

## **HUMAN RESOURCES AND NATIONAL RESILIENCE**

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### **ABSTRACT**

The national resilience of Indonesia is based on Pancasila, the 1945 State Constitution and National Outlook (Wawasan Nusantara). The concept of national resilience of Indonesia consist of eight aspects, there are Geographical location/ Position; Natural resources; Human resources; Ideology; Politics; Economic; Social and Culture; and Defense and Security. In order to maintain the existency, national identity and the integrity of Indonesia the participation of the people in state defense are needed. As time goes by the transformation of national values is strongly required. The need of transformation of values in order to bring about improvements of morals, piety, tolerance of diversity, equality of mankind and love of the homeland, nation and state. Studies are needed on the efforts to improve state defense for the people. This research conducted as a library research and the conclusion is that the quality of human resource aspect of national resilience must be well improved and sustainable. The formal and informal education or by transfers of knowledge and values such as morals, ethics, integrity and national values should be the main ingredients in the strengthening of the national resilience.

*Keywords: Human Resources, National Resilience*

### **INTRODUCTION**

Every nation has its own value system which derives from religion, local wisdom, literature and science. Indonesia's value system is based on Pancasila, the 1945 State Constitution, the Unitary of the State of the Republic of Indonesia, and Unity in Diversity principle (*Bhinneka Tunggal Ika*). According to the 1945 State Constitution, all Indonesian citizen have rights and obligations of state defense. But the implementation of state defense to safeguard the sovereignty and territorial integrity of the unitary state of the Republic of Indonesia hasnot been understood and implemented properly. Studies are needed on the efforts to improve state defense for the people. This would only be successful if all national leaders and people, as part of the defense and security system, fully support such efforts. The national resilience of Indonesia is based on Pancasila, the 1945 State Constitution and National Outlook (Wawasan Nusantara). The concept of national resilience of Indonesia consist of eight aspects, there are Geographical location/ Position; Natural resources; Human resources; Ideology; Politics; Economic; Social and Culture; and Defense and Security. In order to maintain the existency, national identity and the integrity of Indonesia the participation of the people in state defense are needed. As time goes by the

transformation of national values is strongly required from generation to generation. Men, women, old, young and many more other diversity have to be as one to establish and strengthening national resilience. The need of transformation of values in order to bring about improvements of morals, piety, tolerance of diversity, equality of mankind and love of the homeland, nation and state.

## **METHOD**

This research conducted as a library research. All the data informations collected from books, journals, magazines, news letters, seminar proceedings which is the material related to the topic of this research.

## **DISCUSSION**

### **National Value System**

Every nation has its own value system which derives from religion, local wisdom, literature and science. Indonesia's value system is based on Pancasila, the 1945 State Constitution, the Unitary of the State of the Republic of Indonesia, and Unity in Diversity principle (*Bhinneka Tunggal Ika*). Developing national values and characters requires a reformulation of values of social life, religious tolerance, strengthening of culture and local wisdom as well as legislation. (Supandji, Lemhannas Newsletter, 41<sup>Th</sup> Edition, December 20, 2012). The meaning of Pancasila lies in the values of each of its precepts. It is an integral part which cannot be detached in terms of layout and structure. Pancasila, which is historically evolving and open in nature, as found in the metamorphosis process of caterpillar to butterfly, can change in shape in order to adapt to the changing times and generations. However, the substance will remain. Pancasila, as the philosophical basis of the nation, contains values that cannot be separated from each of its precepts. Because in its individual precept, such values may also be found in the life of other nations. Hence the meaning of Pancasila principles lies on each of its precept as an integral parts which cannot be detached in term of layout or structure. Surely the current and future generations will not lose out in their self-sacrifice for the values and the implementation of national values as a whole ( Margono, Lemhannas RI Newsletter, 40<sup>Th</sup> Edition, November 2012).

### **Youth Organization and National Stability**

Youth plays an important role in bringing change to this country, and if we talk about youth, their asset is passion. As the representatives of the people, the government has an important role in channelling the aspirations of the youth. (Taufan Rorosantiko, the chairman of the National Committee of the Indonesian Youth KNPI on 3/27/12). The media and government are required to communicate the aspiration of various parties, and educate the youth organization in understanding national values. The clashes that occur all these time are due to lack of communication between the government and society,

especially when the government policies are not well received by the people. Therefore, the government should have a dialogue with mass and youth organization in order to make the people aware of the policy and conflict that may occur among the village and lead to greater conflict (Sarman Situmorang chairman of the central Executive Board of Generasi Muda Karya Pembangunan) (Lemhannas RI, Newsletter, 33Th Edition, April 20, 2012). The Governor of Lemhannas RI Prof. Dr. Ir. Budi Susilo Supandji, D.E.A. in his presentation on Focus Group Discussion organized by the Indonesian Youth National Committee (KNPI) at the Balai Kartini DPP KNPI, Jakarta, on Monday 19/11/12, conveyed that the younger generation must be able to revive the attitude, spirit and culture of mutual cooperation, friendship and deliberation of consensus which are inherently the nature of the Indonesian people. Among the youth, there is a need to develop breakthrough concept and efforts by utilizing the presence and network of youth organization spread throughout the archipelago. As an agent of change and development, the youth must be able to revitalize themselves as an agent of social change leading to the strengthening of social cohesion among young people. The governor of Lemhannas RI viewed that, amid the changes that bring about new codes of conducts and values, the youth are required to have the ability to select and sort out things based on intelligent, wise and rational way of thinking. Freedom and openness must be dealt with wisely based on the nation's needs and interests. It is also added that the intelligent, emotional and spiritual intelligence must be maintained by balancing the three factors so that it will prepare the young generation to face any challenges. Consequently, they would also uphold morals and ethics as well as honesty and national values at all times. Hoping that the younger generation will be able to develop themselves to be the vanguard in building the concept of nationalism for the next generation. To that end, he advised the younger generation to be able to, first, learn the national history, culture and identity that are deeply rooted in the noble values of Pancasila; second, develop the values of honesty, ethics and morals (characters) and the national values; third, rebuild collective consciousness and awareness among the youth.

### **Women and National Development**

“... Surely we must learn to realize that the matter of community and state is a matter of men and women, and a matter of women and men. And the matter of women is matter of community and state..” The above quote is the thoughts of Soekarno in his book titled “Sarinah, the Obligations of Women in the Struggle of the Republic of Indonesia”. (Governor of Lemhannas RI on Monday 13/3/12 in National Consultatives event. The event was organized by the Commission on Violence against Women in Kartika Chandra Hotel, Jkt). According to the National Commission on Violence against Women (Komnas Perempuan), by the end of 2011 there were 73 conducive policies and 207 discriminative policies towards women. The discriminatory policies are considered to infringe on citizen constitutional rights, such as the right to freedom from discrimination, right to equality before the law and in the government as well as other basic rights. They are also

considered to result in eroded legal authority, which in turn may lead to disintegration of nation and state, Indonesia. The issues of discriminatory policies towards women need to be resolved wisely and cleverly in order to build quality and dignified Indonesian women. "The conception of national resilience knows no gender difference in creating ideal conditions for national development. In the perspective of national resilience, the women in fact have a very important and fundamental role in creating quality national character" said the governor. According to the governor, the dominant role of women within the family and household is considered highly relevant to the nation that national resilience should be conditioned as early as possible starting from one's own family, neighborhood workplace and nation. Concluding his keynote speech, the governor expressed words of wisdom as tribute to women "when you educated one man, you educated one person, when you educated one women, you educated one generation" (Lemhannas RI, Newsletter, 33Th Edition, April 20, 2012)

## **CONCLUSION**

Indonesia's value system is based on Pancasila, the 1945 State Constitution, the Unitary of the State of the Republic of Indonesia, and Unity in Diversity principle (*Bhinneka Tunggal Ika*). The transformation of national values is strongly required from generation to generation. The younger generation as agent of change the younger generation have to be able to develop themselves to be the vanguard in building the concept of nationalism for the next generation. On the other part, women have their own roles in development. The dominant role of women within the family and household is considered highly relevant to the nation that national resilience should be conditioned as early as possible starting from one's own family, neighborhood workplace and nation. The formal and informal education or by transfers of knowledge and values such as morals, ethics, integrity and national values should be the main ingredients in the strengthening of the national resilience.

## **RECOMMENDATION**

The next generation should take a stand to develop the concept of national vision and nationalism.

Educators, leaders and public figures must be able to serve as the vanguard in national development in accordance with national identity.

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