

HUMAN RESOURCE DEVELOPMENT IN STRENGTHENING ENTREPRENEURSHIP THROUGH ONE ASIA FOUNDATION

Luthfi Baehaqi¹, Taufik², Andrey Satwika Yogaswara³

^{1,2}Universitas Pasundan, ³Universitas Pendidikan Indonesia

¹Luthfibaehaqi17@gmail.com, ²taufik@unpas.ac.id, ³yogaswara1974@gmail.com

Abstract. The role of entrepreneurship in creating productive, innovative and creative human resources is the initial capital in encouraging economic development which can improve people's welfare. Schumpeter, who developed the theory of economic development, stated that entrepreneurs have a role in economic development through the creation of entrepreneurial innovations, employment, and welfare. The more productive communities, the more advanced and prosperous the country will be. At present, Indonesian society can be said to be very consumptive compared to productive, which can be seen from how Indonesian people import goods such as clothing, accessories, and vehicles for lifestyle needs. In this journal I have a goal of how to change the Indonesian mindset to be more productive through Entrepreneurship, because entrepreneurship is also related to how someone behaves and how someone makes a decision, in entrepreneurship we also have to overcome the evolving technology which when Indonesian people cannot following this era will have a bad impact or can be said to be a threat due to lack of interest. In overcoming technological developments, in my opinion, the key is in the millennial generation or the next generation of the nation, because they understand better and they always explore a technology and also they really enjoy technological developments in this era of industrial revolution 4.0. One organization that can produce advanced young people is one asia foundation because it has a goal to contribute to the formation of the Asian Community, in this case one Asia Foundation can certainly plan and target its goals, namely to improve the quality of human resources. Thus economic development and increasing community welfare can be achieved by expanding entrepreneurs.

Keywords : Entrepreneurship; Human Resources; Economic Development; Youth; One Asia Foundation

I. INTRODUCTION

Organizations in a country are things that have an important role, because organizations are the formation of effective behavioral relationships among people so that they can work together efficiently to achieve creative and innovative goals. Every country has an organization between public organizations (government) and private organizations (companies). One of the largest organizations in Asia is the One Asia Foundation, which aims to contribute to the formation of the Asian Community, in this case one Asia Foundation can certainly plan and target its goals, namely to improve the quality of human resources and unite the potential of Asian countries.

Organizational achievement for success requires hard work and smart work such as doing education, research, and seeking experience. What makes me interesting from the One Asia Foundation is that they can explore various countries to provide knowledge and learning, of course, very important and needed by many people, especially the younger generation. The activities carried out by the One Asia Foundation must certainly be developed and maintained to improve the quality of human resources. In this essay I will try to convey the knowledge that I received from the International Course of One Asia Community and the same knowledge during the lecture related to my public administration study program.

II. BASIC THEORY

State of Indonesia in creating quality, innovative and creative human resources to strengthen entrepreneurship is an obstacle in the era of the ever-growing industrial revolution, allegedly because it only knows a theory, lack of implementation of an entrepreneurship, incomplete infrastructure, and there is no place to accommodate or

develop capabilities in strengthening entrepreneurship in Indonesia. This allegation is based on the argument that the formation of innovative and creative thinking is based on encouragement and support from the community, government and other organizations.

In compiling this journal, I refer to the opinions of experts regarding theories relating to locus and focus on entrepreneurship as a basis for guidelines that measure the extent to which these guidelines are in accordance with reality so that they will produce objective conclusions.

Based on the descriptions that have been stated above, I will present the theories of the experts which will then be determined as a theoretical / conceptual framework. Based on this I will present the meaning of Entrepreneurship according to (Ma & Tan, 2006) as follows: "Entrepreneurship is a particular type of mindset, a unique way of looking at the world ... At the heart of entrepreneurship lies the desire to achieve, the passion to create, the year for freedom, the drive for independence, and the embodiment. of entrepreneurial visions and dreams through wireless hard work, calculated as continuous innovation risk-taking, and undying perseverance (Ma & Tan, 2006)". Entrepreneurship is not only about entrepreneurship but also discussing others, among others: 1) Sociopreneur; 2) Techopreneur; 3) Intrapreneurs; and 4) Ecopreneurship

III. DISCUSSION

A. Strengthening Entrepreneurship In Asia

Strengthening entrepreneurship is needed to improve the quality and potential of an organization, especially companies. According to Dindin Abdurrahim as an introductory presenter of strengthening entrepreneurship, entrepreneurship is not only about business but also about

attitudes, behavior, enthusiasm, life, and various other sciences. With entrepreneurship, people can find out their attitude by seeing someone make policy, decision making, and leadership.

With the Strengthening of Entrepreneurship in Asia means that there are still many entrepreneurs who experience weaknesses or failures, for example in Indonesia the quality of entrepreneurship is very lacking by looking at the potential of its resources because the consumptive Indonesian people are not productive. To overcome entrepreneurial problems can be done by looking at (1) Learning programs provided to the community to support entrepreneurial achievement are better, (2) Language education must be done for modern times like this, (3) Collaborative Model of self-sufficiency Finance achieved through sales (4) Must have clear legal rules to achieve the target, (5) Government policies must be obeyed even though they cannot be combined, (6) Because the millennium generation must have creative and innovative ideas, (7) Creativepreneur, Socialpreneur Technopreneur, and Higher Education Entrepreneurship Development.

Motivation of an influential condition produces, directs and maintains behaviors related to the work environment. One example of motivation is providing scholarships to someone to improve their quality. For example One Asia will provide scholarships to Pasundan students so students will compete and study hard, and also they will produce more qualified and creative human resources.

B. Views on the Concept of Entrepreneurship and Entrepreneurship

Adam Smith the father of economics, in his literary work entitled "an inquiry into the nature and the wealth of nations", describes an entrepreneur as an individual who creates an organization for commercial purposes. Entrepreneur is an activity of people who have a positive mental attitude in the form of motivation, intelligence, and purpose. Their goals become opportunities that come from motivation and intelligence. The following is a description of the three components:

1. Motivation: becomes a driving force or energy that comes from within a person that makes it able to do something, commit, be willing, and sacrifice in achieving the results (goals) in accordance with the expected goals.
2. Opportunity: is an opportunity that contains uncertainty to be addressed. Someone must be supported by motivation and intelligence because with the potential they have made him able to open opportunities and achieve them.
3. Pardon: is the actualization of the potential that exists in a person to take action responsibly, dare to do it because he understands well what must be done, how to do it, and accepts the logical consequences of every action he does.

C. Definition of Entrepreneurship

1. Entrepreneurship is the application of creativity and innovation to solve problems and efforts to take

advantage of opportunities faced every day. (According to Thomas W. Zimmerer (2008)

2. Entrepreneurship is a value that is manifested in behaviors that form the basis of resources, propulsion, goals, tactics, tips, processes, and business results. (Acmad Sanusi, 1994)
3. Entrepreneurship is persistent progress towards innovative solutions to a key problem. It's the constant hunger for making things better and the idea that you're never satisfied with how things are. (Debbie Roxzade)
4. Entrepreneurship is the process whereby an individual or group of individuals uses organized efforts and means to look for opportunities to create value and grow by fulfilling wants and needs through innovation and uniqueness, no matter what resources are currently controlled (Robbins & Coulter)

D. Being A Creative With Entrepreneurship

In developing human thinking can utilize the left part of the brain and the right side of the brain, essentially the left side of the brain uses to think analytically, systematically, logically. In general, thinking analytically is convergent (towards a point). On the contrary, our right brain helps us think imaginatively, creatively, divergently (starting from a point, which then spreads to various departments). The characteristics of a creative person:

1. Observe situations and problems that others have not noticed
2. Generating ideas and problems achieved from many sources.
3. Tends to have many alternatives to a particular problem or subject
4. Utilize and draw from the emotional forces under the unconscious.
5. Having high flexibility in his thoughts, actions and formulation of suggestions.

The creative process followed by our thinking in finding solutions to certain problems, has been analyzed by many scientists, and they have succeeded in finding various ways to do it. A person named Herman Von Helmholtz, a German physicist outlines the three-step process as follows:

1. Saturation

What is meant by saturation is the effort to gather facts, data and sensations which the mind then uses as raw material to produce new ideas.

2. Incubation

Iklubasi is the next step in the process that takes place, which is carried out without any conscious effort. According to the theory, here our minds are brought consciously to select various kinds of pieces of information, which are then processed into countless combinations, which are mostly rejected, before they appear on our conscious mind. Many writers on creative thinking emphasize the importance of this period (incubation period), especially if problem solving is not immediately achieved.

3. Illumination

Illumination is related to a symptom that is expressed as a "flash of genius" (sudden inspiration appears in our

minds), which is often seen after a long period of incubation.

E. Youth Productive Through Intrepreneurship

1. Entrepreneurial Mindset

In Indonesia youth unemployment has become a major problem where the youth unemployment rate has increased steadily until 2018. In the past year, unemployment has decreased by 50 thousand people, in line with TPT which fell to 5.01 percent in February 2019. Judging from the level of education, TPT for Vocational High Schools (SMK) is still the highest among other levels of education, which is 8.63 percent. Although in 2019 there was a decline in youth unemployment, the government and the community had to overcome these problems, and also implied high opportunity costs because young people have high levels of motivation with strong potential to develop new ideas or visions. Young people can and must be a powerful driver of economic development, and not exploiting this potential is economic waste.

We know that Indonesia is a consumptive country which buys more foreign products rather than making or selling products abroad. In this context, the government with the private sector must work together to tackle youth unemployment by providing the widest opportunity for employment or employment opportunities so as to create productive, creative and innovative resource resources because young people can and should be strong drivers of economic development.

Quoting from Ma & Tan that *“Entrepreneurship is a particular type of mindset, a unique way of looking at the world..At the heart of entrepreneurship lies the desire to achieve, the passion to create, the yearning for freedom, the drive for independence, and the embodiment of entrepreneurial visions and dreams through tireless hard work, calculated risk-taking continuous innovation, and undying perseverance.”*

The young generation or millennial generation is the key to the country, because in Indonesia the future is determined by the younger generation which is a factor that is very relied on by the people of Indonesia in achieving state goals and defending Indonesian sovereignty. In an effort to realize the ideals and defend the people of the nation, there will be many challenges, challenges, challenges and even challenges that must be challenged. Problems that must be considered vary. Many problems arise as a legacy of the past, problems that arise now also problems that arise in the future of our country. Indonesia needs young people who are brave, loyal, responsible, not only able to roll, and can hold every word that comes out of their mouths.

The young generation is an agent of change who has a role to be the center of Indonesia's own national development. In this case it can be done through providing changes in the community, both regionally and regionally, towards a better direction in the future. the role of youth as the next generation, because what determines the progress

of the country in the future is the younger generation through the success of changes that can be made. Indeed, various kinds of challenges will certainly be solved by the younger generation.

Development Agencies are young people who have roles and responsibilities in an effort to launch or implement various types of development in various fields, both national development and regional development. Apart from development, there is also a need for efforts for how potential and productivity in the younger generation can be developed together to achieve development goals now and in the future.

Modernization agent This means that young people must have the ability to analyze changing times, which certainly has a big influence on the people of Indonesia, so they can choose which ones need to be changed and which ones must be maintained. For example, as technology advances are increasingly advanced in various fields, youth activities can then adjust to increasingly advanced technological changes, so as not to become a nation that is left behind. But with increasingly advanced and modern technological developments also make all foreign influences and even cultures easier, so this is where the challenge arises for young people to be able to maintain their own country's identity.

2. One Asia Foundation

The Indonesian state in creating a just and prosperous society and creating quality resources cannot be done only by the government, but must work with private institutions or institutions from abroad. One of the institutions related to improving the quality of human resources is "ONE ASIA FOUNDATION". Because One Asia Foundation aims to contribute to the establishment of Asian Community in the future. To this purpose, our Foundation carries out or supports various activities which will stimulate a common sense of values among Asian people through economic, educational, cultural exchanges as well as citizens' goodwill meetings to deepen their mutual understanding. The target of these activities is to create a rich, peaceful and secure Asian Community where people can live together each holding their own dreams and hopes, which will result in global peace and security.

One of the One Asia Foundation programs that can improve the quality of Indonesian community resources, especially the nation's successors, can be seen from the education sector, namely:

- To financially support organizations and groups which share our goal of contributing to the formation of Asian Community in the near future.
- To financially support colleges, including their teaching staff, in Asian countries for the project of establishing a department, a course of study or a subject relating to the formation of Asian community in the near future.
- To financially support institutions and scholars specialized in research work concerning taxation, financial or monetary systems, or some other fields, which will be useful for the formation of Asian Community in the future.

- d. To establish a scholarship for students enrolled in the college departments or courses, and who are studying the subjects mentioned in the above section two.
- e. To support academic, cultural and sports exchanges in order to promote the formation of Asian Community in the future.
- f. To carry out any other projects necessary to achieve the aim of the Foundation.

3. Industrial Revolution

A country must experience and feel a rapid change or a fairly basic change in a field or somewhere. At present, in the fields of politics, economics, culture, and various other fields, Asia is one of the leading regions in the world. While Asian people have significant historical and social characteristics and closeness, they are also diverse and have many different aspects. It cannot be denied that, in its modern and contemporary history, Asia has not succeeded in transcending national borders. However, the progress of globalization and the development of information technology have brought drastic changes in the social order, in the assessment of our values and even in our patterns of behavior. In fact, we are experiencing, in Asia, the establishment and deepening of cross-border collaborative relationships not only in the fields of politics, economics and culture but in many other fields.

At present the world is in a changing industrial revolution 4.0, where technology has become the basis of human life or facilitated human life through digital-based technology. Everything becomes limitless and unlimited due to the development of the internet and digital technology. This era has influenced many aspects of life both in the fields of economics, politics, culture, art, and even to the world of education.

Indonesia is one of the countries that is feeling the impact of the 4.0 industrial revolution. The government has implemented the development of the industrial revolution which can be seen from how to maintain and store data by filing in a digital technology, making technology-based systems such as the creation of identity cards (KTP) into electronic KTP (E-KTP) and making passports into e-passports, and also the government makes digital-based applications that make it easier for people to connect directly with the government, for example in Bandung, which makes smart city applications. To achieve a good industrial revolution 4.0 Indonesia can still be said to be far away because the technologies owned are not good enough and only some people understand the technology.

The difference in the application of the 4.0 industrial revolution in Asia is very visible, when compared to Indonesia and Japan it is very different because the country of Indonesia cannot be said to be fully within the 4.0 industrial revolution, in contrast to Japan which has even made an industrial revolution era preparing for the 5.0 industrial revolution with its initial steps namely society 5.0.

4. Society 5.0

Society 5.0 is Japan's vision for the future. This is a super smart society where technology such as big data, Internet of Things (IoT), artificial intelligence, and robots

merge into every industry and across all social segments. The hope is that this information revolution will be able to solve problems that are currently not possible, making daily life more comfortable and sustainable. If imagination is the first step towards possibility, Japan has led the next great evolution of society. Now the country's education sector has the task of preparing students for an unknown but exciting future, creating generations that will play a role in making it happen. And because Japan has become one of the most advanced societies in the world, the whole world has great attention.

Even though according to Tanihaki Mariko when discussing community material 5.0 productive communities are lower than parents, but they can realize a very good developed country. On the contrary, Indonesia actually has a community whose productivity is higher than the number of elderly people but cannot progress like other countries (Japan, Korea, China, America, etc.).

When I look at a comparison of the amount of productivity in Indonesia and Japan, I believe that what makes it slow to develop or progress is the behavior of Indonesians and the thoughts of Indonesians. For example, Japanese people lack sleep compared to Indonesians. Seeing Japan that has passed the industrial revolution 4.0 and they are preparing for the industrial revolution made me want to work together and share with Japanese youth what is actually a significant problem from the country of Indonesia, Maybe because previous preparations were very detailed, for example, as small as possible problems and obstacles overcome. Japan is currently preparing for community 5.0 by "reviving Japan by realizing a 5.0 society".

About the 5.0 industrial revolution I think Indonesia is very far away from touching it, because to get to the industrial revolution 4.0 is difficult and there are many obstacles. Then when Indonesia will face the 5.0 industrial revolution won't Indonesia be destroyed by super technology and less developed human resources. Indonesia is one of the countries with the number 4 population in the world. Modernization or the development of time with Indonesian technology is less suitable for some jobs, because many Indonesians work in factories, machinery, etc. so that Indonesia can enter the 5.0 industrial revolution. an example of the problem is that toll payments are electronic tolls (e-tolls) which make entry ticket guards fired from their jobs because they have been replaced by technology or robots.

5. Strategy Enhancing Economic Development

Increasing economic development in Indonesia is very necessary to provide needs to the community and also to the welfare of the people of Indonesia, which is one of the goals of the Indonesian state. To achieve increased economic development the government needs to make a policy aimed at the public interest. For policy makers, entrepreneurship is a good solution because it provides a relatively non-controversial way to increase proverb cakes, create jobs and increase per capita income growth. Therefore government officials often look for mechanisms to increase entrepreneurial activity in their

area, whether the mechanism is tax policy, financing subsidies or other tools.

In addition to the economy, the education sector can also increase economic development, one of which is a university that is seen as a valuable institution for economic development. Perhaps because the university's main mission is education, and education is seen by almost everyone as good, and perhaps because universities are the most geographically stable entities, which rarely move elsewhere, policy makers often look for ways to transform universities into their own and in the region to be the engine of economic development. In universities must have quality curriculums and of course can produce innovative and creative students, for example at pasundan university (UNPAS) having a food engineering department that can produce a food product such as youghurt and of course it is a way for universities to create resources innovative and creative.

IV. CONCLUSION

Entrepreneurship has an important role in productivity activities that encourage economic development in a country. Entrepreneurship creates a mindset of the community, especially the younger generation, to understand that to increase the economic potential of a country requires innovation and creativity, and entrepreneurship also provides an understanding of how one can balance the technological development, social needs, and potential of a country. In strengthening a country's entrepreneurship, the main key lies in the potential and human resources of a country, especially the younger generation because they are agents of control and

agents of change who are required to understand their role as a generator of self awareness to change, as connecting Policy Maker with target change groups, also as elements that transform the stages of intention into concrete actions and therefore the Change Agents are required to have social and technical credibility in front of the target social change group. Human resources are very valuable assets that must be continuously improved so as to produce quality resources.

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