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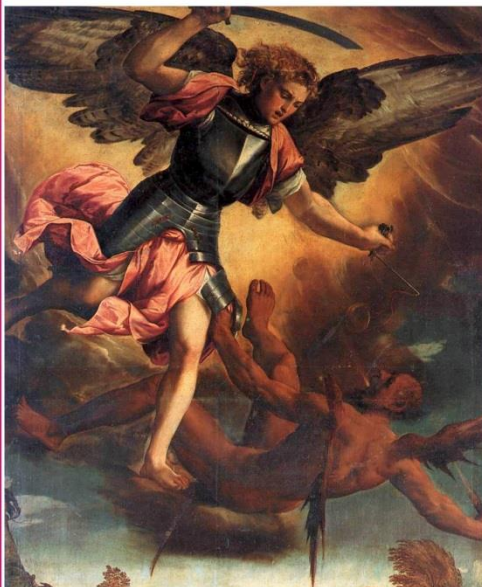
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# Competitiveness of Kaili Ethnic Human Resources in Indonesia

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## Abstract

This research aims to explore the understanding of ethnic Kaili in Indonesia about the supporting factors and inhibiting the competitiveness of human resources via comparative qualitative research methods. As a result, the supporting components and inhibiting factors of competitiveness of Kaili ethnic human resources are caused by natural, religious, cultural, economic, and political factors. In conclusion, understanding the social knowledge of a community about the competitiveness of human resources will result in an appreciation of the rich diversity of cultural values throughout the world.

**Keywords:** Human resource competitiveness, development, construction.

## *Competitividad de los recursos humanos étnicos Kaili en Indonesia*

### **Resumen**

Esta investigación tiene como objetivo explorar la comprensión de la etnia Kaili en Indonesia sobre los factores de apoyo y la inhibición de la competitividad de los recursos humanos a través de métodos comparativos de investigación cualitativa. Como resultado, los componentes de apoyo y los factores inhibidores de la competitividad de los recursos humanos étnicos Kaili están causados por factores naturales, religiosos, culturales, económicos y políticos. En conclusión, comprender el conocimiento social de una comunidad sobre la competitividad de los recursos humanos dará como resultado una apreciación de la rica diversidad de valores culturales en todo el mundo.

**Palabras clave:** competitividad de recursos humanos, desarrollo, construcción.

### **1. INTRODUCTION**

Understanding the background of the human resource capability of an organization is the basic knowledge that can be the subject of study or policy for the process of Human Resource Development (HRD). As suggested by Garavan (2010) claims that HRD is rooted from studying, researching the ways where knowledge and expertise can be improved for the interests of individuals, communities, organizations, society, and the humanity in general. Based on the emphasis on researching the ways where knowledge and expertise can be developed for the interests of individuals, communities, organizations, society and the humanity in general, then research is needed from the societal community. Based on this view, this research is focused on community groups. In the HRD process, as an initial step, information about things that become supporters and inhibitors to the HRD process is required.

This study applies Berger's (1966) social construction, based on the reason that in order to know the competitiveness concept in human resource, it demands the basic knowledge about meaning which is held by a subject. The basic understanding comes from the knowledge obtained from the values possessed by the society where humans can improve. Society is understood as a dialectic symptom, the result of humans' activities which can rebound to create their creator. Humans produce society and society produces humans. These two statements will remain contradictory as long as they are understood as a unity in the dialectic movement of society which consists of three moments: externalization, objectivities, and internalization (Indriastuti, 2019).

Extraction of meaning in the community for HRD study refers to Kim (2012) thinking that success of HRD activity depends on actor or actor in an organization, and actor's identity can be used as a concept to model human development. The identity of the actor is in the culture of the community or collective identity. For that, we need a way to understand that the reality surrounding the actor's identity comes from social construction. The Cultural Concept for PSDM becomes a part of improving workability. It is argued by Collins et al. (2017) to see that cultural context and empowerment, providing a strong foundation for the future focus on theoretical sharing, global awareness, holistic economic development and social awareness, negated strength and performance, and emancipation for research and practice of HRD. The term competitiveness becomes a general concept to describe ability.

This concept is widely used in state competitiveness studies, such as Aiginger et al. (2013), or in the State of Ireland through the National Competitiveness Council (Ahmad & Ahmad, 2018). Competitiveness is linked to human resources because human resources are an organizational asset. Human resources in the form of knowledge, experience and skills can increase the value of the organization in the market (Batarliene, 2017; Nazar & Hamidzadeh, 2017). A pragmatic development of human resource competitiveness the process of human resource development based on the community are considered essential to meet the need for human quality formation (Amornpinyo, 2016; Araújo et al., 2018).

Therefore, in this study, the terminology of competitiveness is more emphasized on the concept of human resources focused on educational level, hence the competitiveness of human resources is understood as Their educational capability should be reflected on their highest educational level and their social environment and that they should be able to show their superiority, just like others (Yang et al., 2019; Soo et al., 2019; Jafarian, 2017). Based on preliminary data, the existence of Kaili ethnicity is less competitive within the scope of human resource institutions, as seen in (1) there are 13 Palu City Universities, of which only 13 are of Kaili ethnicity who are their leaders, (2) based on the number of professors in educational institutions, as an indicator, looks at Tadulako University as a state university in Palu City. There are 44 professors at Tadulako University.

Of these, there are only 4 Kaili ethnic persons who hold professors' titles, and (3) Officials at the municipal SKPD (regional device work unit) level, out of 33 SKPD heads there are about 16 people held by Kaili ethnic groups. The highest education of the Kaili people in the SKPD, there are only about 7 people attaining Strata two (masters), only one Kaili person who attains the third degree (doctorate). As an original ethnic from Palu (tupungata, in the terms of Kaili people), Kaili ethnic should be mastering their region, by becoming leaders or possessing a large number to dominate existing institutions or agencies in Palu. The truth is that Kaili ethnic seem to be defeated by immigrants, especially in the educational sphere. The initial data attracted the researcher's interest to study it by asking the

research question, What are the supporting and inhibiting factors to the competitiveness of Kaili human resources?

## **2. METHODOLOGY**

A phenomenology is an analytical approach. Research that focuses on the lived experiences of humans becomes the foundation of phenomenological research. Moreover, this research applied a field application which was followed by an interview. The approach adheres to Vanmanen's (2014) thought on practical phenomenology which also mentioned hermeneutic phenomenology. The method was informed by ethnography through field observation, semi-structured interviews and in-depth interviews using purposive sampling. The interview guide was composed of post-field observation and consisted of open questions, as well as descriptive, structural, and contrast questions. The interview was conducted with men who were adequately knowledgeable about Kaili culture. There were seven informants interviewed for this research, namely religious leaders, traditional leaders, and community leaders.

## **3. RESULTS AND DISCUSSION**

The result shows that the supporters and inhibitors to the competitiveness of human resources of Kaili ethnic are caused by:



natural, religious, cultural and political factors.They are shown in this table as follow:

No	Componentt	Supporter	Inhibitor
1	Natural Factor		*
2	Religious Factor	*	*
3	Cultural Factor 1. The use of local language 2. Family values 3.Respect for women	* * *	* * *
4	Economic Factor	*	*
5	Political Factor	*	*

The explanations are as follows: (1) Natural Factor: in Palu, initially, the availability of natural resources such as hills and valleys that are rich in coconut trees, plants which are highly beneficial to daily lives, rivers that water rice fields, and the Palu bay which provides meat food resources such as fish, making the Kaili ethnic well cared for by nature. This condition reduces the Kaili people’s motivation from struggling to hone their skills for the future. Currently, the availability for natural resources has been decreasing, and the Kaili ethnic are currently preparing themselves to dig and understand their potential in order to survive, shifting their resources so that they will no longer depend on natural resources. This shifting becomes a space for HRD to perform training or provide education.

This transformation into a human resource development space HRD to conduct training or education in order to produce

competitively qualified human resources requires HRD interventions to contribute positively to organizational innovation activities. (2) Religious Factor: Islam is the major religion for the Kaili ethnic, hence making their traditional customs and ways of thinking influenced by Islamic values. Religion motivates the Kaili ethnic in developing education, and it becomes the basis for spreading kindness. (3) Cultural Factor: according to Ahimsaputra's views (2014), which are the views and perspectives adhered to by the members of a certain community or society to grade, to determine its positive and negative sides, its benefits and downsides, as well as every kind of situation occurring in their lives.

Included in this cultural factors are the phenomenon of Kaili language condition, which appears in this research related to the struggle of development is the awareness that Kaili language in Palu is getting more and more seldom to use in their daily conversation. Language is a part of the basic daily knowledge that is owned is then used to understand the condition of yourself. The emphasis of Berger (1966) that in the reality of everyday life language is also able to go beyond the role as a means of conversation, but also plays an important role in shaping the human mentality itself. Fatma (2017) language is not merely seen as a tool for communication but it also signals the sociocultural aspect related to language use.

The family is a source of togetherness for the Kaili ethnic. Familial values are applied to be connected into nosiala pale. As a supporting component for human resource development, families provide aid to their members who will continue their education. On the

other hand, in order to maintain togetherness, it could pose as an inhibitor to HRD, which is through ceremonial ongoing activities such as Po-Po, which is poboti (wedding ceremony) or podowa (prayer gathering for a deceased family member). It can weaken the enhancement of formal education since families tend to pay more attention to familial values by attaining funding through every mean including selling their land so that the Po-Po activity can still be continued.

Respect for women is included in the cultural dimension. Since there is a value which can become the basic values for the Kaili ethnic who view that women should obtain an award for the assumption that the origin of Kaili ethnic in Palu is linked to the myth of two manuru (the one who descends from the heavens) embedded on the female figure. Currently, there is a momentum that Kaili women have shown human resource competitiveness, with the fact that there are some educated Kaili women who hold the official positions in the national level, although there are still very few of them.

(4) Economic Factor, this dimension can be seen from its relation to financial aid in the struggle of human resource development in the form of formal education. The Kaili ethnic possess sufficient economic ability, possess coconut gardens and myriad cattle of cows, goats and horses which will support the educational achievement to the highest level for any family member who continues his/her education. However, for those who are low-income, it will trigger children to discontinue their education. Children who do not continue their

education to the mandatory level will receive the patah pinsil (broken pencil) labeling by the Palu society.

(5) Political Factor, the government policies which can be viewed on the census shows that there is neglect toward the existing ethnic. In the 2010 census, in measuring Indonesian Citizens according to their Provinces and Ethnic Groups, is no longer listed in a separate categorization, different from ethnic groups of Bugis, Makassar, Minahasa or Gorontalo which all come from the Sulawesi Island. In the 2000 census, the Kaili ethnic is still listed together with the number of Palu citizens, with a total of 102,011 people, and for the whole of the Central Sulawesi, the total number is 412,281 people. This makes the exact number of Kaili people remain unknown.

The political factor is the one which becomes one of the inhibitors to human resource competitiveness, based on the policies of the fulfillment of the educated people in Palu. Internally, in Palu, the space in the higher educational institutions is dominated by immigrants. This space is known as a place to process, study and analyze the necessities to the city development through scientific activities. Right now, there are some of the Kaili's young generation who are studying in various universities in Java or Makassar. Once they return, the competition with the immigrants to obtain a job, including certain titles will be more difficult. The political dimension becomes a supporter, by looking at how the city government is being held by the Kaili people. There is certainly hope to alleviate the existence of the Kaili ethnic.

#### **4. CONCLUSION**

The findings of this research can be used in generating appropriate policies or forms for the PSDM process. By understanding social-based knowledge, PSDM actors can provide the skills needed to compete in a changing world. From the discipline of PSDM, as long as researchers explore related studies such as research conducted by (Alygham et al., 2009). Show that not many researchers find research that examines or deepens the knowledge of the community about the improvement of human resources based on social-cultural values, including in Indonesia. The result of the study supports the existing perspective, that in order to improve human resources, a comprehensive understanding from the society itself is indeed highly necessary. HRD requires a constructive perspective to determine the policies for their practices. Understanding the social knowledge of a community about the competitiveness of human resources will result in an appreciation of the rich diversity of cultural values throughout the world. The diversity of perspectives on the cultural values of society should further enrich the way or strategy in creating a balance of social life.

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