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HUMAN RESOURCE MANAGEMENT AND STRATEGY EFFORTS TO IMPROVE THE EFFECTIVE USE OF INDONESIA'S NATURAL RESOURCES

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Abstract

This study discusses human resource management strategies to improve the efficiency of natural resource management in Indonesia. We obtained data electronically from several data sources, books, and other scientific papers, all of which discuss HR and natural resources. The data can answer our problem of accepting the data close to the phenomenology of conclusions through various investments, the point of which is to get valid answers. Based on the existing research, we can conclude, among other things, that strengthening human resources in the field of technology can provide extraordinary efficiency to class data for all Indonesian natural resources such as water, air, energy, food, and all existing risks that can be adequately managed when human resources correctly care for sound management of human resources for good. These findings are expected to help increase similar studies in the future.

Keywords **: *HRM, Effort Strategy, Improvement, Effective, Indonesian Natural.***

1. INTRODUCTION

Human resources are one of the essential elements for a business or organization to run well (Carnevale & Hatak, 2020). Despite the abundance of other resources, it will be difficult for organizations of all sizes, small and large, such as the state, to run and function properly without these elements or poor quality. As a result, a unique strategy is required, including management and other components like a plan for empowering a nation's human resources. HR management is the process of empowering human resources to boost the performance of the nation as a whole. HR management can accelerate a nation's development even further if used correctly and strategically (Papa et al., 2018). Understanding human resource management is something governments from the center to the regions must do because of its significant role in resource development. As a result, the purpose of this study's implementation of human resource management for efficient natural resource management will be summarized. The application of human resource management in managing a nation's natural resources will undoubtedly be strengthened by understanding its significance. Human resource management, or HRM for short, plays a significant role in a nation's development, as previously mentioned. As a result, state HR managers in the HR empowerment section must thoroughly understand HR management (Greer, 2021).

In its most basic form, HRM refers to a strategy or effort to manage human resources to achieve organizational goals, in this case, HR. It will be harder for state apparatus or high-ranking officials to succeed in HR management if they lack qualified HR management capabilities (Yong et al., 2019). As a result, one of the most critical components of the state apparatus is human resource management, which is necessary for the apparatus to grow and be highly competitive in managing assets and all owned natural resources for the benefit of a nation. Human resource governance is regarded as one of the most crucial aspects in the current era of intense global competition, playing a significant role in ensuring national sustainability, credibility, and public trust. In managing

natural resources, the emphasis on human resources as valued capital implies a preference for intangible resources over material ones. According to Pak et al., (2020), investing in human resources is to benefit the nation in the short or long term. They will be encouraged to develop to generate superior state assets through the apparatus's skills and capacities. Human resources hold a strategic position that contributes to achieving competitive corporate organizational performance and are often employed as a driver of other resources. According to Koeplin & Lélé, (2023), the profitability of state human resources is directly related to human resource development. As a result, it is suggested that every nation conduct training and development programs, among other things, to ensure that its human resources perform at their best and contribute to the world's progress. This can improve the effectiveness and efficiency of work and HR management tasks and is linked to progress productivity (Khan, 2020).

The allocation of resources is always referred to as efficiency, and the terms practical and efficiency are frequently contrasted. The accuracy of the method (effort, work) used to carry out something (without wasting time, energy, or money) is Efficiency. A process is efficient when less money or resources are used to get the desired result. Efficiency can produce something that was anticipated or planned, despite its connection to utilizing limited resources. If the process works well, for example, if it runs faster or costs less, an activity is considered efficient. The term "efficiency" is frequently used in the workplace. Efficiency is the ability to complete a task correctly without wasting time, energy, or money. When a job meets these requirements, it is considered efficient. The Big Indonesian Dictionary defines efficiency as the correct method of doing something without wasting time, effort, or money. Additionally, KBBI views usability as Efficiency; Efficiency or usability (Hafidz Zaid, 2020).

Naturally, it would help if we also comprehended the experts' definition of efficiency. According to O'Connell, (2022), the best ratio between input and output (the result of profits and sources utilized) is the idea of efficiency. It is using limited resources results in the best outcomes. Additionally, it refers to the connection between completed tasks. Efficiency is a way to compare how efficiently a plan for using inputs or using inputs compares to how it gets used (Nurshabrina & Adrianti, 2020).

In contrast, efficiency is defined by Aprigliano et al., (2022) as "the relationship or comparison between the output (output) or results of goods and services produced with input (input) that is scarce in units of work or the determination of ways (business, work) of doing things." not squandering money, time, or effort). Efficiency is the capacity to complete tasks efficiently and accurately (without wasting time, effort, or money). Proficiency has a few kinds that we want to be aware of: the following are examples of efficiency.

Optimal efficiency, the best comparison between the sacrifices made to achieve a desired outcome, is optimal efficiency. When a manager can achieve an output (productivity, performance) more significantly than the input (labor, money, time, and materials) used, this is an example of optimal efficiency. In the meantime, when it comes to saving money, one example of optimal efficiency is using modern equipment to speed up the work process and save time and money. The Efficiency with Benchmarks compares the specified minimum yield and the actual results. An operation is efficient if the real yield exceeds the specified minimum figure (Yong et al., 2019). Worker A, for instance, can lay 200 bricks daily for eight hours. Worker B, on the other hand, can assemble 300 bricks per day for eight hours. The benchmark is a worker's capacity to achieve predetermined outcomes within a predetermined amount of time. Businesses frequently employ efficiency with a breakeven point because the breakeven point marks the point at which a business is either efficient or inefficient. If a company's breakeven point is known and produces more than the breakeven point, it is considered efficient (Syabarrudin et al., 2020).

2. IMPLEMENTATION METHOD

This study discusses the strategy and governance of human resources to increase the efficiency of using other countries resources. To answer the problem, this study has obtained several data from various literature sources related to human resource governance to improve a country's natural resource governance efficiency. We obtain data sources through electronic searches on several data, which we then design in a descriptive qualitative high quota emphasizing the review and review of several documents (Tanner, 2023). This involves various coding of evaluation data and interpretation to get answers that best answer the problem. Search for data using keywords posted on Google scholar; then, we design the report in a literature review design. This study prioritizes secondary data in the form of books and scientific journal applications that discuss human resource issues and the efficiency of natural resource management. This includes, among other things, the method and implementation of the study, starting from the formulation of the problem and looking for data to analyze and report (Knappertsbusch et al., 2023).

3. RESULTS AND DISCUSSION

Technology-based HRM approach

Technology-based HR efficiency enables efficient and productive use of natural resources. Energy is an essential natural resource for national development and sustainability (Nguyen et al., 2023). As Indonesia enters a new average period, the national economy slows down, and industrial structure restructuring is becoming increasingly important. Indonesia's energy needs exceed the needs of previous years. This makes it the highest so that it drains state finances. In 2020, GDP growth accounted for under 5%, and 26.5% of energy consumption was only for public subsidies due to the pandemic response. The PNBP realization consists of PNBP Oil and Gas of IDR 69.7 trillion (131%), Mineral and Coal of IDR 34.6 trillion (110 %), EBTKE of IDR 2 trillion (154%), and other revenues of IDR 2.4 trillion (51%). As a result, Indonesia's energy has been highly polluted. The contradiction between energy supply and demand must be balanced, and the national energy system experiences many obstacles. The national high energy consumption approach, while resource-driven weak output for national economic development, especially in the unproductive and sustainable consumption sector, and the overall efficiency of the energy system is low. The key to solving the energy dilemma and reaching the breakthrough point of today's energy revolution is to increase the total energy efficiency of the green factor.

Natural resource management and efficiency are crucial to Europe's growth and job creation because they bring significant economic opportunities, lower costs, and increase competitiveness (Wang et al., 2023). We must develop new products and services to reduce waste, improve resource stock management, optimize production processes, management, and business practices, change consumption patterns, and reduce inputs. This will encourage technological innovation, increase employment, open new export markets, and benefit consumers by providing more environmentally friendly products. Our natural resource base is being eroded, and the supply of resources is limited. The environment is stressed due to rising global demand, and many resources are becoming more competitive. Products we import from countries outside the EU contain resources like fuel and raw materials that Europe gets from the rest of the world. We need to take a global perspective because instability in many parts of the world can be caused by commodity price volatility and scarcity. The most critical components of this article are the ability to generate more value with fewer inputs, lessen our environmental effects, and consume more sensibly. Millions of firms and consumers must be mobilized, pricing must alter to reflect social and environmental costs, and consistent state policies must be established to facilitate and progress the transformation (Borel-Saladin & Turok, 2013).

The most critical information in this text is that priority mapping is a great way to visualize which HR goals are manageable and choose the most important ones to prioritize. Additionally, road mapping aids in ensuring that HR leaders do not over-commit when implementing initiatives (Armstrong & Taylor, 2023). Additionally, it aids in the identification of opportunities for

increasing efficiency, such as streamlining onboarding and automating administrative tasks. Finally, it demonstrates the company's most efficient and resourceful way to expand. Europe has delighted in numerous times of development in riches and prosperity. However, today it faces the double test of animating the development expected to give occupations and prosperity to its residents and guaranteeing that the nature of this development prompts a supportable future. To solve these issues and transform them into possibilities, Europe must experience a profound transition in producer and consumer behavior and energy, industry, agriculture, fisheries, and transportation networks. Over the twentieth century, the world's usage of fossil fuels grew 12 times, while material resources were exploited 34 times more. Each individual today consumes 16 tonnes of materials per year, six of which are wasted, with the other half ending up in landfills. Minerals and vital raw resources are becoming increasingly expensive for enterprises, and their scarcity and price volatility harm the economy (Jones et al., 2023).

With a 70% increase in food, feed, and fiber demand, the world's resources are under pressure. 60% of the world's major ecosystems have already degraded or are exploited in an unsustainable manner. By 2050, we will require what could be compared to two planets to support us, and the goals of numerous for superior personal satisfaction will not be accomplished. The World Business Chamber for Manageable Advancement gauges that by 2050 we will require a 4 to 10-crease expansion in asset effectiveness, with massive upgrades required currently by 2020. It makes good business sense to encourage resource efficiency, which should help them become more competitive and profitable. It can also increase employment and ensure long-term recovery from the economic crisis (Dunkerley, 2023).

Making Indonesia resource-efficient

The Indonesian economy has expanded to minimize its environmental impact while maintaining a high standard of living and adhering to constraints imposed by the planet and its resources (Caraka et al., 2020). The path to this vision is resource-efficient development, which enables the economy to produce more value with less effort, use resources sustainably, and minimize their environmental impacts. This roadmap outlines the milestones necessary for resource efficiency and long-term growth. To begin this process, short-term actions are required. All major stakeholders will be included in a process by the end of 2013 to debate and agree on indicators and objectives as part of the Roadmap's new route to resource efficiency. Two tiers of indicators have been proposed: a preliminary lead indicator to gauge the core aim of improving economic performance while reducing strain on natural resources and complementing indicators on essential natural resources such as carbon, water, land, and materials. Impact evaluations will be completed for all necessary actions and prospective targets before providing comprehensive suggestions (Prawoto et al., 2020).

Production and consumption that is environmentally friendly enhancing goods and changing consumption patterns can help to increase resource efficiency and net cost reductions. Accurate data based on the costs and consequences of resource use across the life cycle is required. Goods that are rented rather than purchased under new entrepreneurial models can meet customer needs while using fewer life-cycle resources. Market-based and internal market instruments are critical in setting the stage for markets to reward greener products. Minimum environmental performance requirements have been created to remove the most polluting and resource-intensive items from the market. Citizens and public authorities will be incentivized to choose the most resource-efficient products and services thanks to suitable pricing signals and clear environmental information (Hojnik et al., 2023).

Europe has the world's most extensive net resource imports per person, and its open economy extensively imports energy and raw commodities. In 2007, the Indonesian economy directly consumed 8 billion tonnes of material. Reusing raw materials more successfully through improved industrial symbiosis might result in yearly savings of IDR1.4 billion and sales of IDR1.6

billion. Even though firms have previously made initiatives to increase their resource efficiency, there is always potential for improvement. Advances in knowledge and innovation may help with waste prevention, innovation acceleration, and the establishment of new markets. Encouraging green chemistry and avoiding hazardous chemicals may help protect vital resources such as water and soil while making recycling and reusing materials safer, easier, and less expensive. REACH will aid in the discovery of safer, more technologically and economically feasible alternatives to hazardous chemicals (Atamurodov et al., 2022).

Excellent HRM is transforming garbage into a resource.

Every year, the European Union generates 2.7 billion tonnes of rubbish, 98 million of which are dangerous. Just 40% of this waste is reused or recycled, with the rest disposed of in a landfill or burned. Although total garbage output is stable, specific waste streams such as sewage sludge, marine litter, and construction and demolition debris continue to grow. More than 80% of rubbish in some Member States is recycled, showing that waste might be used as one of the EU's critical resources. To build a sustainable waste management system, product design, cooperation, collection systems, an adequate regulatory framework, waste avoidance, recycling incentives, public investments in modern waste treatment facilities, and high-quality recycling are all necessary (Alieva & Powell, 2022).

By 2020, no more garbage will bee created per person, and recycling and reusing trash will be economically viable solutions for both public and private actors. Waste regulations are strictly enforced, illicit waste exports have been prohibited, energy recovery is confined to non-recyclable materials, landfilling is nearly non-existent, and high-quality recycling is ensured (Kurniawan et al., 2022). The Commission will employ economic incentives and set end-of-waste standards to stimulate the secondary materials market and demand for recycled materials. It will also look into existing preventive, reuse, recycling, recovery, and landfill diversion goals to move toward a reuse and recycling-based economy. It will also examine instituting minimum recycled material rates, durability, and reusability standards, and expanding producer responsibility for critical commodities. It will continue to work within Indonesia. By 2020, governments and companies will appropriately value and account for natural capital and ecosystem services. Member states should study the broader possibilities of innovative financial and market-based mechanisms for addressing challenges to ecosystems and biodiversity. They should incorporate ecosystem services into accounting and reporting systems, evaluate their economic value, and map the state of ecosystems. They should also work with key stakeholders to assess their dependence on ecosystem services and encourage investments in natural capital (Bhubalan et al., 2022).

Our ecosystems rely on biodiversity, and their loss can weaken them, jeopardize the supply of ecosystem services, and make them more vulnerable to environmental shocks. According to estimates, the worldwide commercial prospects that rely on biodiversity and the ecosystem services it supports might be valued between $800 and $2300 billion annually by 2050. In any case, biodiversity worth is beginning to be considered in navigation. By 2020, Indonesia will have stopped biodiversity loss and ecosystem services' degradation. As much biodiversity as possible will have been restored, according to the 2020 Indonesian Biodiversity Strategy. Natural resources like minerals and metals must improve their efficiency for resource efficiency. The raw materials initiative and resource efficiency flagship address specific risks, like supply security (Alorda-Kleinglass et al., 2021).

Water resources

Water is a crucial resource for human health and an essential input for agriculture, tourism, industry, transportation, and electricity. We manage human resource management for water, air, and land usage. Nevertheless, dams, water abstraction, and climate change reduce availability. Indonesian wastes 20% to 40% of its water and could enhance efficiency by 40%. A better plan for sustainably managing water resources needs effective and equitable water pricing and tight

collaboration with agricultural, transportation, regional development, and energy policy. Modifying ecosystems, land use, production, and water use and reuse patterns might help minimize water shortages while maintaining quality (Assrawi et al., 2023).

All Indonesian river basins will have been implemented by 2020. In 2015, adapted crops, improved soil water retention, and adequate irrigation achieved good status. Water extraction should be at most 20% of the available renewable water resources (Ratri et al., 2023). A blueprint for securing national water will establish a cost-effective approach to conserving Indonesian water, including resource-efficiency concerns in water policy. Member States should set water efficiency objectives for 2020 at the river Cilliwung level using a uniform Indonesian approach, together with relevant supplementary measures. In densely populated areas, air quality standards set by the Indonesians are frequently violated, resulting in 500 000 premature deaths and an annual economic cost of IDR 537 billion. New, science-based standards and better implementation of existing legislation would assist in addressing these issues and directing innovation. To help resolve chronic air quality challenges, the Commission will thoroughly assess all Indonesian air pollution regulations, propose an enhanced plan beyond 2020, and support the implementation of existing measures. Member states should implement the Indonesian air quality requirements more swiftly (Hertika et al., 2023). By 2020, the Indonesia interim air quality criteria, including in urban hotspots, will have been reached, and additional measures will have been created to decrease the gap further.

Land utilizing

Over 1,000 km2 of Indonesian land is "taken" annually for houses, industry, transportation, or leisure. To achieve 0% net land take by 2050, we need to cut land taking by an average of 800 km2 annually between 2000 and 2020. Many places' soil has been irreparably degraded or contains little organic substance. Social, economic, and environmental concerns should all be addressed when deciding how to use land. The rate of land take is predicted to decline by 2020, and Indonesian policies take into account the direct and indirect effects on land usage in Indonesia and globally. Reforms to Indonesia's agricultural, energy, transportation, and cohesion policies will provide the framework and incentives for public officials and landowners to achieve this goal (Dewi & Bijker, 2020).

Food managing

Industry of food management the food and beverage value chain in Indonesia is responsible for 17% of greenhouse gas emissions and 28% of material resource use. Its consumption patterns have an impact on the rest of the world. It uses much good water, yet the Indonesian wastes 90 million tonnes of food yearly, or 180 kg per person (Usmani et al., 2022). Farmers, the food industry, merchants, and consumers can work together to promote global resource efficiency and security by using resource-efficient production methods, making sustainable food choices, and reducing food waste. Phosphorus is a critical resource for soil fertilization, and the Commission has advocated resource-saving techniques. There needs to be more research to figure out how to make this better. The food chain's resource inputs will have decreased by 20% by 2020 as a result of incentives for food production and consumption that are healthier and more sustainable. The committee will investigate the best ways to reduce waste in the food supply chain, develop a mechanism for determining sustainability standards for essential food products, and investigate the safety of phosphorous supplies. Food waste should be addressed in member states' national waste prevention initiatives (Teigiserova et al., 2020).

Better building management for the public would impact 42% of energy consumption, 35% of greenhouse gas emissions, and 50% of all extracted materials in Indonesia. Existing strategies for advancing energy productivity and sustainable power use in structures should be reinforced and supplemented with strategies for asset effectiveness, which take a gander at a more extensive scope

of ecological effects across the life pattern of structures and foundations. Building resource efficiency and mobility can only be achieved with better infrastructure planning. Current building stock will be upgraded at a 2% annual rate, and by 2020, all new structures will be practically zero-energy and highly material-efficient. 70% of non-hazardous building and demolition debris is recycled. The government will investigate how to assist skills investment plans, apprenticeship programs, and communication regarding the most effective use of resources. It will also consider increasing public interest in and using resource-efficient building approaches. It would also encourage using sustainable wood in construction, establish incentives to reward resource-efficient buildings, and broaden the scope of the Eurocodes to incorporate sustainability-related design requirements. Finally, it will consider how to foster private-sector building innovation effectively (Hatmoko et al., 2020).

Resources efficiency

To remove resource efficiency barriers, authorities must actively discuss with industry and civic society. According to Soewarno & Tjahjadi, (2020) estimates, the yearly funding necessary to make the world economy more resource-efficient ranges from $1.05 billion to 2.59 trillion dollars, with most funding coming from private sources. The Indonesian budget's proposed multiannual financial structure for 2014-2020 has already achieved significant progress toward resource efficiency (Indrawati et al., 2020). However, one hurdle to investing is that bankers need to be more experienced with the risks and rewards of resource efficiency initiatives. Moreover, policy direction and trustworthiness uncertainty raise financial risk, and financial markets generally do not favor longer-term investments. Public policy may better account for the costs and benefits of more effective resource consumption. Establishing indicators and future objectives will help measure progress toward the 2050 vision for resource efficiency. The Indonesian 2020 strategy includes comprehensive targets for energy efficiency, renewable energy, and greenhouse gas emissions to protect natural resources.

Nevertheless, these objectives fail to consider some substantial negative consequences on our economy, health, and quality of life, such as waste, air pollution, loss of ecosystem services, fish stocks, biodiversity, inefficient land use, and low water quality and availability. The Commission proposes the GDP-to-domestic-material-consumption ratio, expressed in Euros per tonne, as a way of tracking progress. However, this focuses on material resources while ignoring other resources, such as the environment in Indonesia (Suryahadi et al., 2020).

4. CONCLUSION

After a series of data reviews, we draw conclusions that we have obtained from a series of studies and presentation of data in the results section, including our study that tries to understand human resource management to increase the class of natural resources efficiently. The result, among other things, is that human resources focused on technology can maximize natural resource management, in which an increase in the economy in a country will be better. In other words, technology controlled by Indonesian resources as operators will be able to manage energy efficiently. In another section, we also find out how resources can be efficient so that Indonesia becomes one of the strong countries where mature human resources will create efficiency in various sectors. Likewise, excellence in human resource management will undoubtedly be able to transform something that is not of value and will become a valuable resource for the strengthening and sustainability of Indonesia. Likewise, using all resources, such as the use of the homeland, air, and food sources, will become efficient when they can be managed efficiently through actual human resources with various skills. In the end, resource efficiency in Indonesia will occur when the government, the private sector, and all parties work hard to strengthen the attainment of quality human resources and compete with various strategies. We realize this data results from a definite study with advantages and disadvantages. Therefore we expect criticism and input for improvement in the future.

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