



Improving The Quality Of Human Resources In The Global Era: Preparation Students Of Lingga Kencana Depok Vocational School To Face Competitive Competition

Shela Indah Savitri¹, Indra Januar Rukmana², Syawaludin³
^{1,2,3}Pamulang University

Article Info

Corresponding Author:

Shela Indah Savitri

E-mail:

dosen02583@unpam.ac.id

ABSTRACT

Global competitiveness in the modern day necessitates the facilitation of high quality learning in order to provide pupils the tools they need to meet the challenges of a globalised world. The rapid pace of information flow necessitates the availability of high-caliber human resources, which naturally calls for competitive human resources, in order to analyse and filter the available data and make prompt, precise judgements. The education system as a whole depends heavily on human resources for educators and other staff members, hence these resources must be given central, first priority. Today's schools have a tremendous job to do in preparing children for a world that is changing quickly and becoming more competitive. In order to give pupils the necessary information and abilities to compete and adapt successfully in the global period, the educational system must be modified. To guarantee that students are prepared to face the demands and obstacles of a world that is always changing, innovation and a focus on the future are crucial. The factor that most influences the development of high-quality educational procedures and results is the educator. Globalisation in the modern period requires intense competition, thus educational institutions need to be able to teach well and turn out students who are the best in terms of character and aptitude to succeed in this environment. Improving instruction on digital technology, which is currently underemphasized in the curriculum, is one approach to do this. Examples of this include teaching students how to use Microsoft Word, Excel, and PowerPoint. This clause will give pupils a solid platform on which to compete in the modern digital world.

Keywords:

The Quality Of Human Resources, competitive human resources, global era

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INTRODUCTION

Global competitiveness in the modern day necessitates the facilitation of high-quality learning in order to provide pupils the tools they need to meet the difficulties of a globalized world. Proficiency in human resource management is deemed necessary for pupils. A student's perspective will be impacted by their level of literacy, enabling them to consider critical ideas that are necessary in the cutthroat world of globalization (Dinni, 2018). Globalization in the modern day requires intense competition, thus educational institutions need to be able to teach well and turn out students who are the best in terms

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of character and aptitude to succeed in this environment. Better education regarding digital technology, which is now receiving little attention, is one way that can be accomplished.

As stated in the SISDIKNAS Law's explanation of article 15, Vocational High School (SMK) is a type of vocational education unit that primarily trains pupils for employment in specific sectors. The content that is taught at vocational schools takes the shape of a variety of competences that are seen to be significant and required for students to conduct their lives in accordance with the times. The goal of vocational education is to provide students with the behavioral skills needed in certain occupational domains so they may work, perform, and compete effectively for their own and their country's futures. In vocational education, students receive academic knowledge, practical skills, insight into national patterns of behavior, and social patterns.

The millennial age places a high value on education, which in this case relates to the caliber of pupils at Lingga Kencana Vocational School in Depok. This presentation has shown how important it is to do outreach on how to raise the caliber of human resources, particularly for students at Depok's Lingga Kencana Vocational School. Therefore, using one of the materials provided to the school pupils they visited—namely, on enhancing the quality of human resources in the global period to be able to compete competitively—Pamulang University instructors felt called to do Community Service (PKM) activities. aims to instill in students the knowledge that, in order for them to compete successfully in the future, it is critical to improve the quality of human resources in the global period.

The rapid pace of information flow necessitates the availability of high-caliber human resources, which naturally calls for competitive human resources, in order to assess and filter the available data and make prompt, precise judgments. The purpose of education is to help students reach their full potential by helping them develop abilities, skills, attitudes, and personalities that align with the national education system's goals, which are outlined in Law No. 20 of 2003 concerning the National Education System. The education system as a whole depends heavily on human resources for educators and other staff members, hence these resources must be given central, first priority. The factor that most influences the development of high-quality educational procedures and results is the educator.

According to George Counts (2019), human resource development in a company, including vocational education, is an integrated action involving a number of functions starting with planning, staffing or recruitment, assessment, coaching, and human resource development. It goes beyond simply acquiring human resources. The HR improvement program consists of the following, according to Nurul Ulfatin and Teguh Triwiyanto (2016): (1) identifying needs; (2) setting objectives; (3) determining program content; (4) identifying learning principles; (5) implementing the program; and (6) assessing the program's success. Thus, competency-based integrated training, empowerment, monitoring, and equalization and certification might all be a part of the teaching and education staff development program.

Training approaches must be based on the demands of the workplace and take into account a variety of variables, including time, money, the number of participants, their history, and their basic educational level. Organizational performance development and training must go hand in hand. Hence, every way of growth is an attempt to broaden an individual's knowledge, particularly those that need mastery of theory to determine personal issues connected to actions to accomplish organizational goals. According to Efi

Rufaiqoh Muhaimin (2017), development may also enhance knowledge, skills, talents, and quality in accordance with the proper HR development approach, enabling the human resources they have to do their tasks more successfully and reach optimal job performance.

HR development initiatives need the use of training techniques. This is in line with Efi Rufaiqoh Muhaimin's (2017) assertion that there are two types of HR development training methods: on-the-job training and off-the-job training. To ask someone to learn a job by doing it directly is known as on-the-job training. Every attempt is made to teach employees in the real workplace. On the work, such as job rotation, coaching, training, instruction from a job instructor, giving examples and demonstrations, and temporary assignments. The second approach, on the other hand, is off-the-job training, which is instruction given in a different setting, while the trainee employee is not doing regular or normal duties. Activities might take the form of seminars, workshops, instruction, and courses.

With this context in mind, three lecturers and one student that make up the Community Service Program Team (PKM) at Pamulang University (UNPAM) were asked to contribute to the problem's solution by performing community service under the heading of "Improving the Quality of Human Resources in the Global Era: Preparing Lingga Kencana Depok Vocational School Students to Face Competitive Competition."

METHODS

The HR improvement program consists of the following, according to Nurul Ulfatin and Teguh Triwiyanto (2016): (1) identifying needs; (2) setting objectives; (3) determining program content; (4) identifying learning principles; (5) implementing the program; and (6) assessing the program's success.

Neo A & Raymond (2013) state that the development program's defined techniques must serve as the foundation for HR development, including training and education. Training approaches must be based on the demands of the workplace and take into account a variety of variables, including time, money, the number of participants, their history, and their basic education level.

HR development training techniques can be applied in HR development. This is in line with Efi Rufaiqoh Muhaimin's (2017) assertion that there are two types of HR development training methods: on-the-job training and off-the-job training. To ask someone to learn a job by doing it directly is known as on-the-job training. Every attempt is made to teach employees in the real workplace. On the work, such as job rotation, coaching, training, instruction from a job instructor, giving examples and demonstrations, and temporary assignments. The second approach, on the other hand, is off-the-job training, which is instruction given in a different setting, while the trainee is not performing regular or normal work. Activities might take the form of seminars, workshops, instruction, and courses.

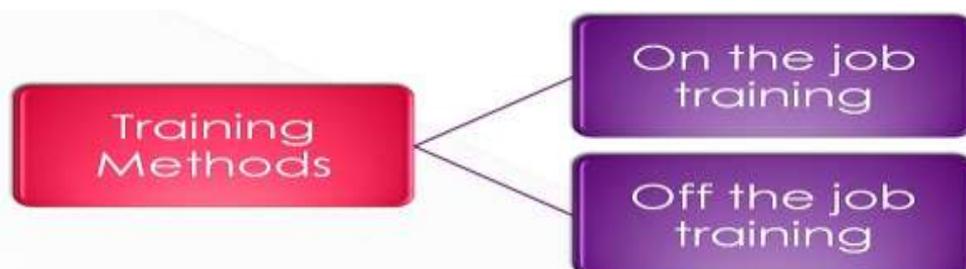


Figure 1. HR Development Training Method (Nunito 8pt)

RESULTS AND DISCUSSION

On the campus of Pamulang University, community service projects have been completed by students from Lingga Kencana Depok Vocational School. Through the improvement of human resource quality, this activity aimed to provide Lingga Kencana Depok Vocational School students with counseling and the application of management expertise, particularly HR management, to develop superior competitive human resources. For the benefit of its students' futures, Lingga Kencana Depok Vocational School aims to accomplish the same objectives. Thus, this training program to raise the caliber of human resources is highly pertinent and is a component of the mentoring programs that are still intended to fortify the students at Lingga Kencana Depok Vocational School's mindset toward creating a better future and being prepared to engage in competitive competition in the global era. In order to properly execute the activity, all necessary materials, tools, and supplies must be prepared in accordance with the subject. The goal of these preparations is for the students at Lingga Kencana Depok Vocational School to readily understand and absorb the subject. The following implementation event details are realized in the execution of this community service project in the Table 1.

Table 1. The Event of Activity Implementation

Time	Description Of Activities	Information
13.00 - 13.30	Registration	Committee
13.30 - 13.40	Event Opening	Mc : Indra Januar Rukmana,S.E.,M.M.
13.40 - 14.00	Chanting prayers	Syawaludin,S.E.,M.M.
14.00 - 14.30	Greeting	Sarojih, S. Sos. I
14.30 - 15.00	Message from the Chief Executive	Shela Indah Savitri, S.Kom.,MM.
15.00 - 16.00	Event Introduction	Syawaludin,S.E.,M.M.
16.00 - 16.30	Break	All Participants
16.30 - 17.00	Closing	Committee

Time	Description Of Activities	Information
13.00 - 13.15	Opening	Mc : Indra Januar Rukmana, S.E.,M.M.
13.15 - 13.45	Message from the Chief Executive	Shela Indah Savitri, S.Kom.,MM.
13.45 - 14.30	Session II : HR Development Theory and Its Goals	Shela Indah Savitri, S.Kom.,MM.
14.30 - 15.00	Session II : HR Development Programs and Methods	Shela Indah Savitri, S.Kom.,MM.
15.00 - 15.20	Question and Answer Session	College Student
15.20 - 15.30	Break	All Participants
15.30 - 15.40	Participants' Impressions and Messages	Sarojih, S. Sos. I
15.40 - 15.50	Handing over gifts	Committee
15.50 - 16.00	Submission of Charter	Committee
16.00 - 16.30	Group photo	Committee and All Participants
16.30 - 16.40	Closing pray	Syawaludin,S.E.,M.M.

*) November 11, 2023 - November 12, 2023

CONCLUSION

The Deputy Principal of the Lingga Kencana Vocational School, Depok, situated at Jl. Raya Sawangan NO. 47, Rangkapan Jaya Baru, Kec. Pancoran Mas, Depok City Prov., West Java, has extended a warm welcome to the management study program lecturers who are spearheading community service activities. The program has proceeded smoothly. With this service project, we seek to spread knowledge and awareness of management, science, particularly as it relates to human resources. The content we offer has to do with human resource management advice. The information we offer relates to human resource management counseling, specifically enhancing the quality of human resources. It is intended for study and input for students at Lingga Kencana Vocational School in Depok, so they can apply it in the future and be more competitive. Since there may have been several errors in the creation of this activity report, we welcome recommendations and critiques in an effort to make future community service projects even better. With any luck, the community surrounding Pamulang University will gain from this community service project. We express our gratitude to everyone who took part in and helped with this project.

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