

CONTRIBUTION OF HUMAN DEVELOPMENT INDEX TO IMPROVING THE QUALITY OF HUMAN RESOURCES AND ECONOMIC GROWTH

By

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Abstract: *The purpose of this study is to explain how a theory of contribution of human development index to improving the quality of human resources and economic growth. This type of research is literature research that discusses the presentation and contribution of human development index theory to improving the quality of human resources and human development index to economic growth. This research requires secondary data, such as books and journals in answering the contributions of the theories needed. The results of the study show that based on Todaro's theory regarding human development index and improving the quality of human resources have a close relationship. The relationship between human development index and economic growth is reciprocal and complex. Economic growth can support human development through increased income and investment in education, health, and infrastructure.*

INTRODUCTION

Economic development is used as the main indicator for developing countries. In simple terms, economic development can be interpreted as an effort or process to make changes towards something better than before or improve better quality, so that welfare and prosperity are higher. Economic development is also identical in creating, maintaining and increasing national income (Boediono, 1999). One of the factors that can cause backwardness and inhibit the development process in a country is the high poverty rate.

The human development index is a reflection of the quality of human resources. In creating quality human resources, several steps are needed to achieve it, namely those measured through the human development index (Todaro, 2000). Improving the quality of human resources can be done through various policies, including through educational

development accompanied by economic development in the future, health development by fostering a healthy lifestyle and the quality of health services themselves, while for the poor in order to improve their quality can be implemented by providing practical skills.

Human resources are the ability of a person or individual, an organization or a system to carry out their functions or authorities to achieve goals effectively and efficiently. Human resources play an important role on a small or large scale (Arsyad, 1999). In every organization, large or small, the main key to success for the organization lies in the quality of the human resources that control and run it. Employees who do not have sufficient knowledge will work haltingly and also result in wastage of materials, time, and energy.

The quality of human resources is the ability to carry out the tasks and responsibilities given to them with adequate education, training, and experience (Arsyad, 1999). Responsibility can be seen from or stated in the job description. The job description is the basis for carrying out tasks properly. Without a clear job description, these resources cannot carry out their duties properly. The quality of human resources is not only determined by the aspect of skills or physical strength, but also by education or level of knowledge, experience or maturity and attitude and values. The quality of Indonesian human resources that we want is dissected on the basis of physical quality (health, physical strength, skills, and endurance) and non-physical quality (independence, perseverance, honesty, and morals). Economic growth means the development of production of goods and services in a country, such as the increase and number of industrial goods production, infrastructure development, increase in the number of schools, increase in production of the service sector and increase in production of capital goods. Economic growth is one indicator of the success of development. Thus, the higher the economic growth, the higher the welfare of the community (Todaro, 2000). Economic growth is an effort to improve the standard of living of a nation which is often measured by the high or low real income per capita. Economic growth is the development of activities in the economy that causes goods and services produced in society to increase and the prosperity of the community to increase. The development of the ability to produce goods and services as a result of the increase in production factors is generally not always followed by an increase in the production of goods and services of the same magnitude.

The purpose of this study is to explain how a theory of contribution of human development index to improving the quality of human resources and economic growth.

RESEARCH METHODS

This type of research is literature research that discusses the presentation and contribution of human development index theory to improving the quality of human resources and human development index to economic growth. Literature research is a research method that collects and analyzes information from various written sources such as books, journals, scientific articles, and other relevant sources to answer research questions (Kurdhi et al., 2023; Pandiangan, 2023; Pandiangan et al., 2025). The goal is to understand the development of the research field, identify knowledge gaps, and build a theoretical basis for further research (Tambunan and Pandiangan, 2024). Literature research helps researchers to understand research topics, find research gaps, strengthen research arguments, and obtain a strong theoretical basis. In addition, literature research also helps

in determining the right research method, identifying relevant variables, and avoiding previous research errors (Tambunan et al., 2024; Tambunan et al., 2025).

This research requires secondary data, such as books and journals in answering the contributions of the theories needed. Secondary data is data obtained from existing sources, such as publications, archives, records, or databases that have been collected previously (Gultom et al., 2024; Pandiangan et al., 2023; Pandiangan et al., 2024). This data is not collected directly by the researcher for the purpose of the current research, but is already available and can be accessed through various media. Secondary data has several important benefits in various contexts, especially in research and decision making (Lumbanraja et al., 2024; Pandiangan, 2024; Wijaya et al., 2024). The main benefits are time and cost efficiency, ease of access, and its ability to provide a broader picture of a topic.

Here are some of the benefits of secondary data in more detail (Fransisco et al., 2024; Marcella et al., 2024; Sihombing et al., 2024; Yoppy et al., 2023):

- 1.Secondary data is already available and can be accessed easily, saving time and costs that are usually spent on collecting primary data.
- 2.With the data that has been collected, researchers can immediately focus on data analysis and interpretation of results, without having to bother collecting data from scratch.
- 3.Secondary data is generally available online or through various publication sources, so it is easily accessible to researchers and other parties who need it.
- 4.Secondary data can be found in various forms, such as research reports, journal articles, books, statistical data, government records, and others.

RESULT AND DISCUSSION

Contribution of Human Development Index to Improving the Quality of Human Resources

Based on Todaro's theory regarding human development index and improving the quality of human resources have a close relationship. A high human development index indicates good quality human resources, and vice versa; good quality human resources will encourage an increase in human resources (Todaro, 2000).

The human development index measures human development achievements through three dimensions:

1.Health

Health is a state of physical, mental, and social well-being, not just the absence of disease or infirmity. Health also includes the ability to function optimally in the face of changing environments and situations. Health is very important because it is the basis for living a quality life. With a healthy body and mind, a person can be active optimally, achieve goals, and enjoy life to the fullest. Health development is an effort that is carried out in a planned and continuous manner to improve the health of the community (Arsyad, 1999). The goal is for each individual to have the awareness, willingness, and ability to live healthily, so that quality and productive human resources are created for sustainable development.

2.Education

Education is a conscious and planned effort to develop the potential of students through learning and training activities, both formal and informal, which last throughout life. The goal is to form people who are faithful, pious, have noble morals, have knowledge, skills,

and strong personalities, and are able to contribute positively to society and the state. Educational development is an effort to improve the quality of human resources through education that aims to educate the nation's life and create an advanced society (Kuncoro, 2000). Educational development is also a constitutional mandate, namely the 1945 Law, which regulates the right of every citizen to receive education and the government's obligation to advance it.

3. Decent Living Standards

A decent life or decent living refers to the right of every individual to have a standard of living that meets basic needs and allows them to live with dignity. This includes access to food, clean water, housing, clothing, education, health services, and decent work. Moreover, a decent life also includes full participation in social and economic life without discrimination (Boediono, 1999).

Contribution of Human Development Index to Economic Growth

The relationship between human development index and economic growth is reciprocal and complex. Economic growth can support human development through increased income and investment in education, health, and infrastructure. Conversely, quality human development, such as good education and health, can drive economic growth by increasing labor productivity and innovation (Jhingan, 2002). In this case, it explains that social development is a development approach that explicitly seeks to integrate the economic and social development processes. Social development cannot run well without economic development, while economic development is meaningless unless it is followed by an increase in the social welfare of the population as a whole. Economic development or more precisely economic growth is a requirement for achieving human development because economic development guarantees increased productivity and increased income through the creation of employment opportunities. A relatively high level of human development will affect the performance of economic growth through population capabilities and the consequence is an increase in community productivity and creativity. With increased productivity and creativity, the population can absorb and manage resources that are important for economic growth.

CONCLUSION

The results of the study show that based on Todaro's theory regarding human development index and improving the quality of human resources have a close relationship. The relationship between human development index and economic growth is reciprocal and complex. Economic growth can support human development through increased income and investment in education, health, and infrastructure.

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