THE ROLE OF FAMILY IN IMPROVING THE QUALITY OF HUMAN RESOURCES

Udi Iswadi
Universitas Al-Khairiyah
Udie.iswadi@gmail.com

ABSTRACT

Improving the quality of human resources is one of the important keys in the development of a country. Quality human resources can increase productivity, creativity, and innovation, so as to encourage better economic growth. One of the factors that affect the quality of human resources is the role of the family. This study aims to examine the role of the family in improving the quality of human resources. The focus of this research is qualitative. Methods for gathering information include paying close attention and making detailed notes, with subsequent analysis including data reduction, visualization, and inference. The results of the study arrived at the conclusion that the role of family is very important in improving the quality of human resources. Families can provide positive education and support for children, form strong character, and create an environment conducive to child development.

Keywords: Family, quality, HR, qualitative

ABSTRAK

Peningkatan kualitas sumber daya manusia merupakan salah satu kunci penting dalam pembangunan suatu negara. Sumber daya manusia yang berkualitas dapat meningkatkan produktivitas, kreativitas, dan inovasi, sehingga dapat mendorong pertumbuhan ekonomi yang lebih baik. Salah satu faktor yang mempengaruhi kualitas sumber daya manusia adalah peran keluarga. Penelitian ini bertujuan untuk mengkaji peran keluarga dalam meningkatkan kualitas sumber daya manusia. Fokus dari penelitian ini adalah kualitatif. Metode untuk mengumpulkan informasi termasuk memperhatikan dengan seksama dan membuat catatan rinci, dengan analisis selanjutnya termasuk reduksi data, visualisasi, dan kesimpulan. Hasil studi tiba pada kesimpulan bahwa bahwa peran keluarga sangat penting dalam meningkatkan kualitas SDM. Keluarga dapat memberikan pendidikan dan dukungan yang positif untuk anak-anak, membentuk karakter yang kuat, dan menciptakan lingkungan yang kondusif bagi perkembangan anak.

Kata Kunci: Keluarga, kualitas, SDM, kualitatif.
A. INTRODUCTION

Improving the quality of a country's human resources is one of the most essential things that can be done for a nation's overall development. The availability of high-quality human resources can boost productivity, creativity, and innovation, all of which are important for fostering improved economic growth. The function that families play in society is one of the aspects that contribute to the overall quality of human resources.

The family, being the first institution in a person's life that influences their personality and outlook, plays a very significant part in the process of bettering the quality of the human resources available. Beginning in childhood, a person's family can have a significant impact on the development of their personality, educational path, and skill set. In addition, families can play an important role in the formation of constructive values, such as the attitudes of responsibility, discipline, hard effort, and empathy that are required to develop one's self-potential.

However, in recent years, the role of the family in enhancing the quality of human resources has frequently been disregarded or even ignored. This is despite the fact that families play an important part in this process. Developing quality human resources is largely the responsibility of families; yet, this responsibility can be

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impacted by a variety of issues, including shifting parenting styles, rising economic pressures, and shifting cultural norms.\textsuperscript{7}

As a result, the purpose of this research is to investigate the part that families play in enhancing the caliber of human resources. It is anticipated that this research will provide a clear picture of the role that the family plays in producing quality human resources. Additionally, this research may provide recommendations to improve the function that the family plays in this respect. Therefore, it is a goal of this study to see if it can make a positive contribution to the cultivation of high-caliber human resources in Indonesia.

B. RESEARCH METHOD

This study uses a methodology known as library research, where researchers do not collect primary data by conducting direct research in the field. To ensure the smooth running of the research, researchers consult with various reference materials. Relevant materials for this research were obtained from online media and scientific repositories by searching with keywords related to the topics discussed in the report. These topics include the role of family and the quality of human resources. The research approach used by the authors is adaptive, which paves the way for the selection of relevant reference materials without requiring authors to limit their search to specific journals or digital platforms. The rationale we present is supported by a variety of sources, including the journal sites Emerald Insight, ResearchGate, and Elsevier. The main focus of this paper is the analysis of the role of the family in improving the quality of human resources. The author's use of keyword emphasis aims to provide discourse boundaries and support logical consistency. This is achieved through the use of delimiter phrases. Academic journals, essays, and publications that have been published between 2010 and the present are the main focus of this study. During the search, we use keywords to perform searches on various publishing platforms. It is important to note that only those that are considered highly relevant to the subject matter of the analysis of the role of the family in improving the quality of

human resources. Papers, journals, and other publications are not included because they are considered unrelated to the subject matter. This scholarly article includes a total of 22 different sources that discuss in depth.

The investigation that is now taking place was categorized as a type of qualitative study. The process of collecting data included the application of a number of different approaches, such as attentive listening and the detailed documentation of all pertinent information. The aforementioned approaches were utilized as a means of facilitating the inspection of the data, which was carried out by way of a process that involved the reduction of the data, the presentation of the data, and the drawing of conclusions. The primary objective of this study was to achieve a more in-depth comprehension of the literature review that was carried out as a component of this research endeavor. During the phase known as "data reduction," the obtained information was methodically organized, categorized, and culled in order to simplify the process of coming to meaningful conclusions and make the development of significant results more manageable. Because the data were so complex and varied, conducting an analysis of them was required even during the phase where they were being reduced. The purpose of the reduction phase was to ascertain whether or not the information was pertinent to the ultimate objective. At the outset, a total of 40 different sources were collected. The initial method resulted in the value of the numerical variable being changed to 22. In addition to that, the data will be provided via graphical illustrations. The current stage is the next step in the process of data reduction, and it is the stage in which the data set is carefully organized in a structured manner in order to promote comprehension and simplify the process of drawing conclusions. Written discourse, more especially in the form of field notes, is the kind of data representation that is utilized in this particular setting. Utilizing this approach to the presentation of data can result in increased productivity when it comes to organizing and arranging data in relational patterns. The process is not complete until the final stage, which is the development of conclusions based on the data acquired. This step marks the completion of the technique that we applied to the analysis of qualitative data. During this stage, we checked the outcomes of data reduction and data presentation to ensure that they were consistent with the intended goal of the research. The objective of this stage is to derive meaning from the obtained data by
identifying correlations, similarities, or dissimilarities, in order to build solutions to pre-existing problems that have been identified. The results that were drawn from the sources that were used are deemed to be reliable. The objective of this endeavor is to collect facts that are trustworthy and accurate, with the goal of enhancing comprehension as a result.

C. DISCUSSION

Family roles refer to the set of responsibilities and duties that family members assume within a particular family group. Each family member has a different role within the family, which is usually related to age, gender and status within the family. Family roles can include things like supporting family members in need, ensuring the physical and emotional needs of all family members are met, making decisions together, maintaining good relationships between family members, and ensuring family survival. In addition, family roles can also relate to housework, childcare, or maintaining relationships with families who do not live together. The role of the family is very important in shaping individual identity and shaping personality and values in family life. Therefore, it is important for each family member to understand their roles and responsibilities within the family and actively contribute to fulfilling their duties.

Other characteristics such as motivation, adaptability, confidence, integrity and commitment are also part of human resource quality. The ability to adapt to changes in the work environment and solve problems, for example, can improve work effectiveness and efficiency. Integrity and commitment to organisational values can build trust and engagement among team members, thereby improving productivity and

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work quality.\textsuperscript{11} Importantly, the quality of human resources can be improved through continuous education and training, improved health, development of technical and non-technical skills, as well as recognition and rewards for good work performance. All these efforts will help improve productivity and quality of work which in turn will help the organisation or country to achieve its goals.

Human resource quality refers to the abilities, skills, knowledge, and other characteristics possessed by an individual or group of people. The quality of human capital is critical to the success and economic growth of a country or organisation, as it affects productivity, innovation, and the ability to compete in the global market.\textsuperscript{12} In addition, the quality of human resources covers various aspects, including education, health, technical skills, creativity, and leadership.\textsuperscript{13} High-quality education and training can improve individuals’ skills and knowledge, so that they are better equipped to meet the evolving needs of the labour market and to lead change in organisations. Good health is also very important as it enables individuals to work effectively and productively.\textsuperscript{14}

A nation’s Human Resources (HR) are among its most valuable assets, and the caliber of those HR is one of the most critical determinants of the country’s overall level of development. Therefore, increasing the quality of a country’s human resources should be a high priority for every nation that wishes to advance. Because it is the primary and initial setting for a person’s growth, the family plays an extremely significant part in the process of elevating the overall quality of the human resources available.

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Analysis of the role of the family in improving the quality of human resources can be seen from several aspects, namely education, health, and character building. Education is a critical component in enhancing the overall caliber of human resources, and parents and other family members play a significant part in their children’s academic development.\(^\text{15}\) When children are first beginning to learn and develop their potential, the primary environment in which they do so is the home. In addition, one of the primary responsibilities of the family is to instill moral and religious principles in children, which enables the offspring to mature into responsible adults.\(^\text{16}\) In addition, families can assist their children in selecting educational pathways that are tailored to their particular interests and abilities, which enables them to reach their full academic potential. In order to improve the quality of human resources, health is another component that is quite significant.\(^\text{17}\) The health of all family members, but particularly that of children, is largely dependent on the efforts of the family unit.\(^\text{18}\) Families have the ability to provide their members with a nutritious food, educate them on the need of hygiene and sanitation, and take their members for routine checkups.\(^\text{19}\) In addition, families have an important role to play in assisting their children in preserving their mental health by offering an adequate amount of support and affection.\(^\text{20}\) On the other hand, developing one’s moral character is an essential part of making improvements to the caliber of available human resources. Especially in the early years of a child’s life, it is essential for the family to play an active part in the development of the child’s


personality. Children can learn the virtues of honesty and accountability if they grow up in homes that model these traits, educate ethics and etiquette, and set a positive example in daily life. Children will have an easier time developing their social skills if they have a strong moral foundation, which will allow them to function effectively in society.\(^{21}\)

However, in the actual world, not all families are in a position to successfully perform the significant role that they are expected to play in enhancing the quality of human resources. This may be the result of a number of circumstances, including poor levels of education, economic constraints, and a lack of information of the significance of the role of the family in enhancing the quality of human resources. For this reason, it is necessary to make an effort to raise public knowledge of the significance of the role that the family plays in enhancing the quality of human resources.

In this regard, the government can be of assistance by making certain programs, such as those pertaining to education and health care, available to all segments of society, and most especially to the disadvantaged. In addition, the government can offer aid in the form of character development for children. For instance, it can offer training and support for families in the development of positive activities and provide a knowledge of the importance of moral and ethical principles in day-to-day life. This can be done by giving training and support for families. Through the lens of the family, both the government and the community as a whole are able to play an active part in the process of elevating the standard of the nation’s human resources. Through the provision of assistance and support, communities can help families fulfill fundamental requirements for their children, such as ensuring their health and education. In addition, the community can also provide education and a better knowledge of the importance of the role of the family in enhancing the quality of human resources. This will allow the community to become more sensitive and concerned about this issue.

Their own families have the potential to play an active role in the improvement of the quality of human resources, in addition to the efforts made by the government.

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and the community. Families have the ability to grow themselves by enhancing their knowledge and abilities, which allows them to give their members with a higher level of education and assistance. To aid in the development of resilient and admirable personalities in their offspring, families can foster an encouraging atmosphere and instill admirable values in their children. However, in order to accomplish the goal of bettering the quantity and quality of human resources by emphasizing the role of families, there are a few obstacles that need to be overcome. One of them is the restricted access that low-income families, in particular, have to health care and educational opportunities. In addition, there are also problems in the creation of children’s characters, such as the influence of less favorable environments and the media on children. There are also problems in the formation of children’s characters because of these influences.

In order to overcome this obstacle, there must be robust collaboration between national governments, local communities, and individual families. Children have a right to adequate support from the government in terms of education, health, and the development of their moral character, and the government has a responsibility to make this support available at all levels of society. It is also necessary for the community to take an active part in recognizing the significance of the role played by families in enhancing the quality of human resources and in offering support and understanding to those families. In the meanwhile, it is imperative that families take an active role in their own growth and in instilling morals and ethics in their children.

The point that may be emphasized is that the family’s involvement in enhancing the quality of human resources is extremely vital and cannot be neglected. This is something that cannot be stressed enough. As a result, concerted efforts on the part of the government, the community, and families are required in order to establish an atmosphere that is beneficial to the growth of children. This will ultimately result in an increase in the quantity and quality of available human resources, which will propel both the nation and the state forward.

D. CONCLUSION

Based on what has been discussed up to this point, it is possible to draw the conclusion that the contribution made by families to the enhancement of the quality of
human resources is of the utmost significance. They can benefit from constructive education and support from their families, which can help them build strong character and an atmosphere that is conducive to healthy child growth. However, in order to accomplish this, there needs to be tight collaboration between governments, communities, and families. Furthermore, there are a number of obstacles that need to be overcome, such as restricted access to education and health care, as well as the negative effect of the media and the surrounding environment.

In light of the preceding explanation, there are a few recommendations that may be made, the first of which is that the government ought to offer adequate assistance to parents in terms of their children’s health, education, and the development of their moral fiber, and this assistance ought to be made available to all segments of society. Second, the community as a whole need to take more of an active role in recognizing the significance of the part played by families in enhancing the quality of human resources and in offering assistance and an appreciation of that significance. Thirdly, it is essential for families to take an active part in their own growth and in instilling morals and ethics in their children. Fourth, there is a need for efforts to be made to overcome the problems that are faced in enhancing the quality of human resources. Some of these challenges include limited access to education and health care, as well as the effect of the media and a less pleasant surrounding environment. Fifth, education and socialization on the role of the family in increasing the quality of human resources has to be given to children at a young age so that they may understand and appreciate the role that the family plays in shaping character and improving one’s own quality. This will allow children to understand and appreciate the role that the family plays in shaping character and improving one’s own quality. It is anticipated that with assistance from the government, the community, and the family, as well as combined efforts in overcoming the problems that have been presented, it would increase the quality of human resources and bring progress to both the nation and the state.

REFERENCES


