

## Reconstruction of National Education Policy for Improving Human Resource Competency: A Preparation Toward the 2015 ASEAN Community

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### ABSTRACT

*Human resources development must be perceived as a common consideration toward changes in nation's attitude and philosophy as a human interactive consequence as individuals in their relationship with other national, regional and international people's community. From strategic view, developmental vision and mission of demanded Indonesian Human Resources Characteristic is a measured capability with an organized entrepreneurship capacity that would make Indonesian Human Resources as an entrepreneurship model and agent of change. The educational policy analysis is a mean for educating experts or others whom pay their attention on education, human resources development planning issues and entrepreneurs in making appropriate decisions in policies to use consistently potential Human Resources for entrepreneur's philosophical developmental patterns with method as basic understanding to develop committed human characters with think globally act locally principle as continuous and sustainable national images toward improvement in nation quality within national policy environment.*

**Keywords:** Human resources development, entrepreneurship model, educational management , cultural approach

### INTRODUCTION

The global phenomenon is similar with efforts to develop self-sufficiency and requirement for qualified human resources from ability acquisition through scientific and acquired advantageous understanding in which it is expected to provided contribution for national development continuity. Neo-liberalism as the marketplace strength and radicalism that suggested de-globalization, as stated by Jan Art Scholte, is assumed not sufficient and less realistic as reference for a Developing Country such as Indonesia, where it will make them as globalization beneficiary as People's Republic of China and India has seriously performed an economic reform by preferring a human resources development with higher appreciation on education and entrepreneurship movement.

Therefore, it is clear that Indonesia as a nation must have truly been more prepared to compete in global market because we have theoretically already had all advantages as it was offered by Porter through a comparatively and competitive assumption strengthening as a part of national strategy.

This expectation will can be reached by qualified human resource supports owned by each nations. A globalization issues with its demand on democratization ideas implementation, sophisticated scientific and technological application, life environmental protection and enforcement of human rights may only be answered by qualified human resources availability with high integrity and professional attitudes. In other words, quality improvement will become a new education paradigm in the future.

It will concentrate on pattern of entrepreneurship philosophical development by cultural approaches as basis for understanding to develop a qualified cultural human character with high commitment to the “*think globally act locally*” principle. However, it must always bring forward a cultured human thinking analysis as the continuously and sustainable national images toward national quality improvement within a policy environment that would involve all bureaucratic, technocratic, political and entrepreneurship elements.

Such human resource development should be understood a collective thinking toward changes in national attitude and philosophy as human interactive consequences as individuals in their relationships with national, regional, and international people’s community. Porter said in his book, “*The Competitive Advantage of Nation*”, that a State competitiveness rest correlatively on human resources development.

Even if it is seen from total population view of point, this case is also a positive signal endorsing Naisbith’s statement that twenty one century is Asian possession era because Asian countries will equal America in 2018, and it is targeted to equal Europe in 2020, and will surpass all developed countries in 2052 with Japanese exception. This new Asian economic strength is summarized within *The Bigs Emerging Markets* (BEM’s), including : Indonesia, Chinese, South Korea, India, Turk, Mexico, Brazil, Argentina, Poland and South Africa. When it is especially considered total population in ASEAN countries with more than 400 millions people and its total gross domestic product above US\$ 500 billions, this figure equals with the USA gross domestic product with Singapore as the Southeastern Asia locomotive.

Why Singapore? This instance is a real consequence that support Porter’s theory that such country’s competitive advantages completely NOT ONLY rely on its natural resource availability, however it can be endorsed with creative and innovative human resources availability and rapidly respond to applied technological advances. Throughout this Porter’s thinking inspiration, Indonesia is actually capable to reach those three options offered by Porter, assuming such substantial natural resources not only become for reliable foreign exchange, but how actually to use wisely such Natural Resources with relying on local-based technology Human Resources capability, so they can be relied to resist against globalization streams. It is also true with Prakash and Hart’s (1999) opinions in their hypothesis stating that a globalization is a dependent variable driven by 4 (four) important elements; they are technological progression, market system distribution, domestic politic and competitions among countries which affect to institutional governance modification in attempt to play significant roles in globalization process.

Furthermore, it will be clearer that Indonesian’s people as a nation must be more prepared to compete in global market, because we have theoretically possessed all advantages offered by Porter with comparatively and competitively assumption strengthening as a part of our national strategy. An optimistic advantages owned by our nation is significantly based on increased population growth about 0.9 percent; where this percentage will drive our gross product income up and make our country as one of the largest gross domestic income’s producer in ther world, namely, respectively US\$ 2 trillions when Indonesian peoples is estimated less than 250 millions with income per capita reaches US\$ 3,800 and purchasing power parity is computed around 4 (four) times of the PCI, namely US\$ 15,200. So, governmental vision about Indonesia is assumed to meet this goal in 2018 not as formerly expectation will occur in 2020 and Indonesia will join into 6 (six) countries with the world largest economic strength based on purchasing power parity, consisting of USA, Japan, Chinese, India, Germany, and Indonesia itself. This optimistic illustration is a motivation trigger for Indonesian peoples as it was released by *Global Competitiveness Report*, in which Indonesia is entered into 15 most competitive countries ranking and stay in the fourth ranking

as the most attractive country for investment destination, and place Indonesia as *The Emerging Tiger* and *The New Beggar*.

## **PROBLEM FORMULATION**

The readiness to develop local human resources is a part from Indonesian people's TRUST development efforts by enforcing and making this effort as the central point (not peripheral one) within Indonesia's nation-state. Development vision and mission have strategically pattern on participative community empowerment pattern and not on mobilization one. The required Indonesian's human resource characteristics is the one having measureable ability or possess an organized entrepreneurship capacity that would create Indonesian people's human resources as entrepreneurship model and agent of change as well as never stopped in duty limitations (self energizer). Therefore, human resources development context must strategically provide contributions on competitive advantage achievement because this condition is conditionally based on requirement in globalization demand by making a reconstruction of relevant education policies with market demand.

Winarno Surakhmad in his "Rekonseptualisasi Visioner Pendidikan Nasional" paper (2002:8) stated that:

"No one large policies in education field ever made, even applied to anticipate and prepare the future generation for fighting in universal competition".

Consequently, it is necessary to develop a more visionary Indonesian education concept on phenomenon : (1) where currently situation changes in more rapid temporal speed, (2) the life itself has become more complex, and (3) yesterday can not be assumed as reference to create a better tomorrow". In global tendency, interdependency among nations will continuously increase, there will no one country or nation is able to solve all their problems without any cooperative efforts with other country, whatever substantial country's prosperity and power. Because a globalization requires for presence of paradigm changes in educational world, it is accorded with Syafarudin (2002:2) opinion that, "globalization is characterized by three field movements that include economic, political, and cultural fields".

In economic issue, it has occurred an economic liberalization; in political issue appeared a democratization; and cultural field perceived value universalities with demand each nations develop its national character. In this case, it is took place a paradigm modification in various community and national life aspects caused by such globalization. Consequently, each nations are further required to take active participation in global competition.

This expectation will of course be reached if it is supported with qualified human resources owned by each nations. Such globalization issues are rapidly introduced with demands on implementation of democratization ideas, sophisticated technological and scientific utilization, life environmental protection and human rights enforcement; where these demands may only be answered by qualified human resources with high integrity and professional values. In other words, quality improvement will become new educational paradigm in the future.

The currently phenomenal instance is that for obtaining a qualified education outcomes, community or parents must be ready to bear a higher school pays for their children better future.

Solution in basic educational problems stay in less exciting situation, both seen from economic or political transition aspects toward democratization, meanwhile globalization pressures are felt to be heavy burden for parents whom care with this nation fate.

In this situation, a variety of challenges must be handled, such as an increasing economic and social relationships between nations, competition in human resources quality owned by a nation with other one, the possibility of country exploitation by other more developed, capital-possessing nations, and advantageous human resources on less advantageous countries, and scientific and technological utilization that adversely provide effect on human dignity.

It is also not closed possibility will appear a neocolonialism form from a strong country that would take advantages from less developed country's economic and scientific and technological weakness where it may also threat Indonesian people's opportunity proportion in global educational era that require for presence of conceptual and strategic revolutionary modification for human resource development with different characters with other nations in this world. The currently education problem solving is placing in road intersection; in one side a part of community that receive education services are still involved in agrarian era, meanwhile another part of community has been entered into industrial era; meanwhile a part of community in other side is directly moving into informational era pathways.

This gap actually bring about a very difficult situation in making an education policy if it is not seriously handled by professional way. Meanwhile, rural and suburban community still continue to fight with their poverty, where they of course expect a popular education and give poor people special attention without any cost burdens; and in other side, urban community are intensively increasing to look for expensive education with quality reasons.

## CONCLUSION

Solution for education problems in Indonesia is faced with different social condition with overall manifestation in educational aspiration and participation that result in complexity in determining an appropriate education policy.

Consequently, a mistake in decision making, amateurism, arrogance in solving of education problems will result in very dangerous consequence not only for such education development itself, but also for human being itself. For this reason, an Educational Policy Analysis is a means for educating experts or whom pay attention on human resource education, planning and development, entrepreneurs in making appropriate decisions in local educational management must consistently utilize potential human resources throughout application of various instruments. These instruments are expected to support performance of teaching and learning process with concentration on entrepreneurship philosophical building pattern with the method of cultural approach functions as basic understanding to build good cultured human characters with commitment to the *think globally act locally* principle. However, this commitment must always propose forward a cultured human-being thinking analysis as a continuous and sustainable national images toward national quality improvement within policy environment that include bureaucrats, technocrats, politicians, and entrepreneurs.

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