is in accepting new human resources.

### The Influence of the Quality of Human Resources on the Quality of Graduates

The quality of human resources plays a very important role in increasing reliable human resources. The low quality of education is the cause of the crisis of human resources. Considering that the current era is increasingly advancing, which automatically affects economic development. So, it is fitting that the field of work requires human resources who are truly competent to work together. One of the causes of the lack of quality human resources is education that has not been evenly distributed. As is well known, so far education has been more focused on the island of Java. Although schools have been provided on each island, this has not been carried out optimally as is the case with schools on the island of Java. Both in terms of infrastructure and teaching staff. In fact, not a few teachers who are outside Java have to travel many kilometers with extreme terrain in order to get to school and teach. And it can be seen, that many of the students outside Java chose to migrate and study in cities on the island of Java.

The low quality of human resources can also come from the community itself. Where there is still low awareness to study. There are still many students who think that education is not their need. This can happen due to several factors. It could be because of the assumption that school is just a waste of time and adds to the burden and pressure of having to study. And it could also be because of economic problems, where parents feel heavy with living dependents and coupled with school fees. It can be seen together that there are still many children who drop out of school and are forced to work without being equipped with qualified skills or abilities. So, this is what limits them from being able to get a decent job with an appropriate income.

Moreover, everyone's character is different. Where there are people who have the money and can afford to go to school, but their fighting spirit in learning is not high. There

are also those who have no money, but still struggle to get to school by doing some work. And of course there are also people who have the expense and great enthusiasm to continue to receive the highest possible education in order to realize their goals. The quality of graduates is a series of learning processes that must be passed by everyone to achieve a better life. The result that will be achieved is the creation of competent human resources in accordance with the demands of development. Where he has good soft skills and hard skills in accordance with what is expected by the job field. Through education, it is not only providing subject matter and skills, but also instilling values and ethics which are no less important to be applied in the world of work. That way, economic growth is not only supported by large capital, but also quality human resources. This will lead to better economic growth. So, the quality of education cannot be ruled out. Because of education, economic growth can be realized through reliable human resources.

### **The Effect of Competence on the Quality of Graduates**

Competence is defined as knowledge, skills, and abilities that are controlled by someone who has become part of him, so that he can perform cognitive, affective, and psychomotor behaviors as well as possible. Graduate competence is the qualification of graduates' abilities including attitudes, knowledge, and skills in accordance with agreed national standards. The measurement of the dimensions of student competence in this study refers to the Minister of Education and Culture Regulation Number 54 of 2013 concerning Graduate Competency Standards. Therefore, competence greatly affects the quality of the desired graduates.

### **The Effect of Systems Thinking on the Quality of Graduates**

In managing and implementing a national education system, the Indonesian government has a regulation that is stated in Article 31 paragraph (3) of the 1945 Constitution. The state must prioritize the education budget of at least 20% (paragraph 4). And the government must advance science and technology by upholding religious values and national unity for the advancement of human welfare civilization (verse 5). In order to guarantee the quality of education, the government prepares the National Education Standards (SNP). SNP is the minimum criteria for the education system throughout Indonesia as stated in PP no. 19 of 2005, for formal and non-formal education. SNP serves as the basis for the intellectual life of the nation and forms a dignified national character and civilization. To guarantee and control the quality of education, accreditation and certification evaluations are carried out which include eight standards, namely content standards, process standards, graduate competency standards, educators and education personnel standards, facilities and infrastructure standards, management standards, financing standards, and education assessment standards.

Systematic thinking in accordance with the objectives of the national education system to produce quality graduates, of course, must be carried out by all relevant parties, especially the management element. So it can be said that social thinking will greatly affect the quality of graduates.

### **Conceptual Framework**

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the influence between variables, the framework for thinking in this article is as follows.

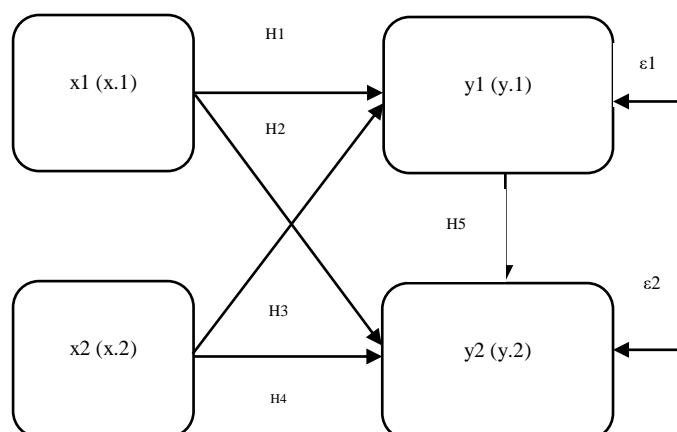


Figure 1: Thinking Framework

## CONCLUSIONS AND RECOMMENDATIONS

### Conclusions

Based on theory, relevant articles and discussions, hypotheses can be formulated for further research: (1). The quality of human resources affects systemic thinking. (2). Competence affects systemic thinking. (3). The quality of human resources affects the quality of graduates. (4). Competence affects the quality of graduates. (5). Systematic thinking affects the quality of graduates.

### Recommendations

Based on the conclusions above, the suggestion in this article is that there are many other factors that influence systematic thinking and the quality of graduates, apart from systematic thinking and the quality of graduates at all types and levels of organizations or companies, therefore further studies are needed. to look for other factors that can affect the system thinking and the quality of graduates.

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