

## Building a Competency based and Professional Human Resources System

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### ABSTRACT

In addition, in the General Pattern of Long Term Development II it is also emphasized that the main objective of national development is to improve the quality of people and the people of Indonesia. In addition to running the wheels of government, residents also manage all natural resources that become wealth for the country concerned. The population of a good quality country will strive to cultivate and utilize existing natural resources, to meet the needs of life and improve their welfare and to manage their country's wealth properly and efficiently. Development of competency based and professional based human resources is conducted in order to deliver results in accordance with organizational goals and objectives with predefined performance standards. Professional human resources are those who have the competence, in accordance with the profession that ditekuni. The objective to be achieved by human resource management is to form professional human resources, which have characteristics, noble, competent, and motivated.

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## **INTRODUCTION**

The role of human resources is emphasized in the Outline of the State Direction that the essence of Indonesia's national development is to build the whole Indonesian people and all Indonesian people. Indonesia's large population is the basic capital for development with the condition that it must be fostered. Demographically, the population is the dominant factor that can have a positive meaning, but on the contrary, it can also backfire or catastrophe for the continuation of Indonesia's development. The General Pattern of Long-Term Development II affirmed that the main targets of national development are improving the quality of people and society of Indonesia.

Human resources are the drivers of the activities of a country, where the residents of the country concerned are the ones who carry out all state activities, such as politics, economy and others. In addition to running the wheels of government, the population also manages all natural resources that are wealth for the country concerned. The population of a country of good quality will strive to cultivate and utilize existing natural resources, to meet the needs of life and improve their welfare and be able to manage their country's wealth properly and efficiently. With good management of natural resources, welfare can be obtained by the residents of the country concerned which means that it will also increase the level of progress of the country. Good management of natural resources will create sustainable national development for all elements of the country.

The ability to think human beings is a very important natural resource, because thinking is the main foundation for culture. Man as a cultural living being, able to process natural resources for the benefit of his life and able to change the state of natural resources thanks to advances in science and technology. With his intellect and mind, man uses natural resources with wisdom. Therefore, human beings are not seen only as a source of energy, but mainly as a creative resource (mental resource) which is very important for the development of human culture.

## **THEORETICAL REVIEW**

### *Realizing True Pancasila, Building the Whole Indonesian People*

#### **1. Almighty Godhead**

It is a belief that must be imprinted in the soul and consciousness of the Indonesian people, not just oral and memorized heads. We must be sure of confidence – be sure of God and His power. That we are creatures created by God who is only One. God who desires the existence of ethnic, national and religious differences and cultures in the world as proof that God is Almighty and only He is the One Who Has created differences with the perfection of His creative nature.

#### **2. Just and Civilized Humanity**

The imprinting of the One God (instead of the one religion) that we are obliged to worship will foster human feelings and feelings with humanity and love which will eventually embody a sense of justice among adherents of different faiths. This will give birth to a sublime human civilization. Civilization

which comes from the word *adab* which means manners, ethics and respect – respect.

### 3. Unity of Indonesia

The existence of a sense of belief in one Creator, the same feeling as a creation of God who was created and destined to live in Indonesia will foster an attitude of strong unity, that is *Bhineka Tunggal Ika* which contains different philosophies – different understandings but one belief that all are creations of the One And Only One.

### 4. A People Led by Wisdom in Representative Consultancy

Peoplehood which is a mirror of unity, consultancy which is a mirror of humanity, mutual respect – respect, mutual love, hone, and nurture as a unified form of life full of wisdom. Wisdom which means to be wise, to try to understand the intentions of others, to manifest civilized human consciousness, not division and war.

### 5. Social Justice for All Indonesians

Justice which means a sense of happiness, satisfaction, not oppression and squeezed, a sense of justice in all social layers of the people in Indonesia, The Lordship of His Holiness, the One, the Sublime like a gold star, which then gives birth to a perfect human being born, inner / soul and his spirit is like a verse deliberately created in the national anthem *Indonesia Raya, Indonesia Yang Besar* where to achieve this greatness must be "Build his Soul build his Body for Greater Indonesia. With *Ruhani's* strength, mentality, brain, and intelligence will also be stronger so that the body will be stronger because it is guarded and cultured by its soul consciousness in the form of life awareness and high awareness of divinity in all aspects that embody the figure of the whole Indonesian man, man as the spirit of the nation with a big spirit as a mirror of the great nation of the great Unitary State of the Republic of Indonesia, sublime, noble, and Great for glorifying the Almighty Godhead.

### *Developing Professional HR*

#### 1. Definition, Objectives, Goals, and Functions of Human Resource Management Human Resources Management or HRM (Human Resources Management)

Part of the management function. If management focuses on 'how to achieve common goals with others', then HRM is focused on "people" both as subjects or actors and at the same time as objects of actors. So how to manage people in an organization that is planned (planning), organized (organizing), implemented (directing) and controlled (controlling) so that the goals achieved by the organization can obtain optimal, efficient and effective results.

#### 2. Building Organizational Capabilities

A good and responsible company or organization and wants to maintain business continuity in the long term, has prepared its care at the beginning of the company's establishment, namely by setting the company's vision, mission, and

goals. In its development, organizational culture and global changes will affect these three things: Vision is a statement of the ideals of the organization that contains clear directions and what the company will do in the future. To realize this vision, the company develops a mission that will be carried out in every activity; Mission is the determination of the company's goals and objectives that include long-term and short-term activities to be carried out, in an effort to achieve the vision that has been set; is to achieve maximum profit. A clear statement of vision and mission must be in accordance with the company's needs and market needs so that the culture can foster commitment to work and foster employee morale, foster a sense of harmony in employee work life, and foster excellent work standards.

### 3. Performance Assessment The Company's Goal

Evaluating a company is a job evaluation stage that can improve the quality of work for the company's activities in it. One way to achieve the company's goals is to have reliable and quality Human Resources (HR). Assessment is an important task for the company, so that the company knows the extent to which employees are successful or not in working during the specified working period.

### 4. Developing Competence Competency based and Professional HR

Development is carried out in order to provide in accordance with the goals and objectives of the organization with the performance standards that have been set. The competencies possessed by an individual employee must be able to support the implementation of the organization's vision through strategies and synergies between people in it. Therefore, individual performance in the organization is a way to increase organizational productivity. If the carrying capacity of the organization can run simultaneously, the development of competency-based human resources will have a good impact on improving company performance. This happens because competently developing human resources is a condition in which all internal elements of the company are ready to work by relying on good qualities and abilities. Competency Development employees see their role in the organization with a broad perspective.

### 5. Career Planning and Development Employee Careers and Company Needs are Inseparable

Therefore companies must assist employees in planning their careers so that the needs of both parties can be met. In career planning, the role of employees is to be involved and committed in all career planning, while the role of the company is to create a career planning system in the form of assessment or measurement of employee competence and performance, directing employees by providing various sources of information, adequate systems, and also communicating the system through the role of coaching or mentoring from superiors to subordinates.

## 6. Leadership Style Approach

The leadership style approach emphasizes the behavior of a leader. It differs from the trait approach, which emphasizes the personal characteristics of the leader, as well as the expertise approach, which emphasizes the administrative abilities of the leader. The leadership style approach focuses on what leaders really do and how they act. This approach also expands the study of leadership by moving toward the actions of leaders toward followers in various situations. This approach assumes any leadership always exhibits two general behaviors: (1) Work Behavior, and (2) Relationship Behavior. Work behaviors facilitate goal attainment: They help group members achieve their goals. Relationship behavior helps subordinates to feel comfortable both with themselves, with others, and with the situation in which they are in. The main purpose of the leadership style approach is to explain how leaders combine both types of behavior (work and relationships) to influence subordinates in their efforts to achieve organizational goals

## 7. Providing Skills, Finding Talent, and Job

Analysis is an activity of systematically collecting, evaluating and compiling various information related to positions. Or the definition of job analysis is an activity to study and conclude information or facts related to the position in a systematic and orderly manner. Technical Job Analysis is a process where a number of jobs are divided to determine the duties and responsibilities related to the job, what requirements must be met where the work is carried out and the personal capabilities required to achieve maximum performance.

## 8. Recruitment

The main focus of human resource management is to contribute to the success of the organization. Human resource management consists of activities related to human resource management including: human resource planning and analysis, human resource discovery, employment compensation and benefits, safety and security, labor safety and labor. Before filling a job vacancy, you must first look for people who not only qualify for the position, but also want the job. Organizations need a large number of workers in realizing their existence for the purpose. The workforce functions as executor of work which is the main task of the organization. After HR planning is carried out, and job analysis and classification are carried out, the next step is to carry out recruitment. Recruitment is the process of finding, finding, and attracting applicants for employment within and by an organization. The purpose of recruitment is to get as many prospective applicants as possible, the organization or company will have a greater opportunity to make a choice of job candidates who are considered to meet the qualification standards. The goal is to provide an adequate supply of labor to meet the needs of the organization. By understanding what the workforce does, job analysis is the basis of knowing.

## 9. Payroll

According to the Manpower Law No. 13 of 2003, Chapter 1, Article 1 contains Wages are the rights of workers/laborers received and expressed in the form of money as an imbalance from the entrepreneur or employer to the workers/labourers determined and determined according to the work agreement, agreement , or laws and regulations, including allowances for workers/ laborers and the background of a job or service that has been or will be performed.

### *Employee Wages and Salary Levels*

In the decision of the Minister of Manpower No. 150 of 2001 and the Decree of the Minister of Finance regarding Income Tax Article 21 of 2003, there is an explanation of the level of wages received by employees. The wages received by employees are divided into several groups, namely:

#### 1. Free Daily Wages

Wages received if in one working day if someone does the work that has been determined. People who work on a casual daily wage are usually not dependent on work for the employer.

#### 2. Wages for Permanent Employees

Wages earned are based on a predetermined period of time with the amount received is also fixed as a monthly salary.

#### 3. Wholesale Wages

The wages earned by a person according to the agreement between the worker and the employer (tenant) and the amount of wages received also depend on the agreement between the two parties, this type of work that has been agreed upon must be completed without interference from the tenant.

#### 4. Honorarium

The wages received if the work is done and the amount depends on the agreement of the worker with the employer. People who receive honorarium wages are usually not dependent on employers.

#### 5. Risk Management

Risk management is an approach/methodology in managing uncertainty related to threats; a series of human activities including: Risk assessment, development of strategies to manage it and risk mitigation using resource empowerment/management. Strategies that can be taken include taking risks to other parties, avoiding risks, reducing the negative effects of risks, and taking some or all of certain consequences. Risk management focuses on risks caused by physical or legal causes (such as natural disasters or fires, deaths, as well as legal remedies. Financial risk management, on the other hand, focuses on risks that can be managed using targeted financial instruments. is to reduce the different risks associated with the chosen field at a level that is acceptable to society This

can be various types of threats caused by the environment, technology, organization and politics.

#### 6. K3 (Safety, Health and Safety)

The purpose of the norms: so that there is a balance on the part of the company to ensure the safety of workers.

1). Legal basis for OHS:

a. Law No.1 of 1970

b. Law No. 21 of 2003

c. Law No. 13 of 2003

d. Regulation of the Minister of Manpower of the Republic of Indonesia No. PER-5/MEN/1996.

### **METHODOLOGY**

This research method uses a survey research method with a field of research for academics which aims at research as applied research where research is carried out with the aim of applying, testing and evaluating the ability of a theory applied in solving practical problems. Then according to the level of explanation, this research is an associative study. Associative research is a study that aims to determine the relationship between two or more variables with a descriptive approach

### **RESULTS AND DISCUSSIONS**

Competence in the sense of a concept that means to combine Skills (Skills), Attributes (Individual Attributes), Knowledge (science) and from Job Behavior (Performance Behavior) that can be observed so that it can improve the human resources of a company, it is appropriate if The company pays attention to the quality of its resources, in this case its employees, so that it can obtain highly competitive quality employees.

### **CONCLUSIONS AND RECOMMENDATIONS**

The role of human resources is emphasized in the Outline of State Policy that the essence of Indonesia's national development is to build Indonesian people as a whole and all Indonesian people. In addition, in the General Pattern of Long-Term Development II, it is also emphasized that the main goal of national development is to improve the quality of Indonesian people and society. Human resources are the driving force of a country, where the residents of the country concerned are those who carry out all state activities, such as politics, the economy and others. In addition to running the wheels of government, the population also manages all natural resources which are wealth for the country concerned. Residents of a country with good quality will try to make the best use of existing natural resources, to meet the needs of life and improve their welfare and be able to manage their country's wealth properly and efficiently. Competency-based and professional HR development is carried out in order to provide in accordance with the goals and objectives of the organization with the performance standards that have been set. Professional HR are those who have

competence, according to the profession they are engaged in. The goal to be achieved by human resource management is to form professional human resources who have characteristics, have noble character, are competent, and hopeful.

### **FURTHER STUDY**

In addition to running the wheels of government, the population also manages all natural resources which are wealth for the country concerned. Residents of a country with good quality will try to make the best use of existing natural resources, to meet the needs of life and improve their welfare and be able to manage their country's wealth properly and efficiently. Competency-based and professional HR development is carried out in order to provide in accordance with the goals and objectives of the organization with the performance standards that have been set. Professional HR are those who have competence, according to the profession they are engaged in.

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