

# SYSTEMATIC REVIEW TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING AS HUMAN CAPITAL DEVELOPMENT STRATEGY IN SMES INDONESIA

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## ABSTRACT

Small and medium enterprises (SMEs) are one of the most important and important areas in the Indonesian financial system. SMEs play an important role in shaping national expansion strategies, employment technology and social suitability by improving housing distribution of vulnerable segments of society collaborating in Technical and Vocational Education and Training as Human Capital Development strategy in Indonesia. In the maximum number of countries, TVET represent more than 90% of all companies and contribute on a scale closer to overall economic growth. The authorities are not only increasing their efforts to promote a quarter of SMEs, but are also paying attention to SMEs. This research used the qualitative method with systematic review approach. TVET as Human Capital Development strategy accumulate the scope is intended to provide a long-term framework for the advancement of the SME sector and a legitimate implementation mechanism that can provide a favorable environment for the economic growth of cohesive enterprises.

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## 1. INTRODUCTION

In modern societies, there is an inclination towards the flatter organizational structures which indicates that participatory work systems are popular over the last decade. High-involvement work practices is one of them also known as high involvement, high commitment or high performance [1]. Economic restructuring is also part of the influence of globalization and part of the influence of modernity. This process is very common today in almost all parts of the world and cannot be separated, including China [2].

The development of logic and rhetoric in current economic development is trying as hard as possible to stop economic intervention by the government and leave it completely to the invisible market. This market-oriented view has been criticized and offers a synthesis that the state and market are a reciprocal balance rather than an alternative relationship [3]. Roderick's Keynesian vision is an introductory foundation in the process of creating today's economic development. The market needs an entity that can act as a regulator to prevent market failure and its impacts [3].

In recent decades, China has managed to surprise the world with its rapid economic growth and development. In the period 1992 to 2018, China's economic growth was stable at around 7-15% [4]. The development of the agricultural sector and rural economic development was the beginning of China's rapid economic development, and this was of course accompanied by the development of strong political and economic institutions as an important foundation for China considering its orientation to market mechanisms [5]. In this early period, China carried out a major economic restructuring process, starting with fiscal decentralization, rural liberalization, increasing entrepreneurship and exploring domestic potential through foreign direct investment mechanisms. China's economic strategy does not necessarily mean opening and integrating its domestic market into the global market. However, it promotes domestic market productivity first and protects China's early planning for economic growth and development strategy. At the beginning of its development, China really started from rural areas which accompanied economic decentralization. Regional government empowerment strategy to target development interests that prioritize rural potential [6]. This strategy was also successful in encouraging private investment in the domestic economy to increase productivity and also strengthen China's domestic economic base before entering the global competitive arena.

The main key to China's success lies in local governments, which are always on the cusp of allowing TVEs to expand as part of increasing their revenues. On the other hand, local governments also provide freedom to entrepreneurs and protection, especially for local leaders of the Chinese Communist Party [7]. Before carrying out economic integration with the world and opening its market to participate in competition in the global competitive market, China first strengthened its domestic economic base by starting rural development.

Economic restructuring with the hope of creating a solid foundation for sustainable economic growth and development. Post-reform political and economic decentralization can be the first step to encourage change if its impact and impact can be maximized. In China's case, the post-Mao era of post-economic restructuring decentralization has succeeded in pushing China towards significant and sustainable economic growth and development. Knowledge alludes to workers' aptitudes and capacities and is not quite the same as data, which alludes to the information that representatives use to settle on choices or take activities. The need to increase the potential of the post-reform decentralized system can be created by adopting China's development model in the early Mao Mao era, which was based on the potential and growth of TVET [7].

TVE institutions are structurally responsible for local/regional governments that truly recognize and better understand regional potential. Regional/regional governments can implement protection mechanisms in TVET during the implementation process to remain focused on its growth and development [7]. Protecting the local market is something that needs to be implemented by the government even in the SS development process, this is done before Indonesia opens its domestic market and fully integrates it with global competition. On the other hand, the economic impact of the Covid-19 pandemic makes us realize that dependence between countries poses risks if economic shocks occur on global markets. The resulting market downturn has hampered or even paralyzed world trade routes. In this case, to restore Indonesia's economic conditions in the post-Covid 19 era, it is necessary to increase regional potential first so that the resulting development is not accompanied by increasing inequality between regions.

The logic of market-oriented economic development must be weighed by calculating the development inequality variable between regions. In fact, the potential risk of increasing disparities in development between regions can be reduced with TVET because each region can freely maximize its regional potential, and this is also supported by a system of economic and political decentralization which gives more power to local/regional bodies [7]. However, TVET is not the main model for this development, this mechanism is only the first step towards sustainable development. This is a necessary initial step for this mechanism to encourage domestic and domestic markets and increase market productivity to increase the potential for foreign direct investment.

## **Literature Review**

### **Technical Vocation Education Training**

Research is being carried out on small and medium-sized businesses in the UK. The keyword SME has been used widely in research or articles related to the keywords Psychological Capital, TVEs and Supply Chain Management. A company that has a lot of staff and potential, but if it does not have managers with skills who cannot use its employees or resources effectively, the company will not be able to maintain its capabilities in the long term [8]. Therefore, capability is an important strategy for a company's survival and competitive advantage.

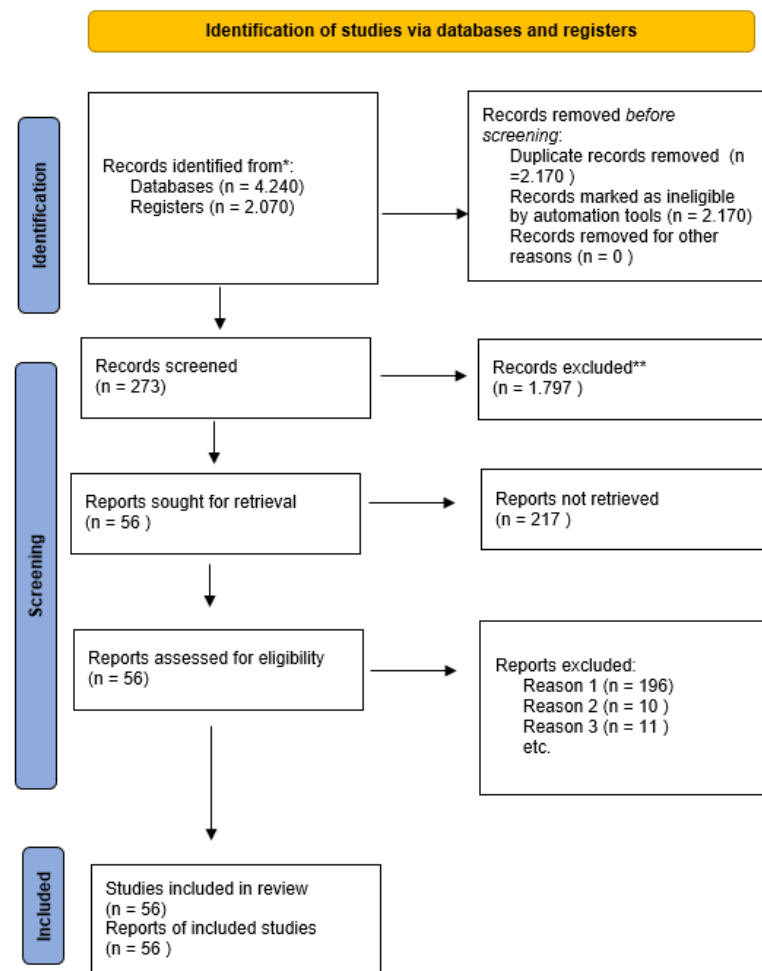
Based on the perspective above, commercial capacity is related to human resources if human resources have the management capacity to become managers who can manage finances and marketing capacity to support the achievement of business goals and the achievement of desired results [9]. There is, of course, the impact of having global actors embedded in an integrated global market. The first step towards a higher level of local and global market development and integration was prepared by. Market integration is needed as one of the main product development logics to overcome the risks that we can face. Globalization essentially offers new opportunities to expand global markets, however

The overall logic of development towards capital development and exploitation is a reality in easing the path to disaster for society and social society. Communities from within the system are at risk with its impact in 2020. The model and decentralization have proven successful in one of China's economies and are based on a foundation of assimilation and technical and vocational training. Business Capability Strategy To improve business capabilities, companies must also pay attention to important tasks that are closely related to production/operations, work and financial functions. Key elements of the marketing strategy to be achieved. Skills are the ability to use one's thoughts, thoughts, ideas, and

creativity to do something, change it, or make it more important to obtain value from work. Another definition that defines this skill is the ability to translate knowledge into practice so that the desired work results are achieved.

## 2. METHOD

In this research used qualitative descriptive with systematic review approach [10]. This search looked for references with the main keyword "entrepreneurial power" in the well-known magazine, Scopus and found 4,240 articles. Next, we selected publication years from 2017 to 2021, and found 2070 articles. To make it easier for the author to access articles that will be referred to later, the author used Open Access and Gold Journals to find 273 articles. After that, the author began to focus on writing about things specifically in the SME sector, and in the end the author only got 56 references that could be studied and analyzed to become literature study articles about entrepreneurship skills in SMEs.



**Figure 1: ENTREPRENEURSHIP SKILL IN SMEs**

Source: (Self-Processed, 2023)

This systematic approach is applied to identify, select and evaluate relevant literature. Such a systematic process is considered repeatable, objective, transparent, unbiased, and rigorous. The first process in this search was to conduct a complete literature search. We did this because the Scopus database has wider data coverage than other databases, and SCOPUS also has stricter methodological criteria for database coverage.

SME keywords are the basis for searching the Scopus database. For database collection, we do not use annual limits. Develop research around this flexibility, in addition, we want to know how the literature has progressed from grand theory to the latest research data on SMEs, allowing us to create a comprehensive analysis of research trends over time. In this case, we also choose the highest ranking category. Each article has then carried out in-depth initial coding by outlining the different definitions and

concepts of SMEs, theoretical references, level of analysis of research objectives and questions, methods and results used, as well as outlining the main conclusions and findings of this research. research. In this case, the focus is on three dimensions – drivers, processes, and outcomes – with a number of subcodes for each dimension.

### 3. RESULT AND DISCUSSION

#### **Enterpreneurship Skill Improvement by Internal and External Factors**

##### **Internal Factor by TVET**

Indonesia, as a country that has also High-involvement work practices are basically a set of applications which are used for the on-job improvement of the employees by making their skills better, by motivating and sharing information with them and empowering them to attain the best organizational performance which will further help to capture the competitive advantage. It might hold any importance with elucidate the applied refinement between the expressions "inclusion" and "engagement" utilized here as a part of this paper. As said, TVET are the practices which help the employees to boost their performances. Representative engagement, then again, is the 'saddling of association individuals' selves to their work parts; in engagement, individuals utilize and convey what needs be physically, intellectually, and sincerely amid part execution' From a scientific perspective, the social, political and economic fields are very important socially and economically for the development of entrepreneurship. Contemporary companies are treated as social and monetary organizations and are tormented by political, social and economic forces [7].

Business plans cannot be formulated and finalized for implementation without complying with low-cost political, social and technological requirements [11]. In fact, it is the field or environmental sector that regulates entrepreneurship. The company environment is of high quality in line with entrepreneurial development. Infrastructure society It has been argued that the rise of industry was preceded by the use of improved agriculture which introduced firm economic adjustments culminating in commercial sports[12]. Advanced collective farming is usually needed much faster than you can have comprehensive successful development across sectors (. However, we may not be able to wait long for advanced agricultural areas to provide the wage commodities and savings potential necessary to support rapid industrialization. If agricultural improvements do not lead to savings for certain costs imposed on important industries, resulting in a number of additional trading instruments and other related trading instruments. This method has gained tremendous traction.

However, before the establishment of these core industries in underdeveloped areas, basic infrastructure facilities lead to development, real regional development that utilizes the skills and abilities of various types of small craftsmen or farmers. Otherwise, the entrepreneurial potential emerging through these core industries could be exploited by wealthy foreign entrepreneurs with the ability to invest. Obviously, entrepreneurs from developed areas are usually attracted to those underdeveloped areas, which can join with advanced business facilities, a good way to take advantage of incentives and benefits [3]. Such organizations do not have any financial impact on communities in underdeveloped areas, other than perhaps the development of a few neglected jobs.

Therefore, it is very important to ensure the longevity of the infrastructure centers established to pave the way for core industries with a large number of small craftsmen or farmers whose products can be processed within SMEs [13]. An integrated infrastructure program tailored to the needs of small farms and small businesses is a quality approach to selling both types of productive activities (J. Muller: Marketing of Rural Equipment Manufacturing in the United Republic of Tanzania). For example, if there is a small dairy farmer, a central cooling plant can serve all farmers in the area with an active communications network. The end result is that every farmer benefits from guaranteed markets and better income.

##### **External Factor by Entrepreneurial Environment**

This study shows that if the Indonesian government has consistent and encouraging guidelines for SMEs, it can create a positive environment for SMEs to develop and their improvement can help create jobs and improve the Indonesian economy [3]. Based on this situation, the Indonesian government may wish to provide consistent and useful regulatory guidance to SMEs to help SMEs make informed decisions regarding their projects. As per SMEDA Dossier, there may be no such coverage for SMEs in Indonesia, who could obtain it, and approval of the SME policy is expected in 2007 [14].

Most of the SMEs complain loudly about the mistakes and disruptions caused by government officials due to useless and unwise policies, problems of powerful government officials, and corruption

problems. SMEs in Indonesia [15]. On the other hand, the law and order scenario in Indonesia is poor due to terrorism. This is one of the main challenges we face today, which is hitting SMEs hard and hindering their development. Financial perspective: Miles suggests that if the above problems are resolved in internal procedures, banks and monetary institutions should easily penalize SME mortgages, as these problems are at the same time linked to collateral issues. [16] Banks usually decide to penalize a loan after a risk assessment, which consists of SME collateral files, etc., and if they are happy with that, they can lower the offer. Once these barriers are removed, SMEs can access finance, which helps them grow in the long term.

It has been identified and highlighted by most government owners, as well as SMEs, a lack of technical and administrative assistance, especially SMEs in Indonesia. Consider that educational institutions are not marketers, which is as important for innovation in the developing United States as Indonesia. Small and medium enterprises can achieve the desired level of prosperity, which in turn leads to an export boom, reduced unemployment, GDP boom, per capita profit levels, increase and eradication of poverty [17]. In addition, Indonesia's SME sector is experiencing a number of shortcomings, which are affecting its ability to transition to monetary liberalization measures introduced by the Palestinian Authority and its ability to take full advantage of rapidly growing international markets. These shortcomings consist, for example, of the focal point of goods offered at low prices, low productivity, lack of an efficient business information infrastructure for the company, lack of strategic plans, low level of economic knowledge, unskilled human resources and non-aggressive lending techniques. However, through banks, many coverage implications can be pushed [18].

#### **Human Capital Development Strategy Based on TVET Model**

Increasing human assistance is one of the important details that influences SME performance [19]. SMEs use very low levels of audit training. They may not realize the benefits of taking such training now. Therefore, it is highly recommended that the Indonesian authorities, through TVET, organize mass education programs for owners/managers of small and medium enterprises to better manage their businesses and specifically manipulate their employees through programs to improve human resource management practices [7].

Literature shows that small and medium enterprises in Indonesia experience difficulties with low productivity. Indonesian SMEs may not use the modern era for their business (especially in the manufacturing sector). According to Shah (2018), 66 percent of typical companies have network access and 40 percent of simplest SMEs use useful HR record structures. This creates worrying difficulties for Indonesian companies in the twenty-first century. Again, governments can use TVET to inspire SME owners/managers to improve time. This can improve SME employment opportunities to increase dependence on global developments in the global business community, especially in the SME environment. Most effectively, 26 percent of SMEs export their products abroad [20]. The reason SMEs have capacity but do not have sufficient knowledge or awareness, they must compete and participate in the export of their products throughout the world. With the presence of the World Trade Organization, Indonesian small and medium companies want to be more aggressive.

The definitions provided must be appropriate, with the correct length and characteristics. Preference criteria should be established after analysis of market disasters and practical constraints. What will expand the definition of singleness, which can be applied across the economy, is the fulfillment of desires and dreams pursued by a business venture. The definition should be based on the needs and desires of the particular coverage [21]. While one definition will work by country, it will help differentiate businesses and reduce the problems associated with them. The need to achieve strong coverage goals and objectives. Definitions must be provided in a method that does not achieve objectives at the state level, but in addition to a global point of view. Introductions in this way will be common throughout the world with the aim of beautifying institutional boundaries.

SME rates for rewards are primarily based on unique criteria that can lead to market failure. The definition of SMEs must be coherent, visible and solid. The framework and form in which the SME definition operates must be robust and well developed. Clear definitions offer a way to avoid contradictions and distortions between institutions [18]. The definition should provide a robust framework that does not require initial adjustments and if changes need to be made along the way for subtle changes referring to inflation, funding rules or other guidelines applicable to the business. A precise and preferred definition is what an organization needs to consistently and effectively gather the correct facts and continuously revise the definition according to requirements and needs. This definition must be applicable in accordance with the position and law. Policies must by definition be supported. A

realistic and adequate definition will help stabilize the rise of finance and the market economic system [12]. Definition of SMEs in tititive policy. this will help provide robust and environmentally friendly assistance to SMEs. Indonesia must establish a definition that benefits its economic system and must also be identified throughout the world. SMEs are called upon to emerge as global enterprises and the definition must provide a solid framework, which may also require some changes in certain areas, along with eventual adjustments for inflation and productivity adjustments, and also some additional rationalization [22].

#### **Empirical Studies in Human Resource Development SMEs Factor**

If a wide variety of SMEs produce one in Indonesia, the necessary processing units can work perfectly [4]. Such steps may not be as simple as combining the development and enhancement of current entrepreneurial skills, but could also lead to the widespread development of both. On the other hand, helpers can cause diffuse mutations respectively. However, if the unit produces some modern machines, the accessories must also be refined or developed with the aim of not transferring its internal talent to the intended recipient organization with which we expand the development of underdeveloped areas. As Paul Streeten says, "Companies must produce goods for the buyers they need with the help of society, most of which lives in rural areas, small and medium-sized businesses and the government system." Many of the recent complaints about excessively priced and inefficient manufacturing under the Overprotection and Quantitative Limits section should be directed at product and technology patterns that cater to the highly unequal distribution of profits and established efforts". production of easy goods depends on men or women and the capacity of certain underdeveloped areas, and infrastructure is important to maintain active relations between sub-units in villages and central units [23].

In Indonesia, SMEs collectively contribute an expected 40% to GDP and more than 40% to exports. The government realizes that awareness and concrete steps are needed to truly utilize the capabilities of regional SMEs and direct them on a growth trajectory; In recent days, Bank Negara Indonesia (SBP) has urged all banks to provide their input to develop a policy plan for SME promotion. this is a result of SBP's realization that strong institutions are a necessary prerequisite for a green SME zone which also includes a robust industrial network that can offer the necessary assistance to SMEs thereby making it easier for them to gain monetary convenience and competitiveness [24]. A strong SME quarter will even make indigenization methods smooth which can eliminate the need for expensive imports in the long term and improve the financial system. Additionally, SBP has also set a goal to increase financial inclusion of SMEs by 2020 to enable the world to witness widespread increases in growth and prosperity.

#### **4. CONCLUSION**

The overall logic of development aimed at the accumulation and exploitation of capital turns out to be a time bomb that brings disaster to the economy and social society. Society as part of the system becomes at risk. Indeed, modernity and globalization need to be scrutinized as closely as possible and adapted as best as possible through adaptation mechanisms to local characteristics, so that the risks for communities that are initially very vulnerable to its effects can be reduced. The rural and decentralized development model has proven successful in presenting China as one of the strongest economies today, and the process of assimilation of globalization and market integration is based on strengthening the economic base and local/local development through TVET model. Great importance most would like to be further developed in the package, which includes greater use of the current distinctions with definitions to be further elaborated and to be pinpointed for their proper application and implications. This ensures that the right data is collected always and correctly. it will help the competitive market and beautify the overall performance and will be easy to modify and articulate with a clear and proportionate approach. Certain regulations and administrative actions may evolve through strong and uniform definitions. It is recognized that to help monitor the usefulness of the SME definition, there must be an important one. Based on the results of the research above, there are several suggestions that researchers can provide that might be useful.

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