

Empowering Brings Better Future

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Abstract

The ability of every human being is a gift from God Almighty. Each of us has different skills in many ways. Each of those abilities becomes more valuable when the owner appreciates them and wants to improve them. Because when a person's abilities improve, he and the surrounding environment will benefit greatly from this situation (Finsel, Julia S. et al., 2023). Training will be one of the efforts that can be made to develop or increase the added value of a skill. Sometimes only some people and the environment understand and appreciate a person's abilities, but that is not a barrier to being a better person (Hogan, J. J., 1992). This positive ability will also make the human resources whom have it become human resources who have added value and character and are desired by many fields of work.

Keywords: Human Resources, Abilities, Empowering

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1. Introduction

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Human resources, abilities and empowerment cannot be separated in everyday life, wherever they are. Better employee abilities will certainly increase opportunities (Kadefors R. et al., 2020). However, connections or networks are also often needed in obtaining these job opportunities. On the other hand, abilities are only sometimes produced by people with a high educational background; experience often beats the level of education (Finsel, Julia S. et al., 2023).

The existing work environment cannot accommodate work opportunities for high school alums and undergraduate graduates. We can see that the number of unemployed is increasing every year in Indonesia, as has been stated by the government so far. This has become a constant problem for the government of the Indonesian nation, especially since there was a change in the government system of this nation (Joo, B.K. et al., 2016). So, for now, the government is improving in many ways related to the output of secondary schools and higher education institutions that have existed so far (Babatunde Temitope Fanisi et al., 2023).

The government's hope in seeking better educational institutions is to produce graduates or human resources with better abilities. In addition, another hope is the output of human resources that can match the needs of the available jobs (Joo, B.K. et al., 2016). This effort is an ongoing effort from the government so that the nation's human resources have strong characteristics and can compete with human resources from other countries. In addition, the government is also trying to increase training activities in collaboration with institutions that care about human resources in the present and the future (Babatunde Temitope Fanisi et al., 2023).

1.1. Human Resources

Human resources everywhere have the ability and creativity, each with advantages and disadvantages. These characterise every human resource wherever they are (Babatunde Temitope Fanisi et al., 2023). This character will be a marker for the owner so that the value will be given by the institution or scope of work that requires it. However, all of this will still be influenced by the personality of each human resource (Hogan, J. J., 1992).

Human resources with strong character and personality are human resources that have very positive value for themselves and their environment (Jun, Kiho., et al., 2023). All of this is more or less influenced by the education obtained from the family and the formal and non-formal educational institutions that have been taken. Although the environment also certainly contributes to a person's personality, in addition to formal education and family education. Education and training are a means for human resources owned by an organisation to develop what capabilities they have (Huffman, A. H., et al., 2022).

Because human resources are an asset to any organisation, they should get what they deserve (Hogan, J. J., 1992). When these human resource assets get what they are entitled to, they will certainly provide the best for the organisation without being asked. This automatically happens as a form of appreciation to organisations that have appreciated them (Dahou, Khadra., et al., 2018). These are all natural processes that always occur wherever two-way communication occurs, and organisations routinely carry out appreciation for their human resources, which are considered one of the important assets (Kadefors R. et al., 2020).

1.2. Skills

The skills humans possess consist of hard and soft skills, which can be obtained from formal and non-formal education and experience. Only some skills are obtained from educational activities; training activities will help someone acquire better skills (Huffman, A. H., et al., 2022). Since a few years ago, the government and institutions that are competent in the field of skill development have been running training activities that support the skill improvement process. In some activities, the government cooperates with these institutions to provide free training to create human resources with positive value skills (May, D. R., et al., 2003).

The government and private institutions have also made many training activities combined with formal education activities with the same thoughts (Hogg, M.A., 2000). The government and these institutions generally have the same ideas regarding developing hard and soft human resource skills. This activity is needed by prospective junior and senior high school graduates, even in higher education institutions (May, D. R., et al., 2003). The skills they possess will become increasingly positive when they receive better guidance or education to support further the knowledge gained from formal educational institutions or experience they already have (Dahou, Khadra., et al., 2018).

After getting support from the government and related institutions and having thoughts supporting skill development, each person must form a positive character. This is to give an increasingly positive value to the previously owned skills so that they have more character (Hogg, M.A., 2000). The development and maintenance of the positive nature of human resources can also be supported by formal and non-formal educational institutions that each individual undertakes. When a positive character supports a valuable skill, it can be ascertained that the human resource with it has a very good character and can compete with human resources wherever he is, whomever he has to compete (Nedd, N., 2006).

1.3. Empowering

Empowering is one of the efforts made by each person to achieve a better level of skill than before (Nedd, N., 2006). This can be done based on one's own will or because of requests from outside oneself. Desire from within the personal self is usually caused by the desire of each person to become a better person and the skills they have a positive value for the environment around them. Likewise, when empowering is given by an organisation that wants its human resource assets, the organisation wants the results to be more optimal (Walumbwa, F. O., et al., 2008).

Empowering activities are one of the positive activities that many people want to get for free. Because the benefits derived from these activities are believed to be enormous. Among them is being able to increase self-confidence for someone to improve the results of the tasks set and charged by all leaders in their work environment (May, D. R., et al., 2003). And when the management sees the results of the optimal implementation of tasks of the organisation, indirectly, the goals of the organisation can be achieved properly

Organisational support or scope of work and enthusiasm from within each person to improve skills through an empowering process will certainly provide optimal results for

themselves and their environment. This positive result is highly expected from within and outside of each individual, including that they can solve problems that can arise in and outside the work environment (Pidgeon, N., 1991). By undergoing empowering activities, the evidence of characters and skills are increasingly visible, as has been expected by each of the personnel themselves, the work environment and the environment outside where they work. When someone has a stronger character and can compete positively with increasingly honed and focused skills, that is the type of strength and ability needed by the work environment everywhere (Nedd, N., 2006).

2. Research Methodology

This article was created to write down or explain what can be produced by a continuous empowering process for human resource skills that are defined as assets for an organisation wherever they are because the asset label is a label that is considered to have a significant impact on each existing human resource and work environment, as well as other scopes.

3. Result and Discussion

Even in today's all-digital era, an organisation or company with human resources is possible. All digital products that exist and that we can all enjoy today are products produced by many human resources working together in a manufacturing location. All processes are carried out jointly by many human resources who work together to produce a new product (Walumbwa, F. O., et al., 2008). They work well to carry out the production process to produce a product for many consumers with the help of pre-existing equipment (Pidgeon, N., 1991).

All current production equipment, whatever it is, results from the thoughts of individuals with excellent and competitive abilities (Nedd, N., 2006). They can produce something that can help other personnel to be able to complete all their tasks more easily and more quickly. In other words, all of today's modern equipment results from thinking of human resources who have good skills. Moreover, their skills have received support from many parties since the beginning, including empowering activities to improve and strengthen their skills (Wrzesniewski A. et al., 2001).

Any field of work cannot be denied; it will require human resources with good skills, both hard skills and soft skills. Even though the areas they handle do not always require hard skills, soft skills support the hard skills they have to get the desired results better (Dahou, Khadra., et al., 2018). For this reason, empowering activities can be considered a primary need for a company or any organisation if the set goals are to be achieved optimally (Jun, Kiho., et al., 2023). Empowering activities will become a primary need not only for any company or organisation but also for human resources who are aware that their skills are an important asset for themselves.

Skill and empowerment are ²³ things that cannot be separated wherever they are; the two will always be interrelated in human resource management activities. In human resource management activities, empowering is a tool that can help company or organisation management achieve organisational or company goals set together from the start (Dahou, Khadra., et al., 2018). Empowering activities will help improve or improve the hard skills and

soft skills of human resources owned by companies in all existing fields. Repairing and optimising human resources' hard and soft skills will provide the expected results if carried out routinely or become routine activities within the company or organisation (Pidgeon, N., 1991).

Human resources are an important asset for a company that must be maintained by all human resource management (Jun, Kiho., et al., 2023). Human resource management companies or organisations can try to obtain positive results from their human resource assets' hard and soft skills (Walumbwa F. O. et al., 2008). Among them are job training and empowering activities in collaboration with competent and related agencies, both state and private agencies. These activities are carried out on an ongoing basis within a predetermined schedule.

Continuous and scheduled empowering activities for all human resource assets owned by a company will be a significant effort to increase the company's economic value (Babatunde Temitope Fanisi et al., 2023). The best skills and character will also add value to the company's human resource assets so that the company hopes to succeed in achieving the goals that have been prepared because the performance and work culture of human resources and companies are guaranteed to get better and more positive work results globally can be created very well. Moreover, companies can increasingly appear significantly in the market scope without considering other companies inferior. Because the company's performance will be positive without considering the competition is real because it can become a latent burden for all company crew (Walumbwa, F. O. et al., 2008).

Empowering activities are a positive "investment" process in the field of human resource management in a company. The company's human resource management team will not see the investment value in a very short time. Indeed, it takes time and an ongoing process to empower activities for employees so that positive results can be seen (Walumbwa, F. O. et al., 2008). Positive results for the company, employees, and the surrounding environment are the initial goal of the empowering process, with the final results that will be visible within a certain period (Babatunde Temitope Fanisi et al., 2023).

Introducing a field of work to new workers or employees must be carried out to prevent unwanted things from happening or befalling the said workforce or employees. When a new worker or employee is not exposed to important matters from his work, it could be a better human resource management process. Even though a new workforce has hard skills with good ratings, as written in the results of tests conducted by the company, the process of job training is the company's obligation to carry it out (Wrzesniewski, A. et al., 2001). On-job training activities are an empowering process that companies should carry out to achieve the expected final results properly (Nikolic Vesna., et al., 2020).

On-job training activities should be an ongoing process for developing the hard and soft skills of workers or employees owned by every company. On-job training will identify the steps that should be carried out in detail so that every job will go well (Nikolic, Vesna., et al., 2020). Empowering is a continuation of job training activities for each company to develop the company itself and the workforce it already has. Empowering will improve or improve your hard skills and add better soft skills (Zacher H. et al., 2021).

The best result of increasing employees' hard and soft skills for the company is the company's more positive results in all fields. This condition can be seen, among other things, from the growing company, no longer only accommodating one area (Wrzesniewski A. et al., 2001). Amid world developments in all fields, the company can survive among many other companies engaged in the same field, which is a positive achievement. When a company can develop a line of business, this is authentic evidence of sustainable empowering activities for all its employees (Hackman J. R. et al., 1976).

4. Conclusion

This type of investment can be done in many fields by anyone. One sustainable kind of investment can also be made in human resources. This investment activity can be carried out by collaborating with competent institutions (Zacher H. et al., 2021). One of the activities that can be done is to hold empowering activities.

Empowering is an ongoing activity that should be carried out by institutions and companies in any field. This activity is an important business carried out for all human resources owned. The company or institution can be said to carry out the investment process in human resources (Wrzesniewski, A. et al., 2001). This investment activity is a type of long-term investment with a very positive impact on the company itself and the company or institution (Conen W.S. et al., 2012).

Apart from empowering activities, on job training activities are the main thing that should be remembered for a company's human resource management. Positive results from running job training for new employees are hoped for by all parties (Conen W.S. et al., 2012). This is to prevent things that are not desirable to be done by employees, causing losses for the company and the employees themselves. The biggest effect of employees or human resources who need better control over matters related to their work is unfavourable judgments from outside the company or consumers who use products from these companies (Karasek, R.A., 1979).

For this reason, a company or institution should not rule out job training and empowering activities for its employees or human resources because the assets owned by an institution or company are not only cash and equipment but also human resources. The two things related to developing and supporting its employees' hard and soft skills are two important things that cannot be separated regarding human resource management (Karasek, R.A., 1979). Both will be mutually supportive in positively growing and developing the company in all fields, both shortly and in the long term, including the environment around the company and the market or consumers who use the products produced by the company, which can compete with other products offered. Offered by other companies (Hackman, J. R. et al., 1976).

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