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## Individual Character Transformation Through Human Resource Development: A Multi Disciplinary Approach in Social Studies

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**Abstract:** This study explores the vital role of human resource development in guiding the transformation of individual character within a dynamic social context. Employing a multidisciplinary approach, the research highlights the intricate interplay between human resource development and individual character development. Through theoretical and practical analyses, the author illustrates how human resource development strategies can significantly contribute to shaping resilient and empowered individual characters in this modern era. The author's findings underscore the importance of integrating social aspects in human resource development efforts to achieve sustainable and meaningful character transformation. This research offers valuable insights for practitioners and researchers interested in understanding the complex relationship between human resource development and individual character formation in contemporary society.

**Keyword:** Character Transformation, Human Resource Development, & Social studies.

### INTRODUCTION

Character comes from the Greek word meaning "sign" and emphasizes how to apply appropriate values in the form of actions. According to Khobli Arofad (2022), character is a person's characteristic in behaving that distinguishes him from others. The meaning of character, disposition, personality, and individuality are often interchanged in their use. This is because these terms do have similarities, namely something original in an individual that tends to remain permanently. In the era of very dynamic globalization like today, the formation of individual character is an increasingly important aspect in maintaining social balance and the sustainability of society. The transformation of individual character is the main focus in efforts to create individuals who are resilient, empowered, and able to contribute positively to their social environment.

To achieve this goal, human resource development has a very significant role. Rina Anindita (2020) explains that human resource development itself has the meaning of how the organization's efforts are made to improve the work abilities of its employees, both in terms of knowledge, skills and behavior so that they can improve performance and ultimately provide

benefits to the organization. On the other hand, Akhmad Muhaimin Azzet (2013) explains that to produce superior quality human resources, the role of education is very much needed. Education is still believed to be a very powerful medium in building intelligence and the personality of human children to be better. Therefore, education is continuously built and developed so that the implementation process produces the expected generation. Of course, human resource development is not only limited to the development of skills and technical knowledge alone. More than that, a multidisciplinary approach in human resource development emphasizes the development of the cognitive, affective, and psychomotor aspects of the individual. By considering these multidimensional aspects, human resource development can influence the character of the individual as a whole.

Social studies provide a strong foundation in understanding the context in which individual character transformation occurs. Social aspects such as cultural norms, societal values, and social structures play an important role in shaping individual character. Sukmawati (2020) explains that character can be defined as mental and behavioral attributes that become the unique identity of individuals in their interactions with their surroundings, including family, society, nation, and state. Therefore, a multidisciplinary approach that combines the concept of human resource development with social studies is very relevant in the context of individual character formation.

In this context, this study aims to explore the complex relationship between human resource development and individual character transformation. By integrating a multidisciplinary approach, this study is expected to provide a deeper understanding of how human resource development can influence the formation of individual character in modern society. Through a comprehensive analysis, it is hoped that the findings of this study can provide significant contributions in efforts to create individuals with strong and empowered characters in facing the complexity of today's challenges.

## **METHOD**

This study uses qualitative methods to explore the relationship between human resource development and individual character transformation in modern society. With a multidisciplinary approach, this study focuses on an in-depth analysis of cognitive, affective, and psychomotor aspects, as well as how cultural norms, societal values, and social structures influence character formation. Through qualitative methods, this study seeks to holistically understand the process of character formation of individuals who are empowered and able to contribute positively in facing the challenges of the globalization era.

## **RESULTS AND DISCUSSION**

The discussion in this journal will be divided into several main parts. First, there will be an in-depth discussion of the concept of individual character transformation and the importance of human resource development in the context of quality character formation. Next, there will be a discussion about the multidisciplinary approach in human resource development and how this approach can influence individual character transformation holistically.

In addition, the role of social studies in understanding the social context that influences the formation of individual character will also be studied. Aspects such as cultural norms, community values, and social structures will be the focus of this discussion. Furthermore, it will be analyzed how the integration of human resource development, multidisciplinary approaches, and social studies can provide significant contributions in the formation of individuals who have strong and empowered characters.

## **The Concept of Individual Character Transformation and the Importance of Human Resource Development in the Context of Quality Character Formation.**

The concept of individual character transformation refers to the process of significant change in a person's traits, values, attitudes, and behaviors over time. Individual character transformation is not something that happens instantly, but rather is the result of a series of experiences, learning, and interactions with the surrounding environment. Individual character includes aspects such as integrity, ethics, empathy, honesty, patience, and the ability to adapt and be responsible. Wilson et al., (2015) said that the character possessed by a person is basically formed through a fairly long learning process. Character is formed through learning processes such as at home, school, and in the environment around the place of residence. The parties that play an important role in the formation of a person's character are family, educators, and peers.

Therefore, the importance of human resource development in the context of quality character formation is becoming increasingly clear in this modern era. Human resource development is not only aimed at developing technical skills and knowledge, but also at forming individuals who have strong character, high morality, and the ability to contribute positively to society. Effective human resource development pays attention to the psychological, social, and spiritual aspects of individuals to create an environment that supports positive character growth.

Character building is very important to strengthen morals and commendable traits for students (in this case students), because intelligence in the field of education alone is not enough without strong morals and character. So that when students enter society later there will be no misuse of the knowledge learned during campus. From a social perspective, the culture of shame is slowly starting to disappear. Not to mention the attitude of not respecting others to the point of violence in the midst of community life. In the context of students, all relevant policy makers are faced with the problem of restoring noble values to each student. Therefore, character building wants to restore the paradigm of thinking. So that students are not only smart, knowledgeable, and superior, but also responsible and ethical. The reason is, the current education system is considered insufficient to answer the nation's fundamental problems related to character building. Furthermore, it is said that our education has failed to form people with great character (Nur Syifa Rahmah, 2018).

The development of quality human resources does not only focus on achieving academic or professional results, but also on developing moral values, ethics, leadership, and interpersonal skills. Through a holistic approach, human resource development encourages individuals to understand important values, appreciate diversity, and have the ability to adapt to changes that occur in their social environment.

Given the importance of character, educational institutions, including universities, have a responsibility to instill character through the learning process. The importance of character education in universities, in accordance with the Higher Education Curriculum as referred to in paragraph (1) is developed by each University with reference to the National Higher Education Standards for each Study Program which includes the development of intellectual intelligence, noble morals, and skills (Ristekdikti, 2015).

Thus, human resource development plays a very important role in shaping the character of quality individuals. Through a comprehensive and sustainable approach, human resource development is able to create individuals who are not only intellectually intelligent, but also have the integrity, empathy, and interpersonal skills needed to succeed in personal and professional life. Therefore, the integration between human resource development and individual character formation is an important key in creating individuals who are able to survive and thrive in the complex dynamics of modern society.

This integration mechanism involves a series of steps and practices designed to strengthen the relationship between human resource development and individual character development, namely:

1. Development of a Holistic Development Program. The first mechanism is the development of a holistic human resource development program, which includes the cognitive, affective, and psychomotor aspects of the individual. This program is designed to not only improve technical skills, but also to strengthen the moral, ethical, and leadership values needed for the formation of a strong character.
2. Multidisciplinary Approach. Integration between human resource development and individual character formation involves a multidisciplinary approach that combines concepts and methods from various fields of science. This approach allows individuals to gain a more comprehensive understanding of values, norms, and roles in society.
3. Encourage Self-Reflection and Continuous Learning. This mechanism involves encouraging individuals to engage in regular and continuous self-reflection, as well as encouraging continuous learning for ongoing character development. By understanding themselves and continuing to learn from experience, individuals can continue to develop positive and adaptive characters.
4. Individual Empowerment. The integration of human resource development and individual character building also involves empowering individuals to take responsibility for their own growth and development. This may include providing autonomy in decision-making, support for self-development, and opportunities to actively contribute to society.
5. Applying Values in Action. It is important to apply the values instilled through human resource development in daily actions. Thus, individuals can practice these values in their interactions with others, in decision making, and in solving problems.

Through a solid integration between human resource development and individual character formation through these mechanisms, individuals can be developed into agents of change who are able to survive and thrive in the complex dynamics of modern society. Thus, this integration is an important key in creating individuals who are able to adapt, innovate, and contribute positively in a society that continues to develop. Integration between human resource development and individual character formation through a multidisciplinary approach is the main key in creating individuals who are resilient, empowered, and qualified in facing the complex dynamics of modern society. Through a holistic approach, individual empowerment, and the application of values in daily actions, individuals can be developed into agents of change who are able to survive and thrive sustainably in an era that is constantly changing and demanding.

### **A Multidisciplinary Approach to Human Resource Development that Influences Individual Character Transformation Holistically.**

The multidisciplinary approach to human resource development has become increasingly important in the effort to create qualified and empowered individuals. In an increasingly complex and diverse context, this approach provides a comprehensive framework by integrating concepts, theories, and practices from various disciplines. The main goal is to produce more holistic and comprehensive development, which not only pays attention to technical and academic aspects, but also strengthens the individual's character aspects.

According to Yani (2012) there are several approaches in human resource management, namely:

1. HR Approach An approach that emphasizes management and utilization that pays attention to human rights.
2. Managerial Approach An approach that emphasizes the responsibility to provide and serve the human resource needs of other departments.
3. System Approach An approach that emphasizes the responsibility of subsystems in the organization.
4. Proactive Approach An approach that emphasizes contributions to employees, managers, and organizations in providing problem solving.

Based on Yani's opinion above, by integrating and holistically understanding the various approaches, organizations can create an inclusive, productive, and sustainable work environment. Implementing an approach that suits the needs and context of the organization can help improve employee welfare, improve organizational performance, and create a harmonious relationship between individuals and organizations. Thus, a deep understanding of the various approaches in human resource management can be the key to achieving organizational success and sustainable individual development.

Individual character transformation, as a result of effective human resource development, is also a major focus in this multidisciplinary approach. Even in this case, Mushofa (2024) said that the multi, inter, and transdisciplinary approach in development is a form of education that allows for collaboration between various disciplines. This is important for developing critical and creative thinking skills, which are key to solving complex problems. Thus, development can answer the needs of the times, without ignoring the basic principles taught in religion.

Basically, individual character transformation refers to a significant change in a person's values, attitudes, and behaviors that form the core of their personality. By combining various disciplines such as psychology, sociology, education, and ethics, a multidisciplinary approach to human resource development can influence individual character transformation holistically. Through a multidisciplinary approach to human resource development, individual character transformation can occur holistically through the integration of concepts and methods from various relevant disciplines. In this context, psychology provides an in-depth understanding of an individual's mental processes, helping individuals recognize and manage the emotions, motivations, and thought patterns that influence their behavior and interactions with others. Sociology helps in understanding how individuals interact in a broader social context, considering factors such as social groups, cultural norms, and social structures that influence the formation of an individual's character.

Education provides the foundation for the development of individual skills and knowledge, and plays a vital role in shaping the values, ethics, and leadership necessary for individual character transformation. Ethics, on the other hand, provide a moral framework that guides individuals in making good and responsible decisions. By integrating perspectives from psychology, sociology, education, and ethics, a multidisciplinary approach to human resource development not only strengthens individual abilities in terms of skills and knowledge, but also influences profound changes in values, attitudes, and behaviors that shape the individual's overall character. The holistic transformation of individual character that occurs through this approach enables individuals to develop into more aware, adaptive, and empowered individuals in facing the challenges and opportunities in their lives.

The multidisciplinary approach allows individuals to be viewed as complex entities, influenced by various internal and external factors. By simultaneously considering the psychological, social, cultural, and spiritual aspects of individuals, human resource development can design programs that are more diverse and relevant to individual needs. This provides an opportunity for individuals to develop strong, adaptive, and empowered characters in various life contexts. Thus, the multidisciplinary approach in human resource development not only enriches the individual's learning experience, but also helps in shaping the individual's character as a whole. Integration between various disciplines allows individuals to develop a deeper understanding of themselves, the values they hold, and their role in society. Through this approach, individual character transformation can occur holistically, strengthening the individual's capacity to survive and thrive in complex and diverse social dynamics.

The multidisciplinary approach in human resource development has a complex but essential mechanism in influencing the holistic transformation of individual character. This mechanism involves the integration of concepts, methods, and practices from various disciplines such as psychology, sociology, education, and ethics to form strong, empowered, and qualified individuals with the following mechanism description:



1. **Deep Understanding of Individuals.** A multidisciplinary approach allows human resource managers to have a more comprehensive understanding of individuals. By integrating psychological concepts, they can analyze the mental aspects of individuals such as motivation, emotions, and thought patterns. Sociological understanding helps understand how individuals interact in society, while education provides insight into the skills and knowledge required.
2. **Development of Values and Ethics.** Through this approach, individuals are given the opportunity to develop strong values and ethics. Ethics provide an important moral foundation in decision making, while the values instilled through education form the basis of an individual's character.
3. **Strengthening Skills and Knowledge.** Integration of educational approaches in human resource development enables individuals to develop skills and knowledge that are relevant to the demands of the times. Thus, individuals can become more competent in carrying out their duties and responsibilities.
4. **Increased Self-Awareness.** Through a psychological approach, individuals are given the opportunity to increase their self-awareness, understand their strengths and weaknesses, and better manage emotions and motivations. This leads to significant personal growth.
5. **Involvement in Social Context.** This mechanism also involves a deep understanding of the individual's social context. By taking into account social factors such as cultural norms, community values, and social structures, human resource development can form individuals who are adaptive and empowered in social interactions.

Based on the description above, the author can conclude that through a multidisciplinary approach in human resource development that combines various important aspects of psychology, sociology, education, and ethics, individuals can experience a holistic character transformation. With mechanisms that include in-depth understanding, value development, skill strengthening, self-awareness enhancement, and involvement in social contexts, individuals can develop into resilient, empowered, and qualified individuals in facing the complex dynamics of modern society.

### **The role of social studies in understanding the social context that influences the formation of individual character.**

The role of social studies in understanding the social context that influences the formation of individual character is becoming increasingly important in efforts to create quality individuals in a complex modern society. According to Yulastri (2023) that in an increasingly complex global context, social education is becoming increasingly important to help individuals understand their role in society and foster awareness of social responsibility. Social education involves the transfer of social, cultural, and moral values that shape a person's character, so that they can contribute positively to community life. Social studies is a discipline that studies the interaction of individuals with their social environment, including cultural norms, values, social structures, and existing social dynamics. In the context of individual character formation, social studies provides deep insight into how social factors influence individual development. Cultural norms adopted in society, values promoted, and existing social structures can be factors that shape how individuals view themselves, others, and the world around them. Therefore, a good understanding of the social context is essential in designing effective human resource development programs.

Plato and Kant are of the view that when humans are born, humans already have capital in the form of intellectual abilities (Christine, 1999). Humans are not in an empty state, but as noble individuals. So humans must be treated as humans by humans. What form of treatment is this? The treatment is in the provision of education. In Latin, the concept of education is usually termed *educare*. "*Educare* has the connotation of 'training' or 'taming' (as in the context of humans training wild animals to become more tame so that they can be farmed), and

'fertilizing' (making the land produce more fruit because the land has been cultivated and processed)", (Satish, 2007). So, it can be concluded that education is a process that helps grow, develop, mature, make what is not neatly arranged become more organized, a kind of process of creating culture and order in oneself and others to be better.

Social studies also helps identify the challenges and opportunities that individuals face in developing strong and empowered character. By analyzing social structures, social inequalities, and power dynamics in society, we can understand how these factors can influence the formation of an individual's character, including access to education, employment, and other opportunities for personal development. In addition, social studies also broadens an individual's perspective on the diversity of cultures, values, and worldviews that exist in society. By understanding and appreciating this diversity, individuals can develop attitudes of inclusivity, empathy, and tolerance for differences, which are important aspects of good character.

Thus, the role of social studies in understanding the social context that influences the formation of individual character not only helps individuals to better understand themselves and their surroundings, but also helps in designing human resource development strategies that are more effective and relevant to individual needs. Through the integration of social studies, human resource development, and individual character formation, we can create individuals who are able to survive and develop positively in the dynamics of a society that is constantly changing.

## CONCLUSION

Human resource development with a multidisciplinary approach in social studies has a crucial role in the holistic transformation of individual character. Through the integration of concepts and methods from various disciplines such as psychology, sociology, education, and ethics, individuals can experience significant changes in the values, attitudes, and behaviors that form the core of their personality. This approach allows for more holistic and comprehensive development, which not only pays attention to technical and academic aspects, but also strengthens aspects of individual character in various contexts of life. So by understanding the positive impact of a multidisciplinary approach in human resource development on the transformation of individual character, organizations, educational institutions, and human resource practitioners can focus more on the development of individuals as a whole.

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