HANDLING GREAT HUMAN RESOURCE FOR GOOD AND GREAT SURROUNDING

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Abstract

Human resources are undeniably one of the most critical assets for any organization. They are the backbone, the driving force behind success. These individuals possess a unique set of positive character traits that make them invaluable. Their presence within an organization paves the way for positive transformations and growth. In this paper, we aim to foster a more constructive and optimistic perspective among certain individuals within the human resources sector. It is crucial to address any tendencies of considering oneself more significant than others. This shift in perspective is vital for achieving the collective objectives of community organizations. When individuals adopt an egocentric viewpoint, it hampers the overall working culture within social organizations. It creates barriers and impedes progress in the long run. Therefore, it becomes imperative for community organization management to invest in training and empowerment initiatives for their human resources. By doing so, they ensure that their most valuable asset is equipped with the necessary skills and mindset to thrive.

***Keywords:**, Character Development, Empowerment, Human Resources, Organization*

1. INTRODUCTION

An organization is a gathering place for many people with various thoughts and perspectives on many things, in many forms. In Indonesia, social organizations are one of the organizations with the most members (Milkovich & Boudreau, 1988). One of the most frequently formed is community organizations in rural areas, although the number in urban areas is also starting to increase. These organizations are usually community groups that produce processed products from nature or not (Azhar & Batool, 2004).

Community organizations in rural areas will generally prioritize how natural products around them are the biggest contributor to their income, but now everything is changing more and more diversely, starting from receiving electricity payments and so on (Colvin, 2003). For this reason, it is necessary to provide support from many fields by the government and academics and even non-governmental organizations that have competence for local communities to be able to develop their economic conditions (Samad, 2007). Government support can be provided in several areas (Kotter, 2001), for example fertilizer prices or street lighting in rural areas living on hill slopes. Apart from that, road construction is a means of supporting the distribution of agricultural products to cities or surrounding areas or vice versa.

Development assistance by the government in many fields is a very important support for the development of the economic capacity of communities in rural areas that are far from cities or at least sub-district cities (McLean & McLean, 2001). Apart from all this, support for developing the quality and quantity of agricultural products produced

is also something that is really needed by rural communities in order to maintain the market for the products they produce so far (Kotter, 2001). In terms of agricultural business capital, it is certain that the community also needs support through community organizations, such as Village Unit Cooperatives. In the long term, it is hoped that it will be able to build a Village-Owned Enterprise that is able to accommodate all the needs of rural communities in the process of developing agricultural production and other things that support community needs (Colvin, 2003).

The hopes of rural communities are now certainly growing because of technological developments that have reached the areas where they live. It is not only information technology that is needed for them to develop in many ways, but many other technological advances that need to be carried out in the environment where they live (Kotter, 2001). In the end, appropriate technology also becomes one of the things that people in rural areas want to do, because the environment they live in also has potential (Littrell, 2002). The atmosphere and natural potential are also an alternative for communities to develop, so as to provide improved income.

To achieve improved income for people in rural areas, advances in information technology are one of the best ways that can help, and central leaders can do this (Littrell, 2002). Technological advances are an alternative that will connect relations between local communities and people from government agencies or non-governmental organizations who support these improvement efforts (Samad, 2007). Because technological progress will not produce what is hoped for if it is not supported by better collaborative capabilities between institutions wherever they are (McLean & McLean, 2001). The form of support that can be given and obtained by rural communities can be in the form of training in many fields needed by regional communities (Matthes, 1992).

2. LITERATURE REVIEW
2.1. Organization

An organization is a forum or place where several people gather with the same thoughts and perspectives on one or several other things (Azhar & Batool, 2004). The same perspective and opinion on one or more things that are a common goal is the first step in turning a togetherness into a beautiful final result (Thomas & Velthouse, 1990). A beautiful first step based on mutual agreement will certainly be able to bring goodness to the immediate environment and even later it will be good for the wider environment. Furthermore, this goodness will create many things and better conditions for many people and other social organizations (Milkovich & Boudreau, 1988).

Similarity of thought and goals that have been set together are the foundation for an organization to grow, move and develop (McLean & McLean, 2001). If an organization is at the point of understanding that a shared opinion is better for the unity that is formed, it can be ensured that the organization will be able to overcome obstacles that may arise in the future (Azhar & Batool, 2004). By accepting many opinions and turning those many opinions into new, better thoughts, we can ensure that a sense of togetherness becomes a good bond for achieving the shared goals that have been set. In this case, the feeling of being "more" than other colleagues can be "repressed" by organizational leaders who are able to become true leaders, namely those who are able to set a good example and always join hands with other colleagues in the organization's work process at all times (Barlow et al., 2003).

Community organizations are simple organizations but have extraordinary functions and goals in a local community environment, if they are led by the right people and understand the meaning of togetherness (Littrell, 2002). Positive functions and goals for togetherness become a tool for an organization to better manage and cultivate the potential of members and the environment in the future (Milkovich & Boudreau, 1988). Existing community potential should be used as capital for scheduled capacity development in collaboration with organizations and people who are experts in their fields (Colvin, 2003). Training and developing the current abilities or potential of the community is the best positive activity that should be carried out and scheduled by all leaders of a community organization anywhere (Matthes, 1992).

2.2. Character

Character is the basis for a human being to act at any time and anywhere, and not everyone is able to change their character in a short time (McLean & McLean, 2001). Character is also not something that is easily influenced by anything and anyone (Milkovich & Boudreau, 1988). However, if the "forming process" is carried out from the beginning when humans grow and develop, it is certain that positive and better character formations will be able to be "formed". However, characters that are not or less positive will also be able to be formed if the process that "forges" the personality is the opposite process (Lindenberg et al., 2018).

A character is able to make a person a figure who is highly hoped for and awaited in many activities and processes in any scope, if the figure has a very positive character (McLean & McLean, 2001). However, if the person has the opposite character, it is certain that the environment will avoid contact with that person for the sake of the common (Milkovich & Boudreau, 1988). Because positive personal character is very necessary in order to build an environment and organization into a better environment in the short to longer term (Thomas & Velthouse, 1990). Organizations need personnel with this positive character in order to establish cooperation and a positive sense of kinship, so that the organizational goals that have been set together can be achieved without any significant difficulties (Kotter, 2001).

Common goals in an organization are a picture of common desires combined in a positive common thought, and formed in the framework of the common good within the organization and the good of the surrounding environment. The thoughts that come from each member of an organization are a positive contribution to the organization itself and the environment that requires appropriate solutions when a problem arises or is predicted to arise (Lindenberg et al., 2018). For this reason, maintaining personal character in a positive position requires efforts that are not short-lived, but must be sustainable and mutually supportive by all personnel around them, including organizational leaders (Kotter, 2001). All of these processes also require external personal support who understand the importance of positive character for themselves, the organization and the surrounding environment without being able to choose.

2.3. Human Resources

Human resources in management science are one of the assets that must be maintained, protected and developed within a certain period of time on a scheduled basis (McLean & McLean, 2001). As one of the important assets in an organization, the field of human resources must always be paid attention to by all management (Kotter, J. P.,

2001). Efforts to maintain and manage the human resource assets owned require programs that support the various abilities possessed by each human resources in an organization. Human resource management is a management system that requires very high flexibility, so that it is able to properly accommodate the abilities and thoughts of each human resource person (Littrell, 2002).

The abilities and positive thinking of each person in a human resource management system are potential assets for an organization (Clarke, 2013). Potential assets originating from the personal capabilities of human resources must be maintained and developed by all good organizational leaders, in order to increase organizational capabilities. Potential development of assets in the form of human resource capabilities is a form of high-value investment for an organization, so that it is able to compete well with its competitors in the future (Littrell, 2002). Currently, human resource capability development activities are carried out in various ways, with the expected end result being the growth of a sense of togetherness and mutual support between human resource personnel in an organization.

The growing attitude of mutual support and togetherness in an organization that is getting better will support the organization to grow better and develop in the future (McLean & McLean, 2001). This will also further increase the positive character of the organization in "inter-organizational interactions", so that the organization's brand will be more positively recognized. Acts of belittling and putting down interpersonal relationships will also be less frequent, so that efforts to develop social organizations everywhere can be minimized (Lindenberg et al., 2018). Personal resources humans joining hands is the greatest ability of an organization to be able to develop itself and the environment around it, wherever it is (Littrell, 2002).

2.4. Empowerment

Training and developing the personal capabilities of an organization's human resources is one of the efforts that should be carried out by the leadership and management team (Littrell, 2002). Because training activities and developing personal abilities in an organization are the same as increasing the potential assets owned in many fields in the future (Clarke, 2013). These efforts are the same as long-term investment activities for the growth and development of a better and better organization. Investment activities in the field of human resource development are currently carried out by many organizations in the context of branding, so that at least they can increase the value and position of an organization in the surrounding environment.

Organizational branding through human resource capabilities managed by organizational management, is generally able to maintain the survival and development of an organization in the very long term (Garavan et al., 2007). Because this organization will be more flexible in following changes and developments in an era that has been very different for more than 20 years in all fields. Developing human resource capabilities through training activities in many fields is one of the processes for an organization to not be left behind by world developments in many fields, especially technology (Littrell, R., 2002). The age of human resources owned by an organization is not always at a productive age point, however, human resource capabilities can still be developed according to the times to reach a better point of productivity (Matthes, 1992).

When human resource capabilities can be improved for the better through empowerment or training activities, then the process of achieving shared goals that have been set can be achieved more effectively and efficiently, because of better human

resource productivity (McLean, G. N., and McLean, L. 2010). One important thing that can be developed better through training activities is good cooperation between human resource personnel in solving tasks and problems that may exist. Sharing knowledge is another key in the process of developing personal abilities possessed by the organization (Littrell, R., 2002). For individuals who feel they lack mastery in a field of knowledge, they don't feel embarrassed to ask questions from those who are younger, because maybe they have more mastery in that field of knowledge, which is also a way to improve their abilities.

3. RESEARCH METHODS

This article aims to convey that an organization should not forget about its human resource training activities, so that it can improve hard skills and soft skills in many fields. This will be able to support organizations to minimize gaps that may exist within the organization due to differences in abilities and characters, especially for people in the regions.

4. RESULTS AND DISCUSSION

An organization is the home to all the employees it has, in all forms and fields in which it operates. An organization becomes a comfortable "home" for all its employees if it is managed by human resource management well and wholeheartedly for the common good (Garavan et al., 2007). Community organizations in regional or rural areas in general will be organizations whose function is expected to support the needs of the entire community there. In a rural community organization (Village Unit Cooperative) a leader is a person who is expected to guide the organization to be better in the future.

The diverse abilities of organizational members and employees make the process of organizational growth and development in rural areas more colorful and this must be accepted by organizational leaders (Clarke, 2013). The organization's members are not only the senior generation with education that generally does not reach university level. Currently, these community organizations have also "accepted" members and automatically as employees who are included in the younger generation with quite a large age difference (Garavan et al., 2007). Not only are there quite a big age difference, but their abilities and thinking patterns are quite different.

By appreciating the "presence" of many employees and members with diverse thoughts and abilities, the leadership and organization are guaranteed to be able to survive as a good organization for all human resources or employees owned and its members (Seijts et al., 2019). Diversity possessed by employees is a value that will show results at a time when it is really needed by the organization and all organizational management. In the end, the leadership and management team must be able to convey in different languages but have the same meaning to members of the organization who generally do not understand many things related to the processes in the organization. And for employees with quite different abilities, a leader is obliged to prevent the emergence of thoughts that are inadequate or not in accordance with the work direction of the organization they lead (Barlow et al., 2003).

Organizational conditions like those mentioned above will be very difficult to find when the organization only prioritizes the good and comfort of a group or part of its

human resources or employees. Organizations will not be able to grow and develop by simply accommodating and "worshipping" the abilities of some employees who are "considered" to have more abilities than other employees (Garavan et al., 2007). In this situation, if the leadership gives a positive "response" and gives rewards in the form of promotions, it is certain that the leadership of the organization is not a smart and wise person (Barlow et al., 2003). Such a leader is only able to "read" the external appearance of an employee without being able to read what is "hidden" in an employee's character and personality.

In accordance with Eastern culture and its unwritten values and norms, cooperation in every work activity process is something that must be developed. So it would not be a good thing to "leave behind" people who are considered unable to keep up with the times (Bush, 2019). However, they are the senior generation who understand the potential of their living environment very well (Seijts et al., 2019). Understanding the potential of the surrounding environment is the same as recognizing, processing and managing existing potential without having to destroy what is around it or prevent dangers that might arise from the exploration process that goes beyond limits.

The external appearance of a human resource or employee of an organization in several cases is an effort to do "as long as you are happy" in order to obtain the desired position or position in various ways (Seijts et al., 2019). Efforts to do "as long as you are happy" which are often carried out by some personnel often cause positive organizational culture to be ignored, thereby disrupting the performance of other employees (Terpstra & Rozell, 1993). In a short period of time, this condition can cause the organizational culture to become very bad, because a very unfair assessment has been made by a leader. In fact, all of this could be an attempt to "please" the leadership and be done by "lowering" the personal values of other employees who may have better abilities and positive values.

A smart and wise leader is a leader who does not only trust someone within an organization, without being able to "read" the environment in which he has worked so far and the human resources he leads (Brown et al., 2005). As a leader, you have a duty to act fairly and understand the work environment and the resources you have, especially human resources or employees. The abilities possessed by an organizational leader are the key and direction for the organization to become better or vice versa, as has been jointly determined in the organization's goals (Elizondo, 2016). One of the duties of an organizational leader is to prevent the occurrence and continuation of activities "as long as you are happy" or "worshipping" the leader for the sake of a position desired by one or several employees in the organization.

Employees with goals that can be assumed to be negative goals, in general, are typical employees who tend to be arrogant, even assuming that other employees have abilities no better than them (Lindenberg, S., Steg, L., Milovanovic, M., & Schipper , A., 2018). Such a personality tends to make the "air" in an organization's environment very unconducive to the process of team collaboration in a minimum or maximum within an organization (Terpstra & Rozell, 1993). Feelings of arrogance are one of the triggers for the emergence of feelings of discomfort in organizational activities anywhere that can be felt by all employees and leaders (Elizondo, 2016). This feeling will also be able to change or even disrupt the system and culture of an organization so that it will not get better, and will not even be able to survive and develop.

The cultural diversity in each organization can certainly be different, depending on the style of a leader in that organization (Alkahtani et al., 2011). Respecting the abilities

of each human resource or employee in an organization is the key to the success of an organization so that it is able to grow and develop well. Mutual appreciation and respect for each employee's ability to maintain a healthy and valuable organizational culture is an obligation in order to grow the abilities and self-worth of each employee (Elizondo, 2016). Apart from that, the learning process in order to improve the capabilities of human resources or employees can be carried out through scheduled training activities (Wilkinson, 1998).

Scheduled learning or training activities for developing the capabilities and character of an organization's human resources or employees are actually long-term investment efforts for the organization (Matthes, 1992). Ability and character are two things that support each other in the context of employee work processes in a minimalist scope, and improve organizational performance in a broader scope (Terpstra & Rozell, 1993). When the capabilities of human resources in an organization increase after undergoing a training process, it not only becomes added value for the employees themselves, but the results of team and organizational work also become better (Bresnahan et al., 2002). The ability of the organization's employees to be good and valuable, so that they are able to keep up with developments in technology and information, will be an excellent support in the long term.

Facing the development and progress of technology and information in all fields, improving the capabilities of an organization's employees is very necessary, so that social organizations in this area can maintain their existence as expected by good leaders and their management teams (Conger & Kanungo, 1998). Improving employee abilities needs to be maintained and improved because it will be a positive "added" value for the employees themselves and the surrounding environment. Better employee abilities that can be improved through training activities can improve expected performance (Wilkinson, 1998). Ultimately, better employee capabilities can also reduce the process of reducing workers who are deemed unable to synergize with other employees (Seijts et al., 2019).

Efforts to evenly increase abilities in each employee's work area will minimize inequality and the perception of underestimating the abilities of employees in an organization (Coppel, 2006). The skill upgrading process by human resource management in an organization is also expected to be able to change the character of employees who previously considered other employees to be lower than themselves to become more positive (Wilkinson, 1998). A character who was originally very arrogant will certainly be able to change to be more positive by assuming that other people or colleagues have abilities that cannot be underestimated. When negative perceptions of other colleagues become more positive, better cooperation will be created in every work process (Seijts et al., 2019).

The process of changing the way you view other people to be more positive cannot be processed in a short time. However, human resource management owned by an organization is obliged to maintain and build its organizational culture, wherever the organization is located, whether in the city or in the countryside (Conger & Kanungo, 1998). The positive character of the human resources they possess will be able to build, shape and maintain the process of an organization becoming better and having a positive character (Spreitzer et al., 1999). Organizations that have a positive character will be able to maintain their growth and development process well among competitors who are growing and around them (Bresnahan et al., 2002).

An organization that has a positive character must also have leaders who have a positive mindset, and consider employees to be colleagues, not "gofers". In the case of co-workers who are not messengers, many leaders state that an employee should not have better and positive thoughts, if they do not support the thoughts of the leader (Coppel, 2006). If an employee has his own thoughts about something that is better, it will be considered "hindering" the value of the leadership's abilities outside the organization, and will be considered "dangerous", so it would be better for the employee to no longer be part of the organization (Monin & Merritt, 2012). In the end, in these conditions it can be considered that the leadership of the organization is the one who makes the process of growth and development of an organization less positive.

If this condition continues to occur, it is certain that the organization will not grow and develop well at any time, unless all organizational leaders change their mindset and accept differences (Bush, 2019). All of this is caused by one side of the leadership feeling that their position is "threatened" if employees or colleagues in an organization have more up to date ideas about many things. A negative perspective on many new things and the mindset held by employees will cause leaders to always think negatively of employees and be unable to appreciate better thinking for the survival of the organization (Monin & Merritt, 2012). Due to the cultural direction and running of an organization, it depends on the mindset of the leadership and management of an organization in accepting and appreciating differences in each organizational work process, so that the turnover rate can also be minimized (Alkahtani et al., 2011).

Positive relationships between leaders and employees in an organization are the most important thing to maintain in organizational culture anywhere (Brown et al., 2005). A good relationship between leaders and employees is a positive thing that is able to build and form good and positive relationships and work processes. If an organization can grow and develop very well, it will definitely be supported by many positive things within it. Some positive things in the organization include a very positive organizational culture and leaders who are able to make good and wise decisions for the organization (Bush, 2019).

5. CONCLUSION

An organization is an environment that sets common goals in a family atmosphere, so that it can achieve them effectively and efficiently in accordance with common interests wherever the organization is formed and built (Coppel, 2006). The shared goals set are things that include common interests, without considering one person's thoughts to be more important and better than other thoughts (Monin, B., & Merritt, A., 2011). The key to togetherness is accepting and appreciating ideas and thoughts different from leaders and all members of the organization at any level (Conger & Kanungo, 1998). Such a perspective and mindset will make a sense of togetherness in an organization the most important value compared to anything else.

Accepting and appreciating the different ideas, thoughts and abilities of each member of the organization by all leaders and management is the key for the organization to grow and develop for the better (Brown et al., 2005). Different ideas and thoughts do not rule out the possibility of being able to find a solution or solution to a problem that may arise at an unexpected moment, and it may be that the solution does not come from the leadership. A good leader will be able to select, sort and analyze the best solution for

a condition that is considered a problem for the organization (Spreitzer et al., 1999). Because a leader and management team of an organization is the spearhead of making the best and wisest decisions for the survival of the organization and all those who support it (Connolly et al., 2019).

An organizational leader is obliged to be smart and wise in all matters (Bresnahan et al., 2002). At the very least, an organizational leader is able to accommodate, accept and sort ideas and have up to date thinking. Moreover, the ideas and thoughts really support the organization they lead to be able to grow and develop well (Virmani, 2002). So that a leader will be able to maintain organizational culture from feeling "more" intelligent among employees and the management team, and "condescending" among members of the organization (Connolly et al., 2019).

Apart from that, a leader is also obliged to lead existing employees to be better and be able to collaborate with them well in completing a task or project (Alkahtani et al., 2011). When organizational leaders are able to become the "glue" between employees at all times during the work process, among other things, by supporting scheduled training activities for employees (Virmani, 2002). Training activities for employees is a process that must be carried out continuously in order to improve the abilities and character of employees and the organization itself. The process of investing in human resources through employee training activities, because through the process of these activities, the feeling of being "smarter" and more skilled in many fields than other employees can be minimized in many divisions of an organization, so that the organization can grow and develop well and positively in the (Connolly et al., 2019).

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