

Human Resources Development Through The Human Capital Model

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Abstract

Regional government and community leadership requires the development of quality human resources as implementers of development so that they are capable and resilient in realizing the national goals of promoting general welfare, educating the nation's life in a free, independent, united, sovereign, just and prosperous national life. One way to develop human resources is the human capital method. Human capital is an investment made with the aim of increasing a higher level of consumption in the future, which is obtained through education. In addition, this investment also aims to increase human productivity. The form of this research is descriptive research, the purpose of this research is to describe in general the conditions of human resource development in West Kalimantan and efforts to increase human resources with a human capital approach. The results of this study suggest that efforts must be made by the government and society together, namely through an ethical and moral approach that involves the role of religion in society, human capital to improve the quality of life of human resources and also we must be able to contextualize human resource development through a local cultural approach local culture in the region of West Kalimantan.

Keywords: Human Resources, HR, Quality of Life

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INTRODUCTION

West Kalimantan Province is the fourth largest province in Indonesia after the provinces of Papua, Central Kalimantan and East Kalimantan, which has an area of 146,801 km². The existence of the northern West Kalimantan region which is directly

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adjacent to the Sarawak region (East Malaysia) with the Entikong cross-border gate has great opportunities for both regions to develop and improve the cultural and economic sectors. Entering the era of globalization, transportation is a very important factor for people to meet their daily needs (Lise et al., 2016).

Currently the population in West Kalimantan has decreased in numbers in the last two decades. This low population growth is closely related to the increasing age of marriage, the reduced number of children in the family and the declining birth rate. Declining fertility rates among women aged 20-29 indicate the success of family planning programs and an increasing number of women entering the workforce (Elyta & Sahide, 2021). This is one of the efforts made by the regional government of West Kalimantan to improve the quality of human resources (HR) that West Kalimantan has. In order to comply with one of the messages in the GBHN, namely human quality and ability must be increased to elevate dignity (Elyta & Razak, 2019).

Human Resources (HR) is one of the problems faced by every organization, because Human Resources have an important role either individually or in groups within the organization, and human resources are also one of the main drivers for the smooth running of business activities even the back and forth of a business. company or organization is determined by the existence of Human Resources (HR) (Elyta, 2022). For this reason, every company needs to pay attention to and regulate the whereabouts of its employees in an effort to improve good performance. If individuals in a company, namely Human Resources (HR) can run effectively, the company will continue to run effectively (Albatroy Jalius et al., 2023a)

We have to look at the condition of human resources in West Kalimantan from many aspects, namely aspects of education, knowledge and skills, mental attitude or behavior and aspects of religion (Lester et al., 2020). If we look at the human development index in West Kalimantan, it is very far behind other provinces in Indonesia. West Kalimantan's human development index in 2021 is ranked 5th lowest out of 35 provinces in Indonesia (Fahim, 2018). Referring to the human development index indicators, the development of the quality of human resources is also very closely related to the development of health and social welfare, the development of education and the development of the economy.



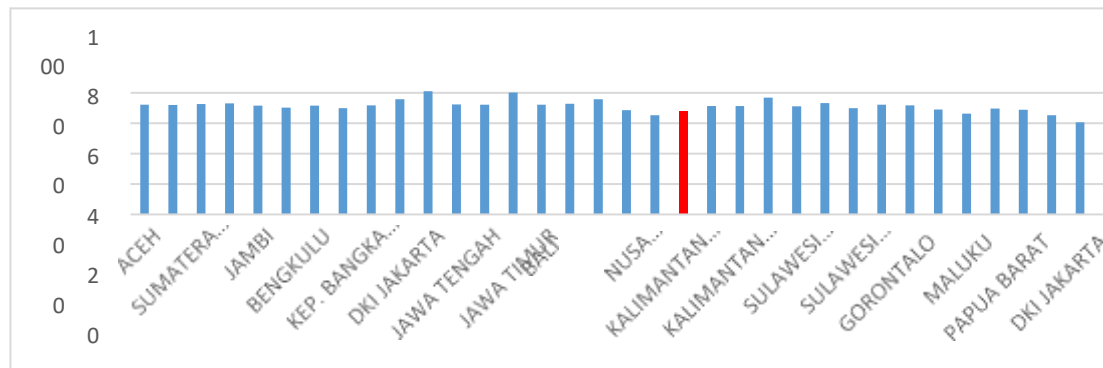


Figure 1: Human Development Index 2021 Source: BPS Indonesia, 2022

In the context of economic development in a region, the Human Development Index (IPM) is determined as one of the main measurements included in the basic pattern of regional development. This indicates that HDI occupies an important position in regional development management. The HDI function and other human development indicators will be the key to the implementation of directed planning and development. The HDI, which is a benchmark for the development of a region, should have a positive correlation with the poverty conditions in that region because it is expected that an area that has a high HDI, ideally the quality of life of the community is also high or it can also be said that if the HDI value is high, then the poverty rate of the community should be low (Lee et al., 2020).

**Table 1: West Kalimantan Human Development Index by District/City
Year 2015 -2021**

No	Regency/City	2015	2016	2017	2018	2019	2020	2021
1	Kalimantan Barat	65,59	65,88	66,26	66,98	67,65	67,66	67,90
2	Sambas	64,14	64,94	65,92	66,61	67,02	67,03	67,10
3	Bengkayang	64,65	65,45	65,99	66,85	67,57	67,87	68,04
4	Landak	64,12	64,58	64,93	65,45	65,96	65,98	66,21
5	Mempawah	63,37	63,84	64,00	64,90	65,50	65,74	66,03

6	Sanggau	63,05	63,90	64,61	65,15	65,67	65,77	66,20
7	Ketapang	64,03	64,74	65,71	66,41	67,16	67,17	67,43
8	Sintang	64,18	64,78	65,16	66,07	66,70	66,88	66,93
9	Kapuas Hulu	63,73	63,83	64,18	65,03	65,65	65,69	65,75
10	Sekadau	62,34	62,52	63,04	63,69	64,34	64,76	64,93
11	Melawi	63,78	64,25	64,43	65,05	65,54	65,55	65,87
12	Kayong Utara	60,09	60,87	61,52	61,82	62,66	62,68	62,90
13	Kubu Raya	65,02	65,54	66,31	67,23	67,76	67,95	68,16
14	Kota Pontianak	77,52	77,63	77,93	78,56	79,35	79,44	79,93
15	Kota Singkawang	70,03	70,10	70,25	71,08	71,72	71,94	72,11

Source: West Kalimantan BPS, 2022

Table 1.1 shows that the West Kalimantan human development index from 2015 to 2016 has increased by 0.29, the following year it has increased until 2021 by From 2015 to 2021 the highest human development index is in the Pontianak City area followed by Singkawang City among all regencies/cities in West Kalimantan. The movements and trends of the human development index in West Kalimantan Province tend to increase from year to year but the trend of the human development index cannot necessarily be said that human quality has improved. This should also be seen from the level of education and health, respectively, which can be seen from the mortality rate and the average length of schooling in an area. Because fostering the quality of human resources is also very closely related to fostering health and social welfare, fostering education and fostering the economy (Dirani et al., 2020a).

Low education will certainly result in an inability to develop oneself and cause narrow opportunities to get a job. Education is included in one of the investments in the field of human resources, which investment is called Human Capital (the theory of human capital) (Thirtabrata et al., 2022). Investment in education is an activity that can be assessed as human stock, where the value of human stock after attending education with various types and forms of education is expected to increase various forms of value in the form of increased individual income, increased work productivity, and increased individual rational value (social benefits) compared to before get education.



Table 2. Average Old School in West Kalimantan by District/City 2015 – 2021

No	Regency/City	2015	2016	2017	2018	2019	2020	2021
1	Kalimantan Barat	6.93	6.98	7.05	7.12	7.31	7,37	7,45
2	Sambas	6.13	6.42	6.67	6.68	6.70	6,71	7,72
3	Bengkayang	5.98	6.08	6.09	6.27	6.53	6,76	6,80
4	Landak	7.06	7.07	7.08	7.09	7.10	7,11	7,12
5	Mempawah	6.45	6.46	6.47	6.63	6.82	7,03	7,04
6	Sanggau	6.74	6.92	6.93	6.94	6.95	7,15	7,39
7	Ketapang	6.56	6.68	7.03	7.04	7.26	7,31	7,46
8	Sintang	6.70	6.71	6.72	6.73	6.89	7,07	7,08
9	Kapuas Hulu	7	7.01	7.02	7.25	7.47	7,52	7,53
10	Sekadai	6.55	6.56	6.57	6.58	6.60	6,83	6,85
11	Melawi	6.42	6.52	6.53	6.66	6.67	6,76	6,91
12	Kayong Utara	5.37	5.84	5.85	5.86	6	6,01	6,02
13	Kubu Raya	6.56	6.57	6.58	6.81	6.82	6,83	7,00
14	Kota Pontianak	9.77	9.78	9.79	9.90	10.14	10,17	10,43
15	Kota Singkawang	7.28	7.29	7.30	7.57	7.72	7,89	7,90

Source: West Kalimantan BPS, 2022

Table 2. can be seen that the average length of schooling in West Kalimantan Province continues to increase in 2015-2021, where the average length of schooling in 2015 was 6.93 and then increased until 2021 of 7.45. In 2015-2021 the highest average length of schooling is in the Pontianak City area, the highest average length of schooling is in Pontianak City in 2021 which is 10.43 and the lowest average length of school is in North Kayong Regency in 2015 that is as long as 5.37.

Table 2. shows that the primary school enrollment rate in the education sector has increased, especially if the data for the last 20 years is withdrawn, there will be a sharp increase. The development of the world of education in West Kalimantan has increased rapidly, this shows that the implementation of the nine-year compulsory basic education program as well as improving the quality of human resources can run as expected (Bailey et al., 2019). We can measure this success indicator through the development of SD and SMP infrastructure, which in fact continues to grow. The increase in the school is a consequence of the significant increase in students each year. In this regard, the number



of teachers must also be increased. But for senior secondary education the number of schools has decreased. This indicates that the dropout rate for secondary education is still very high (Firoiu et al., 2019b).

Meanwhile, in terms of health in West Kalimantan, there are still disparities in development outcomes between regions and groups, the degree of public health is still lagging behind compared to other provinces, and there is a lack of independence in health development (Rajani et al., 2022). This can be seen from the data on unmet need for health services or the percentage of the population who have health complaints and their activities are disrupted but do not seek outpatient treatment. This could be due to not having medical expenses, not having transportation costs, not having transportation facilities, or because the waiting time for services is long, so it is hard for you to seek treatment (Rigby & Ryan, 2018a).

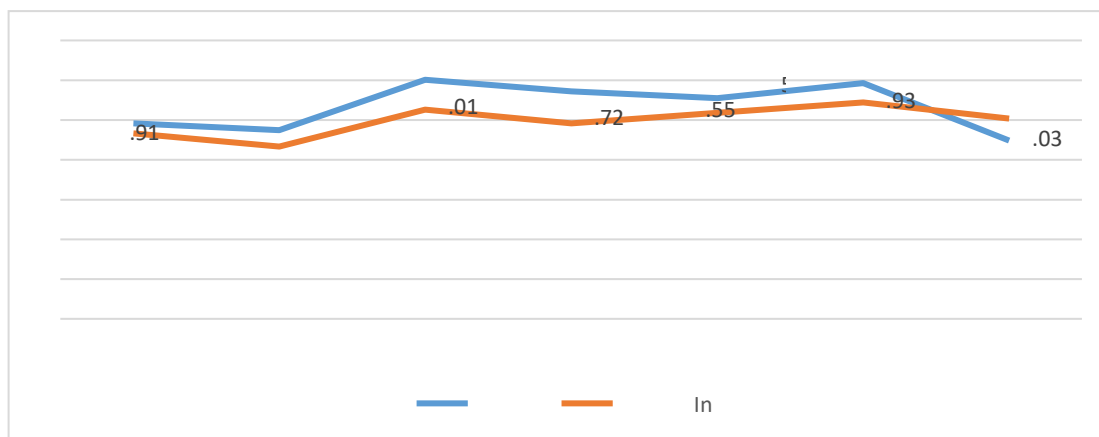


Figure 2. Unmet Need Health Services West Kalimantan and Indonesia
Year 2015-2021 (in percent)

Source: BPS Indonesia, 2022

Figure 2. shows that the population's awareness of taking medication is still fluctuating. This can be because residents see the urgency of health that they experience with costs and facilities that will be a burden to them. Whereas in 2021 the awareness of the population can be seen. This is probably because there has been a lot of information and education about health provided by the government to the public during the Covid period, so that people have self-awareness to immediately check themselves if they feel

unwell and so on because otherwise it will have a lot of impact on those around them. Seeing this, it turns out that it is important to provide education and information to all levels of society. So that people get enlightenment and awareness by themselves in order to develop themselves in making decisions related to themselves. This will be very closely related to improving the quality of the human itself so that it becomes a strong human being and ultimately in the development of human resources owned by a region (Firoiu et al., 2019c).

For this reason, the leadership of the regional government and the community requires the development of quality human resources as implementers of development so that they are capable and resilient in realizing the national goal of promoting general welfare, educating the nation's life in a free, independent, united, sovereign, just and prosperous national life. One way to develop human resources is the human capital method. Human capital is an investment made with the aim of increasing a higher level of consumption in the future, which is obtained through education (Collins, 2021). In addition, this investment also aims to increase human productivity. Based on the description of the background above, this research is interested in examining "HR Development through the Human Capital Method" with case studies in Regencies/Cities in West Kalimantan in 2015-2021. And looking at the development of human resources in West Kalimantan in 2015-2021, the obstacles faced by the local government in improving the quality of human resources in West Kalimantan and the efforts of the local government to improve the quality of human resources through the Human Capital method.

LITERATURE REVIEW

Human Capital Theory

Human capital or human capital is the ability that exists within a person, it can be expressed from what is visible or what is still hidden. A person's visible ability can be reflected in the completion of daily work with an up-to-date assessment of what someone in the organization can do, in other words, namely the capacity of an individual to carry out various tasks in an organizational work. According to Malhotra and Bontis (Boon et al., 2018), Human Capital is a combination of knowledge, skills, innovation and the ability of a person to carry out their duties so that they can create added value contributed by human capital in carrying out their duties which will provide Sustainable Revenue in the future. come for a company (Hamadamin & Atan, 2019).



Human Capital is an added value for companies in the company every day, through motivation, commitment, competence, and effectiveness of team work, added value that can be contributed by employees in the form of:

1. Competency development owned by the company
2. Transfer of knowledge from workers to companies
3. Change in management culture

Andrew Mayo in Ongkodihardjo (2008:40) defines "*Human Capital*" as a combination of genetic heritage, education, experience, and attitudes about life and business. *Theory human capital* is a thought that considers that humans are a form of capital or capital goods like other capital goods, such as land, buildings, machines, and so on. Human capital can be defined as the sum total of the knowledge, skills and intelligence of the people of a country.

The quality of human capital, according to Romer (1996), consists of abilities, skills and knowledge of a person (worker). Thus conventionally, the quality of human capital is something that must be separated/appreciated separately. Meanwhile, according to Hildebrand (1995), what is included in the quality of human capital is the level of nutrition, life expectancy, skills, knowledge, abilities and attitudes. Both of these opinions both provide a limitation that the quality of human capital is a separate capital that can be equated with physical capital (Meyer & Auriacombe, 2019).

As this theory develops, the concept *human capital* can be defined in three. The first concept is *human capital* as an individual aspect. This concept states that the human model is an ability that exists in humans, such as knowledge and skills. This is clarified by Rastogi (2002) which states that *human capital* is the knowledge, competence, attitude, health, and traits possessed by humans (Sada et al., 2019).

The second concept states that *human capital* is the knowledge and skills acquired through various educational activities such as schools, courses, and training. the main concept of this model is that *human capital* is something that is obtained through the accumulation of a certain process (Sutriadi, 2018). This concept assumes *human capital* not derived from human experience. The third concept is looking *human capital* from a production orientation perspective. Romer (1999) states that human capital is a fundamental source of economic productivity. *Human capital* is also an investment made by humans to increase their productivity (Sutriadi, 2018). Frank and Bemanke (2007) argue that *Human capital* is a combination of education, experience, training, skills, habits, health, energy and initiatives that affect human productivity.



The measurement of development used so far, namely GRDP in the national context and GRDP in the regional context, is only able to capture economic development. For this reason, a more comprehensive indicator is needed, which is able to capture not only economic developments but also developments in social aspects and human welfare. Human development has many dimensions. According to the Central Bureau of Statistics (2007), the Human Development Index (IPM) is a measure of human development achievements based on a number of basic components of quality of life (Kristianus & Magdalena, 2018). HDI describes several components, namely the achievement of a long and healthy life that represents the health sector; literacy rate, school enrollment and average length of schooling measure development performance in the education sector, and the purchasing power of the community towards a number of basic needs as seen from the average per capita expenditure (Albatroy Jalius et al., 2023b).

Meanwhile, according to (Tulus, 2003: 167) HDI or known as the Human Development Index (HDI) is an indicator used to measure one of the important aspects related to the quality of the results of economic development, namely human development. HDI is a composite index based on three indicators, namely (a) health, (b) education attained, and (c) standard of living. The calculation of HDI as an indicator of human development has important objectives, including: 1) Developing indicators that measure the basic dimensions of human development and expanding freedom of choice, 2) Utilizing a number of indicators to keep the measure simple, 3) Establishing a composite index instead of using a number of basic indices, 4) Creating a measure that includes social and economic aspects. The index is a basic index composed of the following dimensions: 1) Longevity and healthy life, with indicators of life expectancy, 2) Knowledge, as measured by literacy rates and a combination of school enrollment rates for elementary, middle and high levels, 3) Decent standard of living, with per capita GRDP indicators in the form of Purchasing Power Parity (PPP).

The formulation of the problem in this study was obtained based on theory, previous research. To achieve the research objectives, the estimation results from the research model were used to be statistically tested and discussed and analyzed. The relationship between one concept to another concept of the problem to be studied. The conceptual framework in this study is used to connect or explain the topics to be discussed.



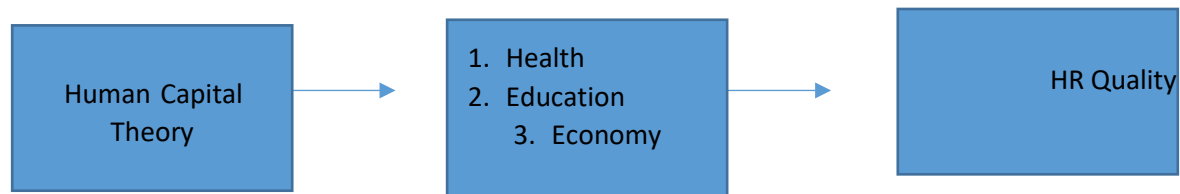


Figure 3. Research Conceptual Framework

METHODOLOGY

This research is a type of descriptive qualitative research. This research was conducted in West Kalimantan with a period of 2015 to 2021. The data sources used in this study were secondary data obtained from the BPS website and related document information published on the web. The library data used in this study is secondary data that has been processed and published in official statistical news by the Central Bureau of Statistics (BPS).

Data analysis is the process of arranging data sequences, organizing them into a pattern, category, and basic descriptive units so that themes can be found and working hypotheses can be formulated as suggested by the data. This technique uses four components of analysis, namely:

1. Data Collection. The data collected in this study were obtained from search results on the BPS website.
2. Data reduction. Data reduction is defined as a selection process, focusing attention on simplifying, abstracting, and transforming "rough" data that emerges from written records in the field (Miles and Huberman, 1992:16). During data collection, the next reduction stage occurs. This data reduction/transformation process continues after the field research, until a complete final report is prepared.
3. Data Presentation. Presentation of data is the next important flow after data reduction. Presentation of data is a set of structured information that gives the possibility of drawing conclusions and taking action. With presentation, we can understand what happened, and take further action from the existing data. Presentation of data in qualitative research that is most often used is narrative text. In this study the data is presented in the form of words or descriptions.

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4. Conclusion Drawing. The next important data analysis activity is drawing conclusions and verification. From the beginning of data collection, the researcher then begins to decide what something means, noting regularities, patterns, explanations, possible configurations, causal flows, and propositions. After concluding the research results from the data that has been obtained and processed, the researcher verifies them by looking at them or discussing them again. This aims to make the research results more valid and accountable.

DISCUSSION

Human resource development is a kind of activity carried out to improve human resource skills. This works so that the HR is more productive at work. The goal of HR development is to create positive change for HR.

The condition of human resources in West Kalimantan must be seen from many aspects, namely aspects of education, knowledge and skills, mental attitude or behavior and aspects of religion. I will use the condition of human resources from various aspects in the GBHN messages as my reference to explain the condition of human resources in West Kalimantan. The messages written in the GBHN are:

1. Humans as human beings must build their lives, in accordance with the nature of development. For this reason, their quality and capabilities must be increased to elevate their dignity.
2. The development carried out must realize justice and equity.
3. The goal of coaching is to create quality human beings and a society that is advanced and independent, if the people are of high quality then the community's economy is strong. Therefore, the focus of development should indeed be placed in the economic sector, but this must be in line with attention to improving the quality of human resources as economic actors.
4. The growth of self-sufficiency in humans and society is carried out through empowerment to increase people's participation, efficiency and productivity.

Based on the message above, if you look at the human development index in West Kalimantan, it is far behind compared to other provinces in Indonesia. Referring to the indicators of the human development index, fostering the quality of human resources is also very closely related to fostering health and social welfare, fostering education and fostering the economy.

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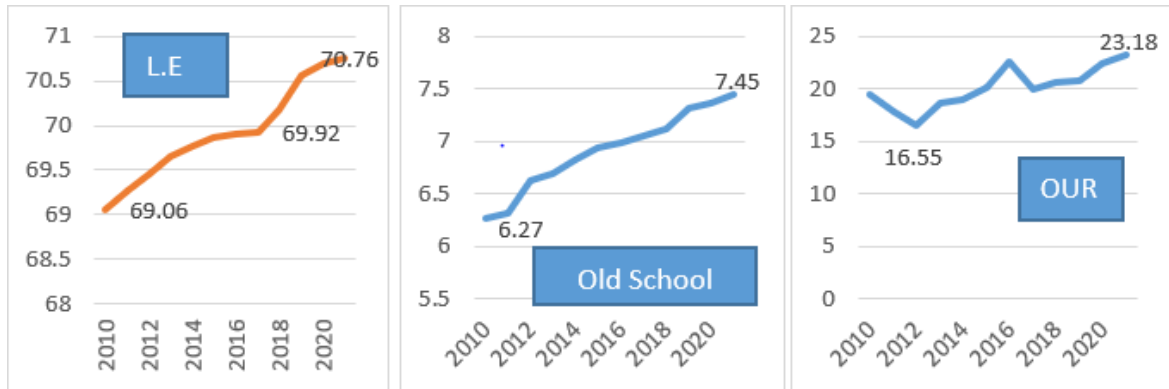


Figure 4. Three Indicators of HR Development in West Kalimantan in the Last 12 Years
Source: West Kalimantan BPS, 2022

Life Expectancy, which will be referred to as OPR in West Kalimantan, shows a movement that has continued to increase from year to year for the last 12 years. Which in 2010 OPR in West Kalimantan was 69.06 years to 70.76 years, this indicates the development of human resources in West Kalimantan seen from the health shei has shown improvement. Meanwhile, educational development for the development of human resources in West Kalimantan, as seen from the average length of schooling, also shows an increasing trend of movement (Rigby & Ryan, 2018b). This means that human resources in West Kalimantan already have an increase in awareness of obtaining education. This can be shown from the average length of schooling that has increased for the last 12 years, this is also because the government has prepared a free education program, namely 12 years of free schooling. So that more or less affects the increase in the number of human resources who continue formal education. Meanwhile, informal education can be provided or obtained through training, workshops in order to improve HR skills (Business et al., 2020).

And economic development that aims to improve the standard of living of human resources can be seen from the Open Unemployment Rate (OPR). OPR is the ability of the economy to create jobs that are able to absorb the existing labor supply. The higher the value of this indicator, the more unutilized labor supply (Rigby & Ryan, 2018c). OPR in West Kalimantan shows higher numbers, this is inconsistent with the movement from OPR and the average length of schooling which tends to show good movement. This could be due to a recession and changes in economic and technological cycles which will

have an impact on the amount of labor available and utilized in the labor market (Úbeda-García et al., 2018).

Talking about the development situation and trends in West Kalimantan, an overall picture is found based on data released by the Central Bureau of Statistics (BPS) in 2000, as follows:

1. Population growth in West Kalimantan has started to decline in the last two decades. This low population growth is closely related to the increasing age of marriage, the reduced number of children in the family and the declining birth rate. A decrease in the fertility rate among women aged 20-29 years indicates the success of family planning programs and an increase in the number of women entering the workforce.
2. In the education sector, primary enrollment rates have risen sharply over the last 20 years. The development of the world of education in West Kalimantan seems quite encouraging and this is a positive support for the implementation of the nine-year compulsory basic education program as well as improving the quality of human resources. We can measure this success indicator through the development of SD and SMP infrastructure, which in fact continues to grow. The increase in the school is a consequence of the significant increase in students each year. In this regard, the number of teachers must also be increased. But for senior secondary education the number of schools has decreased. From this it is clear that the number of children dropping out of school is still very high.
3. For the health sector, there are still disparities in development outcomes between regions and groups, the degree of public health is still lagging behind compared to other provinces, and there is a lack of independence in health development. The conditions mentioned above must be the basis for implementing local government policies, including financial considerations and allocation of general and special budgets, so that the implementation of regional autonomy in the field of population, health and education in West Kalimantan goes as expected.

The main problem is that the leadership of the regional government and the community requires the development of quality human resources as implementers of development so that they are capable and resilient in realizing the national goal of promoting general welfare, educating the life of the nation in the principles of a free,



independent, united, sovereign, just and prosperous national life (Úbeda-García et al., 2018). The problems faced in Human Resource Development in West Kalimantan are related to two important elements in the Unitary State of the Republic of Indonesia, namely Government and Society.

1. Government, The problems faced by the government in improving Human Resources in West Kalimantan are very complex, one of which is the incompatibility of the programs of the central government, local government, Members of the People's Legislative Assembly and Civil Servants. from diverse groups. The government also experienced obstacles in a number of ways as follows:

- a) . A premature democracy. The multi-party condition has not been able to bring voice to the people's aspirations because representatives of political parties in the MPR/DPR are more concerned with the interests of narrow groups than the interests of increasing human resources in West Kalimantan. The people themselves are not ready to enter the democratic process in conditions of underdevelopment, namely poverty and low education. The quality of human resources who become representatives of the people and regional leaders is still of concern because they are selected from party members whose abilities do not fulfill their functions as leaders and organizers of development.
- b) . Macroeconomic Pressure. The government's inability to let go of its dependence on the IMF was exacerbated by the unclear economic restructuring agenda. As a result, the rupiah exchange rate against the USD has redeemed the psychological value of Rp. 10,000.- per USD and the people's purchasing power is getting worse.
- c) The Fertility of KKN Practices Continues. The many practices of KKN in government, even allegedly shifting from the palace to the legislature and the regions will make it difficult to restore the trust of friendly countries in ASEAN and potential investors who want to invest in our region.
- d) Not yet enforced legal supremacy. This is clear from the rampant courage of people to take actions that are against the law. On the other hand, many law violations are not prosecuted and even appear to be protected if they involve members of the public who have power or have wealth.



2. Society

Society is inherently plural, in which power and development are not evenly distributed and access to various resources is unequal. There is no communication and cooperation between a pluralistic society and HR development planning officials. People at the bottom don't know what they need or how to improve their lot. Community dependence on government assistance for self-development is also one of the problems in developing human resources in West Kalimantan. This dependence kills the creative power of a pluralistic society and results in human resources in a society.

The social system in society is also still traditional, which means that human relations in society are still closed to information from outside which will direct the community to increase its human resources. and the tendency of organizations in society not to be able to do much to increase human resources in society itself.

Efforts that have been made to improve human resources in West Kalimantan include:

- a. Government. Efforts made by the government to increase HR in West Kalimantan include:
 1. Regional Autonomy Policy. This policy provides an opportunity for the implementation of human resource quality development, both in terms of quantity control and quality improvement as well as population mobility. Regional governments need qualified human resources to manage natural resources and other regional potentials for the welfare of the community. very local specific.
 2. Global, regional and national agreements. Facing global competition, local governments must prepare highly competitive human resources. The government has committed to a global agreement on the next generation of human resources. The existence of grants from abroad is the result of an agreement to tie up community human resources.
 3. Amendments to the 1945 Constitution. The addition of an additional article on Human Rights provides an opportunity for the central and regional governments to raise awareness for every citizen to constantly develop themselves to fulfill basic needs and increase human resources.



4. Vision of Local Government. The vision of the West Kalimantan regional government is: "The realization of a people of West Kalimantan who are faithful, healthy, intelligent, cultured and prosperous". The new paradigm of community development that has an orientation to coaching is included in this vision which means that in the long run all development activities pay attention to various aspects of people's lives to achieve a prosperous society and have quality human resources.
- b. Public. Efforts made by the community to improve their human resources include:
 1. Public awareness of the nation's ideology, namely Pancasila. Where the community is involved in practicing the elements contained in Pancasila, namely people who have faith and are devoted to God Almighty, love the motherland, are intelligent and skilled, highly disciplined, productive, creative, innovative, tough and oriented towards improving human resources.
 2. There is solidarity in the community. Solidarity in society is an effort created by society to improve human resources. Communities interact socially with other communities in family life, settlements, work, and formal life in government organizations, social organizations are a form of solidarity in society to improve human resources.
 3. Participation in Community Empowerment. The community participates in community development both in the form of physical and in the form of development in increasing human resources.
 4. Preserving Cultural Customs in Society. In the indigenous community, culture is an adhesive factor for the unity and unity of the nation which is quite dominant. The culture of the community which is so distinctive as a blend of regional cultural diversity is an invaluable national wealth. Preserving cultural traditions in society is an effort to develop human resources, in which the values contained in this Cultural Custom one of the supports for the development of human resources in a society.

To improve human resources in West Kalimantan, in addition to several factors that have been carried out by the government and the community as described above, is

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through an ethical and moral approach that involves the role of religion in society (Firoiu et al., 2019a). Local governments can make efforts to increase human resources using the human capital method, in which increasing government human resources can increase the competence of each human resource owned by a region, because the competence possessed by human resources can have an impact on economic productivity (Fahim, 2018).

To achieve competent (quality) human resources, it is necessary to form human capital. This formation is done by obtaining a number of people who have strong character so that they can be used as important capital in development. The character is in the form of level of expertise and level of community education. Human capital is a very important element of intellectual property, because it can create competitiveness for organizations/companies (Firoiu et al., 2019b). This human capital has a strong driving force to improve the productivity of individual employees, as well as being able to improve the performance of a company through the ability of human resources (HR) to communicate knowledge (soft skills), beskilled and professional at work and be able to build relational values (Rajani et al., 2022).

One of the most effective ways to increase HR productivity is through formal education which includes school attendance, training, and cognitive abilities in certain fields as well as informally. Because Education significantly affects the individual. These effects include personal motivation and mindset, adapting to social demands, and even survival skills and maximizing life actualization (Dirani et al., 2020b).

Apart from that, we also have to be able to contextualize HR development through a local cultural approach or local culture in the West Kalimantan region. Talking about the cultural contextualization approach means that we must try to understand the culture that supports the development of human resources in the community. In addition, the development of quality human resources that are healthy, independent, love the motherland, aware of law and the environment, master science and technology, have a high work ethic and be disciplined must be carried out early so that West Kalimantan has a Human Development Index that is able to compete with other regions (Firoiu et al., 2019c).

CONCLUSION

The people of a region must be able to have high quality human resources. Quality of Human Resources is the quality of human potential in carrying out



20 activities that have economic and cultural values for the process of increasing the progress of a region. The performance of the government and the community has a great influence on the implementation of the lives of people who have high human resources. Until now the performance of the local government is still concerning, even though many things have been done to improve human resources in West Kalimantan, there have been many collisions and are not grounded. the government and society must do together, namely through an ethical and moral approach that involves the role of religion in society. And also we must be able to contextualize human resource development through a local cultural approach or local culture in the West Kalimantan region.

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