Human Resources Improvement in Dealing ASEAN Economic Community

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Abstract
Human resources as implementing the various activities of the organization will create productivity resulting in the production of various human needs. In the empowerment of natural resources will require skilled human resources who have the competencies that are reliable so that it can compete in the international community and particularly the ASEAN economic community. Improvement of human resources is indispensable as a tangible manifestation of the competition so that the necessary number of ways to increase the competence of human resources in the international world. The ASEAN Economic Community is a community forum on the community groups in ASEAN countries in order to live simultaneously achieving a prosperous life.

Keywords: human resources; ASEAN; economic; community.

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INTRODUCTION
One of the four factors of production within the organization is the human resources as the direct executor of the activities of the organization that manages the existing potentials in their respective organizations. Human resources are an organizational asset that must be planned, well maintained so that the organization can be detached from a loss in the future when the organization has been carrying out planning and good maintenance. Speaking of human resources was talking money because man since I was a fetus, a baby until he died not escape with money where the money is used to treat the human being to live perfectly and when the man died also not escape with the money. Therefore, it is said that man is a very valuable asset for the life of the organization in the long term.

Indonesia as a country that is a very large population is an advantage for Indonesia where a very large population can be used as the basic capital of Indonesia's development. Indonesia with human capital that big should make the planning and maintenance of human resources so that the wealth of human resources will bring benefits for Indonesia. The principal tasks for Indonesia today is how the efforts made by the Indonesian government in improving the competence of human resources in order to compete in the world so that human resources can be powered by other countries in implementing activity anything in this world. The Indonesian government is very necessary to make human resource planning and maintenance of human resources with a variety of activities designed by the government through the improvement of human resources such as: attending formal education and informal education and apprenticeship-internship to various countries in deepening his experience [1].

In the face of all the ASEAN Economic Community (AEC), the ASEAN countries jointly prepare human resources in order to compete together in the ASEAN countries and even to the whole world. Indonesia is now very committed to the improvement of human resources where it can be seen from the national education budget allocation through the Revenue and Expenditure Budget by 20%. Lengnick-Hall in 2002 says that there are four roles that can be run by a manager...
of human resources in the face of global challenges, namely: 1) Human Capital Steward; 2) Knowledge Facilitator; 3) Relationship Builder; 4) Rapid Development Specialist [2].

All states currently vying pursue human index levels in order to compete in the international community so that human resources can be utilized by all countries because the quality it does not compete with other human resources.

ASEAN countries best Human Development Index (HDI) is Singapore where the country including the number 27 Human Development Index (HDI) in the world and reached number one in ASEAN. Here are delivered on the Human Development Index (HDI) 10 ASEAN countries:

Table 1: Human Development Index (HDI) 10 ASEAN [3]

<table>
<thead>
<tr>
<th>NO</th>
<th>NAME COUNTRY</th>
<th>HDI VALUE</th>
<th>HDI RANK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Singapore</td>
<td>0.846</td>
<td>27</td>
</tr>
<tr>
<td>2</td>
<td>Brunei</td>
<td>0.805</td>
<td>26</td>
</tr>
<tr>
<td>3</td>
<td>Malaysia</td>
<td>0.744</td>
<td>58</td>
</tr>
<tr>
<td>4</td>
<td>Thailand</td>
<td>0.654</td>
<td>93</td>
</tr>
<tr>
<td>5</td>
<td>Philipina</td>
<td>0.638</td>
<td>98</td>
</tr>
<tr>
<td>6</td>
<td>Indonesia</td>
<td>0.600</td>
<td>108</td>
</tr>
<tr>
<td>7</td>
<td>Vietnam</td>
<td>0.572</td>
<td>113</td>
</tr>
<tr>
<td>8</td>
<td>Laos</td>
<td>0.497</td>
<td>122</td>
</tr>
<tr>
<td>9</td>
<td>Kamboja</td>
<td>0.494</td>
<td>124</td>
</tr>
<tr>
<td>10</td>
<td>Myanmar</td>
<td>0.451</td>
<td>132</td>
</tr>
</tbody>
</table>

Human Development Index (HDI) of each country describes the quality of human resources in the international world order obtained by the state on the efforts made by each country to the improvement of human resources. The Human Development Index (HDI) of each country will change constantly depending on the seriousness of the country to improve and maintain human resources.

Indonesia has made a policy to improve human resources through a budget allocation of 20% for education that can be used by Indonesia in improving its human resources. After days of President education budget is very large and is currently maintained by President Jokowi-JK and make more effective use of the budget again and form 2 Ministry of Education that the Ministry of Basic and Secondary Education and the Ministry of Research and Technology.

In the long term, if the Indonesian government continues its commitment to the improvement of human resources, the Human Development Index (HDI) Indonesia will experience a positive change towards the developed countries to be able to compete in ASEAN and international community. Indonesia's commitment to increased human resources be followed by policies made by the Indonesian government in managing and empowering the existing human resources.

UNDERSTANDING HUMAN RESOURCES

Put simply explained that human resources (HR) is an effort made by the person in carrying out its activities every day in meeting their needs. Then Sonny Sumarsono in 2003 explains that the Human Resources or the human resources contains two meanings. (1). Work effort or service that can be provided in the production process where the Human Resources will reflect the quality of the effort exerted by a person in carrying out its activities at a given time to produce goods and services. (2). Human Resources concerning human who is able to work to provide the services or work effort. Ability to work means being able to engage in activities that have economic activities is that these activities are to produce goods or services can be exchanged between one product in order to meet their needs [4].

Mathis and Jackson in 2006 says that human resources are the design of the formal systems within an organization to ensure the use of human talent effectively and efficiently in order to achieve organizational goals. The human resources that exist in the organization must be managed by a professional so that the sustainability of human resources can be run properly and prevent the organization from loss [5].
Management of human resources is called as Human Resource Management in which the elements already exist in the management of these resources. Mangkunegara in 2000 said that human resources management is a management and utilization of human resources existing in the individual or employee [6].

**ROLE OF HUMAN RESOURCE MANAGEMENT**

Human resources as implementing various activities in the organization are expected to contribute to the achievement of organizational goals as the main basis of the organization. The role of human resources in managing the organization, among others [7]:

1. Analyze and make calculations about the supply of human resources.
2. Establish how many labor needs.
3. Establish competence of the candidate of labor needed in the future.
5. Determine which departments are in need of a new human resources.
6. Determine the work programs of human resources ranging from withdrawal, selection, training, orientation, development until the final stage.
7. Make a prediction about the economic conditions in the future.
8. Monitor the development of laws governing employee.
9. Set the dismissal of employees in accordance with the law.

Then Siagian in 1994 said that human resources management has a very important role, among others [8]:

1. From the political perspective, namely that human resource management more from the point of micro-macro later from the point where the human resources are an asset.
2. From the economic perspective, namely that the economy will be the end of the utilization of human resources so that human resources are considered attempts to find and develop the economy alone.
3. From the perspective of the law is everything related to human beings must also be legally arrangements.
4. From the socio cultural perspective, namely in terms of status and dignity and fulfillment on social norms.
5. From the administrative perspective that emphasizes the management has a very important role in today's world.
6. From the perspective of technology is that the technology has a very important role for the progress of science.

Of a second opinion can be concluded that the role of human resources is very important to be considered by management in managing all the potential that exists in each individual to produce output that can be used to meet the needs of each.

**EFFORTS IN IMPROVING HR CARRIED**

In improving the quality of human resources, the organization should perform activities systematically arranged continuously because of the many changes that occur outside the organization that can affect the internal life of the organization. Marwansyah in 2000 says that in order to increase the competence of human resources, the management needs to plan continuously develop human resources which are expected to give effect to an increase in the productivity of the company. As a manager in a company then it becomes the center of attention for managers in managing human resources in the company to ensure the survival of the organization for the future[9]. There are some efforts to be made include:

1. Forecasting human resources.
2. Human resource planning.
3. Withdrawal human resources.
4. Selection of human resources.
5. The placement of human resources.
6. Training and education of human resources.
7. Maintenance of human resources.
Sikula in 1981 said that human resource planning is a process of determining the needs of labor and means bring those needs to be integrated with the implementation plan of the organization [10]. Then Eugene and Beech in 2001 says that the selection is a plan that is used by the company and related to the provision of labor from outside the company [11]. Dessler in 2000 says that the development of human resources effective way to bring together a number of opportunities or challenges faced by the organization [12]. Robbins in 1991 says that the policy of human resource development is comprised of: education and training, career development, performance appraisal and reward system [13]. Hasibuan in 2005 says that staffing is a follow-up of the selection that put prospective employees who accepted (passed the selection process) in the office / work is needed and delegate authority to that person [14]. Then Dewi Hanggraeni in 2011 explains that the placement is the assignment or reassignment of workers to do a job or occupy a new position within the company such as: promotion, transfer and demotion [15].

ASEAN ECONOMIC COMMUNITY (AEC).

In many of the world the human communities are grouped into various organizations such as ASEAN, the European Union, NATO, OIC, OPEC, etc. AEC is a group of people who are in the ASEAN organization consisting of: Indonesia, Malaysia, Singapore, Thailand, Myanmar, the Philippines, Laos, East Timor, Cambodia, Vietnam, Brunei united in building the economy of the community in the ASEAN countries.

In the ASEAN Summit in October 2003 in Bali explained that the AEC are as a society are mutually integrated with one another (i.e. from country to country in ASEAN) where free trade among the member countries of ASEAN have agreed among the leaders of ASEAN countries to transform ASEAN into a more stable, prosperous and competitive in economic development. Obviously with the organization of the ASEAN Economic Community will give citizens the freedom of an ASEAN Community to coordinate the management of all the potential that exists in the ASEAN countries and cooperate in managing all the resources that exist in the ASEAN countries in improving the economy of the ASEAN community.

The agreement made by the ASEAN countries in the ASEAN Economic Community forum is expected to bring enormous benefits for both countries of ASEAN Member States and for the people of ASEAN member countries. There are several benefits of the AEC community, namely:

1. The ASEAN Economic Community will encourage the flow of foreign investment into the ASEAN countries ASEAN countries will create a multiplier effect in the various sectors, especially in the field of economic development so as to improve the lives of members of the ASEAN countries.
2. The single market condition so it is easy to plan and make cooperation in business (joint venture) among the ASEAN community and all companies in ASEAN.
3. The utilization of production resources in ASEAN countries would be easily obtained because the fellow members of the ASEAN community.
4. Potential ASEAN market where the market is very promising for the population of the ASEAN community is so large that all products produced by ASEAN countries will be able to meet the needs of the ASEAN community.
5. The ASEAN Economic Community will be easier to mobilize the population and mobilization of natural resources that need each other among ASEAN member countries.
6. Improved science happening in ASEAN countries will facilitate the transfer of knowledge for the community members of ASEAN, so lack of knowledge on each of the ASEAN countries can be assisted by the ASEAN countries which have the potential of science.
7. Transfer of technology among ASEAN member countries will provide convenience in overcoming the technology shortcomings in each ASEAN country.
8. Equitable overall economy for ASEAN countries so that no community is left behind economically ASEAN.
9. Economic development along (ASEAN Economic Development) for the member countries of ASEAN and the ASEAN community.
10. Strengthen the competitiveness of the ASEAN community together to compete outside the ASEAN countries.

The benefits obtained by the ASEAN countries in the ASEAN Economic Community forums will give effect to the ASEAN countries in building the ASEAN community together for ASEAN member countries. For Indonesia, the ASEAN Economic community forum will greatly benefit Indonesia, among others:

1. Empowerment of Indonesia's population is so big that it can fill job opportunities in ASEAN countries that need workers.
2. Empowerment of Indonesia's natural wealth is very large and is the largest country in Southeast Asia that have natural wealth.
3. Equitable development in Indonesia where natural resources are located in all regions in Indonesia.
4. The entry of investors into Indonesia from the ASEAN countries so that public employers will revive economic climate in Indonesia.
5. Expansion of trade in Indonesia because of the product ASEAN countries will easily fit into Indonesia.
6. Increased export of Indonesian imports of the products produced by ASEAN countries.
7. Minimize the gap among the ASEAN economic community life.

Purpose of establishing the ASEAN Economic Community is to improve the economic stability in the ASEAN region in achieving the ASEAN community life together so that no portion ASEAN community is lagging economically within ASEAN.

CONCLUSIONS
Development of Indonesian society is very severe problem for Indonesia where the government should prepare all the potential to compete in the ASEAN countries, especially human resources. Of course, the Indonesian government should make efforts to compete with ASEAN countries in the ASEAN Economic Community forums.

This government effort to be successful in the ASEAN Economic Community because when the government failed in the forum of ASEAN Economic Community, Indonesia will be a game in the ASEAN countries.

As the largest country in ASEAN, Indonesia should be the players and designer businesses in ASEAN countries with the potential of Indonesia, namely the potential of human resources and natural resources potential. There are some efforts to be made by the government of Indonesia in the ASEAN Economic Community, namely:

1. Strengthening Economic Competitiveness.
2. Program ACI (Aku Cinta Indonesia)
3. Strengthening the SME Sector
4. Improve Infrastructure
5. Improving the Quality of Human Resources (HR)
6. Reforms and Governance.

REFERENCE


