Analysis of Human Resource Quality Indicators in South Sulawesi Province, Indonesia

Runi, Ishak

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Ishak Runi [1]

[1] *Andi Djemma University*
Jalan Sultan Hasanuddin No 13 Palopo, South Sulawesi, 91911, Indonesia

Abstract. The era of globalisation, the development of science and technology, has a considerable influence on outcomes in various aspects of development. The quality of human resources is inseparable from the education a person or society achieves. The low rate of human resources causes a complicated cycle of life, one of which is the cycle of poverty which is very complex in Indonesian society. This study aims to analyse indicators of the quality of human resources in the province of South Sulawesi, Indonesia. The data collection method used is observation. Data were analysed descriptively. The results showed that there are at least two important things for the population of productive age concerning the condition of human resources in South Sulawesi Province, where there is an imbalance between the number of job opportunities outside the agricultural sector and the working age population, as well as the education level of the working age population which is still relatively low. The quality of Human Resources can be improved through education and technical training. Leaders can pay special attention to Human Resources development to enhance competitive performance.

Keywords: economic development; human resources; human development.

INTRODUCTION

Community welfare is the primary and ideal goal in development. In every policy implementation, the government always makes welfare a goal to be achieved. Regional autonomy is a government policy expected to provide opportunities for regional communities to achieve shared prosperity. Through decentralisation, regions are given the flexibility to build and initiate the development of their areas while simultaneously trying to bring welfare [1].

Indonesia's current framework for regional development aims to reduce the gap between regions, as outlined in the latest National Medium-Term Development Plan. This policy focuses on accelerating development in Eastern Indonesia, such as Sulawesi, Kalimantan, Maluku, Nusa Tenggara, and Papua, while maintaining growth in Java-Bali and Sumatra.

Human development is both a process and a goal that involves expanding people's choices and empowering them to shape their lives. While economic growth is essential for human development, it is not the ultimate end. Human development is about developing society by enhancing human capabilities through active participation in shaping life and culture and improving people's lives [2]. It is a broader concept than other approaches, such as human resources, basic needs, and human welfare approaches. The Human Development Index (HDI) integrates three critical dimensions of human development: life expectancy at birth, expected years of schooling, and gross national income per capita, reflecting the ability to lead a long and healthy life, acquire knowledge, and achieve a decent standard of living.

Education is vital in developing a country's human resources and shaping its future. It produces skilled workers who can meet labour demands. Unemployment often relates to education levels, with higher education leading to better employment prospects. Therefore, improving human resource quality can boost employment opportunities and decrease educated unemployment. Studies have shown that college graduates with high-quality skills, knowledge, and technology can find job

opportunities in large industries, absorbing educated, unemployed individuals [3].

Human development is a critical goal that involves people shaping their ability to absorb modern technology, create job opportunities, and reduce unemployment while promoting sustainable development. Decreasing unemployment and increasing income can improve human development by increasing household expenditure on nutritious food and higher education.

This study aims to analyse the indicators of human resource quality in South Sulawesi province, given the significant impact of globalisation and advancements in science and technology on various aspects of development. The study seeks to understand the role of education in shaping human resource quality, as poor human resource quality can contribute to a complex cycle of poverty in Indonesian society.

METHODS

The study in question utilised variables that were obtained from secondary data sources. Specifically, the research method used was a survey method that drew on data from the 2022 National Socioeconomic Survey (SUSENAS), which was conducted by the Central Statistics Agency (BPS) in all regions of Indonesia, including the districts and cities in South Sulawesi Province. In this study, the data that was used was raw data that had been obtained from the Central Statistics Agency. The researchers chose to use SUSENAS data because it was a data source that produced a wide variety of data points. Additionally, the data provided comparisons between regions - in this case, the Province of South Sulawesi - and its scientific accountability was guaranteed by the Central Statistics Agency, which served as the data provider used in this study.

Data analysis in this study was conducted using descriptive analysis. Specifically, the researchers used descriptive analysis by presenting a tabulation of percentage distribution. This method of research allowed the researchers to gain a more comprehensive understanding of the different characteristics of indicators that affect the quality of human resources in each regency and city in South Sulawesi Province. Additionally, the analysis provided a means for comparing the different towns and districts in the province based on the 2022 people's welfare indicators.

Overall, the study's use of variables obtained from secondary data, specifically the 2022 National Socioeconomic Survey (SUSENAS), allowed the researchers to gain important insights into the quality of human resources in different regions of Indonesia. The use of raw data allowed the researchers to draw on a wide variety of data points, and the choice to use SUSENAS data was based on the data source's ability to provide comparisons between regions and its scientific accountability. The data analysis method utilised in the study - descriptive analysis through tabulation of percentage distribution - provided the researchers with valuable insights into the characteristics of indicators that affected the quality of human resources in different regions of South Sulawesi Province.

RESULTS AND DISCUSSION

Demographic Conditions. South Sulawesi is one of the provinces in Indonesia located in the southern part of Sulawesi. Its capital is Makassar City, which used to be called Ujung Pandang. South Sulawesi has a variety of tribes, including Makassar, Bugis, Toraja, and Mandarwhich are spread in 24 regencies/cities in South Sulawesi, as well as a rich and diverse regional language uses.

South Sulawesi Province is located between 0° 12' to 8° South Latitude and 116° 48' to 122° 36' East Longitude. The West borders the province of West Sulawesi, the North borders the Province of Central Sulawesi, and the East borders the Province of Southeast Sulawesi.

Table 1 – Total Population and Population Growth Rate By Regency/City in 2020-2021

Region	Total Population (People)			Population Growth Rate	
	2020	2021	2022	2020	2021
Selayar Islands	137.071	137.974	139.145	1,13	0,49
Bulukumba	437.607	440.090	443.292	1,01	0,43
Bantaeng	196.716	197.886	199.399	1,04	0,45

Region	Total Population (People)			Population Growth Rate	
	2020	2021	2022	2020	2021
Jeneponto	401.610	405.508	410.639	1,55	0,73
Takalar	300.853	302.695	305.077	1,07	0,46
Gowa	765.836	773.315	783.167	1,56	0,73
Sinjai	259.478	261.366	263.827	1,22	0,55
Maros	391.774	396.924	403.774	2,01	0,98
Pangkajene and the Islands	345.775	348.230	351.426	1,2	0,53
Barru	184.452	185.525	186.910	1,03	0,44
Bone	801.775	806.750	813.188	1,08	0,47
Soppeng	235.167	235.574	236.049	0,48	0,13
Wajo	379.079	379.396	379.706	-0,15	0,06
Sindereng Rappang	319.990	323.194	327.416	1,59	0,75
Pinrang	403.994	407.371	411.795	1,37	0,63
Enrekang	225.172	227.520	230.622	1,64	0,78
Luwu	365.608	367.454	369.820	0,92	0,38
Tana Toraja	280.794	285.179	291.046	2,34	1,17
North Luwu	322.919	325.052	327.820	1,13	0,49
East Luwu	296.741	300.511	305.521	1,95	0,95
North Toraja	261.086	264.145	268.198	1,82	0,88
Makassar	1.423.877	1.427.619	1.432.189	0,6	0.20
Parepare	151.454	152.922	154.854	1,55	0,73
Palopo	184.681	187.331	190.867	2,17	1,07
South Sulawesi	9.073.509	9.139.531	9.225.747	1,18	0,55

Based on the results of SUSENAS 2020, South Sulawesi's population is around 9 073.5 million people compared to the population in 2021 of 9 139.5. Then there is a population growth rate (LPP) in 2020 reaching 1.18 %, and in 2021 it came to 0.55 %. The regencies/cities in South Sulawesi that experienced a relatively fast population growth rate were Tana Toraja and Palopo. In general, the increase in population in the area is due to the change in status to satellite cities and hinterland areas, so many new settlements have been developed in the area.

Human resources are the most fundamental factor in the development of a region. The total population of West Sulawesi Province consists of men and women. Thus the sex ratio of this province is significant, which means that there are 102 men among women. This is possible because of the many male workers absorbed in the government service sector and the plantation industry.

Districts/Cities	Man	Woman	Sex ratio
Jeneponto	49,34	50,56	97,39
Takalar	48,96	51,04	95,91
Gowa	49,43	50,57	97,75
Sinjai	49,55	50,45	98,20
Maros	50,17	49,83	100,66
Pangkajene and the Islands	48,93	51,07	95,80
Barru	48,93	51,07	95,81
Bone	48,65	51,35	94,73
Soppeng	48,05	51,95	92,48
Wajo	48,51	51,49	94,23
Sindereng Rappang	49,50	50,50	98,00
Pinrang	49,35	50,65	97,43
Enrekang	50,92	49,08	103,76
Luwu	50,32	49,68	101,27
Tana Toraja	51,91	48,09	107,94
North Luwu	50,46	49,54	101,87
East Luwu	51,38	48,62	105,66
North Toraja	51,11	48,89	104,53
Makassar	49,17	50,83	96,72
Parepare	49,62	50,38	98,50
Palopo	50,00	50,00	100,00
South Sulawesi	49,49	50,51	97,99

Table 2 – Percentage of Population by Gender and Sex Ratio in 2022

Districts/Cities	Man	Woman	Sex ratio
Selayar Islands	48,98	51,02	96,01
Bulukumba	48,86	51,14	95,53
Bantaeng	49,45	50,55	97,83

In general, the population in South Sulawesi Province is still dominated by women, but for East Luwu and North Toraja Regencies, men tend to be more. This is possible because the two areas are similar to North Mamuju Regency, dominated by the plantation industry sector. In

contrast, Toraja Land is dominated by the tourism sector, which can absorb more male labour.

Human Resource Conditions. To see the picture of the quality of human resources in South Sulawesi in general, we can see from the description of each regency/city that forms it. The quality of human resources in each of the districts/cities will affect the quality of human resources in the two provinces. Descriptively it will be described how the condition of these indicators will be described.

A. Non-Dependency Ratio. The non-dependence ratio in South Sulawesi Province is 55.07 %. This means that the total dependency ratio is 44.93 %, meaning that every 100 working-age people (considered productive) have as many as 45 dependents who are ineffective and unproductive anymore. This ratio of 44.93 % is contributed by the dependence ratio of the young population of 34.70 % and the dependence ratio of the older adults of 10.24 %.

Table 3 – Dependency Ratio and Non-Dependency Ratio

Districts/Cities	Age 0-14	Age 15-64	Ages 65+	Youth dependency	Old-age dependency	Total dependency	NDR
Selayar Islands	31.600	95.709	11.836	33,02	12,37	45,38	54,62
Bulukumba	98.068	312.739	32.485	31,36	10,39	41,75	58,25
Bantaeng	45.019	142.155	12.225	31,67	8,60	40,27	59,73
Jeneponto	96.958	286.889	26.792	33,80	9,34	43,14	56,86
Takalar	75.427	209.893	19.757	35,94	9,41	45,35	54,65
Gowa	189.380	544.174	49.613	34,80	9,12	43,92	56,08
Sinjai	62.471	182.516	18.840	34,23	10,32	44,55	55,45
Maros	102.187	277.747	23.840	36,79	8,58	45,37	54,63
Pangkajene and the Islands	87.736	239.404	24.286	36,65	10,14	46,79	53,21
Barru	43.235	126.346	17.329	34,22	13,72	47,94	52,06
Bone	180.531	559.830	72.827	32,25	13,01	45,26	54,74
Soppeng	45.444	162.811	27.794	27,91	17,07	44,98	55,02
Wajo	82.295	264.316	33.095	31,14	12,52	43,66	56,34
Sindereng Rappang	76.798	223.162	27.456	34,41	12,30	46,72	53,28
Pinrang	100.695	281.568	29.532	35,76	10,49	46,25	53,75
Enrekang	57.567	156.065	16.990	36,89	10,89	47,77	52,23
Luwu	93.824	250.976	25.020	37,38	9,97	47,35	52,65
Tana Toraja	64.887	201.243	24.916	32,24	12,38	44,62	55,38
North Luwu	80.401	227.321	20.098	35,37	8,84	44,21	55,79
East Luwu	82.828	206.201	16.492	40,17	8,00	48,17	51,83
North Toraja	72.482	173.669	22.047	41,74	12,69	54,43	45,57
Makassar	350.466	1.001.949	79.774	34,98	7,96	42,94	57,06
Parepare	39.889	106.697	8.268	37,39	7,75	45,13	54,87
Palopo	48.379	132.252	10.236	36,58	7,74	44,32	55,68
South Sulawesi	2.208.567	6.365.632	651.548	34,70	10,24	44,93	55,07

The greater the percentage of dependency ratio, the more significant the burden that the working-age population must bear to support the livelihoods of the unproductive and dependent members of the people. Conversely, a lower percentage of dependency ratio indicates a lower burden on the productive population to support the non-working land dependent population, which in turn leads to a higher non-dependence ratio. Thus, there is a strong relationship between the dependency ratio and the non-dependence ratio, with the former indicating the

extent of the burden that the working population must bear to support the dependent population and the latter indicating the proportion of the people that is self-sufficient and does not rely on others for their livelihoods.

From this indicator, it can be seen that in 2022 the working-age population in South Sulawesi will still be burdened with the responsibility of the young people, which is more proportional than the responsibility of the elderly population. In general, the population structure of South Sulawesi is the structure of the young population.

B. Percentage of Labor. The proportion of the working population according to employment is a figure that shows the distribution/distribution of the working population in each job.

The greater the number of workers in one area, the greater the labour supply. Unemployment will occur if this is not followed by increased labour demand (employment opportunities). In addition, the larger the number of workers, the greater the capacity of the working-age population to support the unproductive-age population. So the value of the dependency ratio will tend to decrease, but all of this requires a sufficient number of job opportunities.

Table 4 – Number of People Working by Sector in South Sulawesi Province

| County/City | Number of Workers by Sector and District/City (People) | | | | | |
| | Formal | | | Informal | | |
	2020	2021	2022	2020	2021	2022
Kep.Selayar	25.857	29.250	28.361	42.299	40.272	43.675
Bulukumba	50.442	61.989	55.699	162.131	143.943	155.081
Bantaeng	22.543	25.015	33.211	78.115	78.240	73.722
Jeneponto	37.947	39.219	46.046	148.737	144.709	161.277
Takalar	50.005	59.757	49.429	87.448	86.034	96.510
Gowa	143.952	150.834	141.227	224.663	239.206	283.716
Sinjai	34.128	36.529	33.486	90.431	92.390	81.897
Maros	66.859	68.756	73.613	89.134	81.777	85.159
Pangkep	64.330	69.077	78.425	89.191	86.358	104.751
Barru	30.848	31.292	34.725	40.719	41.705	45.240
Bone	87.690	100.191	107.972	253.056	267.841	279.904
Soppeng	27.160	32.579	37.640	73.067	72.066	73.375
Wajo	54.652	54.687	54.367	149.164	146.307	140.816
Sidrap	46.133	46.196	47.271	78.694	85.165	84.798
Pinrang	54.519	54.714	54.013	106.162	104.000	108.092
Enrekang	24.956	24.509	25.656	78.448	83.027	84.072
Luwu	39.753	41.884	51.340	113.360	121.387	124.672
Tana Toraja	15.334	15.023	24.774	106.499	115.460	120.293
North Luwu	39.300	36.783	48.768	91.516	104.245	116.303
East Luwu	52.457	56.562	59.557	98.023	97.568	94.683
North Toraja	23.279	27.258	24.534	84.876	89.454	89.809
Makassar	360.745	381.994	389.921	224.580	247.939	253.447
Pare Pare	36.349	38.859	38.044	30.858	30.918	29.860
Palopo	44.210	46.390	48.693	32.001	31.075	35.726
South Sulawesi	1.433.448	1.529.347	1.586.772	2.573.172	2.631.086	2.766.878

The number of people working by sector in South Sulawesi Province from 2020 to 2022 came the most from the informal sector in 2020. There were 2,573,172 people. In 2021 there were 2,631,086 people. In 2022 there were 2,766,878 people. While in the formal sector in 2020, there were 1,433,448 residents. In 2021 there were 1,529,347 residents. In 2022 there were 1,586,772 residents.

C. Life Expectancy. Life Expectancy is a tool to evaluate the government's performance in improving the general welfare of the population and the degree of health in particular. Low life expectancy in an area should be followed by health development programs and other social programs, including environmental health, nutritional and calorie adequacy, including poverty eradication programs.

Table 5 – Live Birth Rate in South Sulawesi Province

| Region | Life Expectancy | | |
	2020	2021	2022
Selayar Islands	68.46	68.52	68.81
Bulukumba	67.92	68.10	68.51
Bantaeng	70.54	70.60	70.88
Jeneponto	66.39	66.49	66.81
Takalar	67.18	67.30	67.64
Gowa	70.43	70.45	70.70
Sinjai	67.30	67.38	67.68
Maros	69.02	69.04	69.28
Pangkajene and the Islands	66.66	66.78	67.12

Region	Life Expectancy		
	2020	2021	2022
Barru	69.02	69.07	69.35
Bone	67.07	67.21	67.57
Soppeng	69.65	69.81	70.20
Wajo	67.35	67.48	67.82
Sindereng Rappang	69.83	70.01	70.41
Pinrang	69.61	69.77	70.15
Enrekang	70.91	70.93	71.17
Luwu	70.34	70.44	70.75
Tana Toraja	73.30	73.40	73.72
North Luwu	68.51	68.67	69.03
East Luwu	70.53	70.63	70.94
North Toraja	73.39	73.41	73.65
Makassar	72.09	72.13	72.40
Parepare	71.27	71.31	71.57
Palopo	70.88	70.92	71.18
South Sulawesi	70.57	70.66	70.97

Quality Of Human Resources. Education is considered a means to improve the quality of human resources quality. Good teaching is expected to create good quality human resources as well. However, in reality, there is a tendency that there is a positive relationship between education and the unemployment rate. The higher the education, the more the educated unemployment rate increases [4]. This supports several previous empirical studies, as suggested by [5, 6], who said that the level of education affects educated unemployment means that any changes that occur in the level of education result in a change in educated unemployment, that is, when the level of education increases, it also causes educated unemployment to increase.

The Provincial Government of South Sulawesi will strive to accelerate development to encourage economic growth again. Improving the quality of human resources (HR) and infrastructure development is the focus for performance in 2021.

However, South Sulawesi still faces development challenges and problems that require solutions. For example, uneven infrastructure development causes gaps between regions in South Sulawesi. On the other hand, South Sulawesi's human resources development, as measured through the human development index or HDI, was successfully increased beyond the performance target in 2022 with a value of 72.82, which is high status.

Table 6 - Literacy Rate (AMH) By Age Group and Region of Residence, %

Age Group Literacy Rate	Urban			Rural		
	2020	2021	2022	2020	2021	2022
15-19	99.87	100.00	99.97	99.72	99.89	99.73
20-24	99.96	99.86	99.91	99.41	99.36	99.60
25-29	99.95	99.92	99.96	99.60	99.54	99.42
30-34	98.17	98.60	99.37	96.77	97.29	95.57
35-39	98.72	98.45	99.18	94.42	95.83	94.45
40-44	96.81	97.64	98.86	92.98	93.28	92.32
45-49	97.78	98.09	98.18	90.46	90.89	91.68
50+	90.73	90.80	91.46	71.78	72.07	74.19
Total	96.78	96.78	97.22	89.27	88.95	90.02
15-24	99.97	99.93	99.94	99.89	99.64	99.67
15-44	99.05	99.14	99.58	97.35	97.53	97.07
15+	99.91	96.78	97.22	99.57	88.95	90.02
45+	92.43	92.60	93.08	76.14	76.34	78.31

The literacy rate in South Sulawesi has generally increased from 2020-2022. According to Susenas data in 2022, the literacy rate of residents aged 15 years and over is 99.97 %, or there is still 0.03 % of the illiterate population.

This condition suggests that the higher the literacy rate, the lower the illiteracy rate. The achievement of the literacy rate of South Sulawesi Province in 2020-2022 averaged 91 %, and the average national achievement reached 95 %. In 2022 South Sulawesi's literacy rate will get 92.47 %, still below the national rate of 95.92 %. However, the achievement of the literacy rate still has not reached the SDG's target, which is 100 %.

The average length of schooling is one indicator that describes the population's education level: the average number of effective years of

education achieved by the population. The number of effective years is the number of standard years that a person must undergo to complete a level of education, namely graduating from elementary school/equivalent is six years, finishing junior high school/equivalent is nine years and so on.

Table 7 − School Participation Rate (APS) of Population Aged 17-24 Years By District/City (Year)

Area of Residence and Gender	School Participation Rate of 7-24-Year-Olds By Area of Residence, Gender, and School Age Group, %											
	7-12			13-15			16-18			19-24		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Rural	99.23	99.05	99.39	92.73	92.55	92.76	66.93	68.53	68.61	24.00	24.15	28.18
Man	99.18	98.62	99.16	91.59	91.14	91.58	63.63	66.32	66.44	23.75	20.68	26.22
Woman	99.28	99.49	99.63	93.88	94.00	94.03	70.35	70.69	70.91	24.25	27.49	30.17
Urban	99.28	99.59	99.48	94.24	94.87	93.71	75.86	74.13	73.35	45.49	45.51	42.80
Man	99.38	99.55	99.47	92.50	93.38	91.54	77.53	72.47	75.15	44.16	43.06	42.21
Woman	99.18	99.64	99.48	95.85	96.38	96.00	74.18	75.77	71.65	46.94	47.94	43.41
Area of Residence and Gender	Gross Participation Rate of Population By Region of Residence, Gender, and School Age Group, %											
	7-12			13-15			16-18			19-24		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Rural	107.91	108.16	107.61	83.25	83.58	87.49	83.57	82.41	83.56	24.50	25.57	28.38
Man	107.81	108.67	109.37	85.46	82.53	87.17	76.64	80.24	79.95	23.44	19.66	25.83
Woman	108.01	107.63	105.81	81.01	84.67	87.83	90.78	84.55	87.40	25.59	31.25	30.99
Urban	105.71	105.17	105.63	90.56	91.12	84.67	90.04	92.17	89.86	47.48	46.15	44.75
Man	106.38	103.72	104.96	92.70	89.20	83.46	93.86	94.82	93.27	43.09	42.64	42.79
Woman	104.98	106.76	106.36	88.59	93.07	85.95	86.20	89.55	86.63	52.21	49.62	46.79
Total	106.99	106.85	106.71	86.23	86.82	86.19	86.44	87.07	86.49	35.73	36.10	36.10

The School Participation Rate (APS) measures the school participation of the population according to a specific age group. Higher APS scores indicate that more and more school-age residents are attending school. School-age children aged 7-12 years (99.43 %) and 13-15 years (93.20 %) have almost entirely attended school or accessed educational facilities, both formal and non-formal education. Meanwhile, in the Age group of 16-18 years (70.81 %), access to educational facilities is relatively low. On average, only 3 and 4 residents aged 16-18 temporarily attend school. The rest choose not to attend school.

Gross Participation Rate (APK) refers to the general level of population participation in an educational class or status. APKs that go to school at the primary education level show a figure above 100 % throughout the 2020-2022 period.

Problems in achieving the mission of human resources through education, health and competency improvement are still high. Education is one of the essential inputs for improving the quality of human resources. Therefore, education development is aimed entirely at enhancing the quality and capacity of the population. Growth in the field of education is not only to be able to move the wheels of development but also an investment for the progress of a nation.

Human resources is one of the critical factors in economic reform, namely how to create qualified and skilled and highly competitive human resources in global competition. In relation directly to the productive age population, there are at least two important things regarding the condition of human resources in South Sulawesi Province: First, there is an inequality between the number of employment opportunities outside the agricultural sector and the working-age population, Second, the level of education of the existing working-age population is still relatively low.

Based on indicators of educational development, it shows the problem of low absorption of the population at the junior high school and senior high school education levels. Other academic problems are the low literacy rate, the low level of education completed, the high dropout rate, the low qualifications and competencies of educators and education personnel, and the

availability of inadequate educational facilities and infrastructure.

Access to quality education at all levels is a crucial indicator of the quality of human resources. Several measures need to be taken to improve this, including focusing on poor and disadvantaged areas and border regions, improving student competence in mathematics, science, and literacy, and enhancing access to quality health services, particularly for mothers, children, adolescents, and older people. Additionally, improving the quality of community nutrition services and increasing the effectiveness of disease prevention and control and environmental health initiatives are essential. Finally, health insurance is another critical factor in ensuring access to quality health services for all members of society. Implementing these measures makes it possible to improve the quality of human resources and promote the development of a healthy and prosperous society.

It needs attention to improving the strategic issues that affect it: equitable accessibility, improving the quality of education and public health services, and increasing resource competence through partnerships of domestic and foreign training institutions/ institutions. The objectives to be achieved are: Increased HDI, Improve the education of the people of South Sulawesi, and improve the degree of public health of South Sulawesi.

The theory [7] states that if productivity increases, the use of labour will also increase. Vice versa, if productivity decreases, work use will also decrease. This decline will increase the unemployment rate. The study's results [8] also concluded that education significantly affects labour productivity, and labour productivity affects the unemployment rate.

The strategic role of BPSDM of South Sulawesi Province is managing HR development with reliable, accountable, and competent human resources and can complete tasks effectively and efficiently. One of the keys to producing human resources with these criteria is to provide learning that meets the organisation's needs. The disruption now results from changes and developments in information and communication technology. Organisations must adapt and transform by applying different strategies/approaches than before [9]. Implementing the Corporate University approach

in BPSDM South Sulawesi Province is a response to these conditions and to support the acceleration of the transformation of BPSDM of South Sulawesi Province, along with the presence of bureaucratic reforms and institutional changes that continue to be driven in all government and non-government institutions [10].

This study focuses on the role of Corporate University (CorpU) in developing strategies to anticipate future environmental changes and their impact on the achievement of strategic plan targets in the Human Resources Development Agency (BPSDM) of South Sulawesi Province. The importance of institutional transformation in various ministries is emphasised, focusing on supporting units like the BPSDM. The study highlights the need for a comprehensive approach to human resource development, encompassing technical and non-technical aspects. In this context, the CorpU can play a vital role in developing and implementing strategies that anticipate and respond to future environmental changes. The study aims to evaluate the effectiveness of the CorpU approach in achieving the strategic plan targets of the BPSDM in South Sulawesi Province. Overall, the findings of this research can provide valuable insights for policymakers and practitioners involved in institutional transformation and human resource development. By adopting a CorpU approach, organisations can better prepare for future challenges and ensure that their strategic plans are aligned with their long-term goals and objectives.

CONCLUSIONS

In conclusion, the quality of human resources plays a crucial role in the development of South Sulawesi Province. Specifically, there is an urgent need to address the inequality between employment opportunities and the working-age population, as well as the low level of education among the existing workforce. These issues highlight the scarcity of employment opportunities, especially outside of the agricultural sector, and the low quality of the population of productive age. If left unaddressed, these problems could lead to development failure due to the poor quality of human resources. Therefore, it is essential to take the necessary steps to improve the quality of human resources in the region by investing in education and

training programs and promoting the development of non-agricultural industries. By doing so, South Sulawesi Province can build a skilled and productive workforce to drive sustainable economic growth and development.

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