

Development of Self Competence Towards Excellent Hr

Novita Wahyu Setyawati^{1*}, Dewi Sri Woelandari², Murti Wijayanti³, Pradhana Arief S⁴

Universitas Bhayangkara Jakarta Raya

Corresponding Author: Novita Wahyu Setyawati

Novita.wahyu@dsn.ubharajaya.ac.id

ARTICLE INFO

Keywords: Quality of Human Resources, Development, Self-Competence

Received : 19, April

Revised : 21, Mei

Accepted: 23, June

©2023 Setyawan, Woelandari, Wijayanti, Arief: This is an open-access article distributed under the terms of the [Creative Commons Atribusi 4.0 Internasional](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

The existing problems can be concluded that the existing problem is that there are still young people who do not know what potential lies within them and if faced with a problem they are still hesitant to find a solution. From the existing problems, the solution taken is to provide motivation for the potentials that exist within and provide knowledge about how to solve a problem. The output targets to be achieved in community service this time are aspects of competence, being able to find a picture of the potential that exists within him and increasing abilities and skills in solving problems, aspects of management, being able to carry out self-planning to face future challenges and aspects of academics, the results of the activity will be reported and published in one of the local national journals.

INTRODUCTION

Human resources cannot be replaced with machines, money, positions and other materials, they are the key to the success of all corporations and any activities in this world. Therefore building competitive quality human resources is building an advanced and civilized country that is able to compete with other countries, building human resources that are qualified and competitive, have character, work hard, are able to collaborate and have noble character who are advanced and professional and are able to beat competitors. -its competitors (Setyawati, 2022). The current condition of the quality of our national human resources, based on research conducted by the World Bank, the quality of Indonesian human resources is ranked 87th out of 157 countries. This condition makes Indonesia unable to compete globally compared to the human resources of other countries. Therefore nationally we must be able to build quality human resources, especially human resources who are able to compete competitively in all fields (Woelandari, 2021).

HR development cannot be separated from the character development of HR itself. Character is a measure and standard of value in the form of character, nature and character that God has given to humans, so whoever he is and in whatever activity and profession he is in, must be seen from his character, because human resources who are good and perfect and have high value, are human resources with character .

The function of education in this law, if we try to narrow it down, is to prepare superior human resources to build the nation's civilization. In preparing superior human resources, in the world of education construct it into various forms of activities and programs. In addition to preparing superior human resources, it also hones the way of thinking in complex problem solving, which is a way of solving complex problems. Because the world cannot be solved with a binary oppositional mindset, namely a right-wrong way of thinking, win-lose and so on (Abdullah: 2021, p. 34-35). Abdullah used to call the complex problem solving way of thinking multidisciplinary, interdisciplinary, and transdisciplinary. Based on the background above, the service team this time is trying to encourage the current younger generation to be able to explore the potential that exists within them and begin to train their complex problem solving ways of thinking in facing future challenges and competencies.

The existing problems can be concluded that the existing problem is that there are still young people who do not know what potential lies within them and if faced with a problem they are still hesitant to find a solution. Therefore, today's young generation needs to be encouraged to be directed to what potential is in them and provide training on how to take solutions when faced with a problem. In community service this time, a formulation of the problem was raised, namely *Development of Self-Competency Towards Excellent Hr.*

With the activities given to the community, it has the following objectives:

1. Provide motivation for the potentials that exist within.
2. Provide knowledge about how to solve a problem.

IMPLEMENTATION AND METHODS

The activity method used is the offline method which will be carried out by lecturers and students who consist of the Management science study program. To support this community service activity, methods are used that support the implementation of these activities. The following are details of the implementation method to be carried out, namely:

The methods used in this Community Service Activity include:

1. Make preparations

The service participants consisting of students and lecturers made preparations, including:

- a. Coordination between lecturers and students;
- b. Licensing arrangements with partners
- c. Preparing for implementation – both material and non-material in nature.

2. Methods of data collection

Used to determine the location of community service by collecting existing supporting data and the location of activities carried out in the community.

3. Determine the theme of the service to be given

Based on what has been done in the survey which is described in detail on the background so that the theme of the service can be immediately determined, namely "*Development of Self-Competency Towards Excellent Hr*".

4. Looking for Library Studies

Literature study is a technique for collecting reference data from various types of scientific sources that support the problem being sought for a solution. In this community service activity, various theories and implementations are explored in order to provide significant understanding.

5. Make activity materials

Based on the literature study that has been carried out, activity material is made into the training module.

6. Presenting training / Implementation activities

The training is given using the lecture method by resource persons and a question and answer session to deepen the material.

7. Conduct Evaluation

From the results of the empowerment and development of these activities, an evaluation of the activities is carried out. To see if there are any obstacles encountered, so that a solution/handling is quickly found.

8. Doing reporting

The participants consisting of students and lecturers made activity reports and articles in the form of community service articles.

Activities performed

- a. Socialization and counseling. Providing knowledge about self-competence development towards superior human resources.
- b. Providing understanding and self-development by exploring potential within by attending existing training.

Partner Participation

- a. Proposers carry out counseling/dissemination of self-competence development towards superior human resources, prepare materials and materials/tools to support the activities to be carried out.
- b. In the early stages partners provide permits to carry out community service activities.
- c. Plans at the implementation stage, partners participate in providing facilities and places for implementation.

Implementation of Community Service

The implementation of this activity program for the community was carried out from 10-11 May 2023. This community service activity was attended by +/- 30 participants with the theme of the community service program "*Development of Self-Competency Towards Excellent Hr*". Before the team carried out socialization activities, interviews were conducted with the local community regarding the community service implementation plan. In this activity the Abdimas team provided counseling on self-competence development towards superior human resources. Each participant was given the opportunity to participate actively. So that after the counseling, the team held a question and answer session to evaluate how far the participants' understanding of Community Service activities was so that it could be used as knowledge information in increasing self-competence. From the results of the Abdimas implementation, the extension participants responded positively and seemed satisfied. Participants have also shown their understanding to motivate themselves in exploring the potential that exists in their children.

RESULTS AND DISCUSSION

After conducting community service counseling in the form of developing existing potential and competencies, some participants in the group of housewives began to understand how they would encourage their children to be competent in the industrial world. They as parents also began to try to find information about existing trainings in order to develop the potential that exists in their children. Based on the problems previously described, namely that there are still many housewives (parents) who do not understand what competencies are currently needed in the industrial world, the solution taken is to provide empowerment and self-competence development activities towards superior human resources for the next generation in RT.005/RW.001 Marga Mulya Village, Bekasi City. The activity in community service this time is to empower housewives to encourage and direct their children to compete in the industrial world in the future by exploring the potential that exists within themselves to improve their competencies.

The output targets to be achieved in community service this time are:

1. From the competency aspect, you can find a picture of the potential that exists within yourself and increase your abilities and skills in solving problems.
2. From a management perspective, being able to make self-planning to face future challenges
3. From an academic perspective, the results of the activities will be reported and published in one of the local national journals.

CONCLUSIONS AND RECOMMENDATIONS

Community Service Activities carried out in RT.005/RW.001 Marga Mulya Village, Bekasi City, can be concluded as follows:

- a. Implementation of Abdimas regarding *Development of Self-Competency Towards Excellent Hr* will be held on 10-11 May 2023
- b. There were 30 participants who attended
- c. From the results of the Abdimas implementation, groups of mothers (parents) can understand material about developing self-competencies towards superior human resources.
- d. From the results of the evaluation, it was found that some participants in the group of housewives began to understand how they would encourage their children to be competent in the industrial world. They as parents also began to try to find information about existing trainings in order to develop the potential that exists in their children.

Based on the activities that have been carried out by the lecturers and students of Bhayangkara Jakarta Raya University which were carried out in the RT environment. 005/RW. 001 Ex. Marga Mulya, Kec. North Bekasi City of Bekasi. With the aim of providing input to the community that this activity is not only for the benefit of lecturers and students but the interests of the local community, where lecturers and students are only resource persons and motivations who help prevent problems so that community participation is expected in each activity program.

ACKNOWLEDGMENT

The writing team would like to thank the Bhayangkara University Jakarta Raya LPPMP for funding this community service activity so that it can be carried out properly and provide benefits for partners.

REFERENCES

- Abdullah, M.A. (2021). *Multidisiplin, Interdisiplin, & Transdisiplin: Metode Studi Agama & Studi Islam di Era Kontemporer*. Yogyakarta: IB Pustaka.
- Eko Suparno. (2014). *Manajemen Pengembangan Sumber Daya Manusia*, Jakarta: Ardadizya Jaya, 176-178.
- ENHANCING MSME'S MARKETING PERFORMANCE THROUGH INNOVATION CAPABILITY MEDIATED BY TECHNOLOGY CAPABILITY AND VALUE-BASED SELLING. *Islamic Economics, Finance, and Banking Review*.
- Gerhart Barry, Hollenbeck John, Noe Raymond, Wright Patrick. (2013). *Manajemen Sumber Daya Manusia Mencapai Keunggulan Bersaing*, Jakarta: Salemba Empat, 8 -10.
- Gusti Ayu Riska Riyanti, I Gede Adnyana Sudibya. (2012). *Pengaruh Motivasi dan Kompetensi Terhadap Kinerja Karyawan Pada RSU Dharma Usadha*, Fakultas Ekonomi Universitas Udayana, 622.
- I Kadek Edy Sanjaya, Ayu Desi Indrawati. (2013). *Pengaruh Kompetensi, Kompensasi dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Pande Agung Segara Dewata*, Fakultas Ekonomi Universitas Udayana, 220.
- Kewirausahaan di Era Pandemi*. J-ABDI: Jurnal Pengabdian kepada Masyarakat. Pasaribu, V. L. D., Agrasadya, A., Shabrina, N., & Krisnaldy, K. (2020). MENJADI ENTERPRENEUR MUDA YANG MEMILIKI JIWA LEADERSHIP UNTUK MENGHADAPI MASA DEPAN. *Abdi Laksana*, 1(1).
- Pasaribu, V. L. D., Susanti, F., & Hartuti, E. T. K. (2019). *Memotivasi Siswa dan Siswi SMK Letris Indonesia di Dalam Menentukan Pilihan Untuk Melanjutkan Pendidikan Atau Bekerja Setelah Lulus Sekolah*. *Jurnal Pengabdian Dharma Laksana*, 1(2), 161-172.
- Setyawati. Novita, Dewi Sri Woelandari PG, Agus Dharmanto. (2022). PROGRAM
- Woelandari., Pantjologiningroem, Resista Vikaliana, Novita Wahyu Setyawati. (2021).