

IMPLEMENTATION OF ECONOMIC OPENNESS AND ITS IMPACT ON HUMAN RESOURCE GROWTH

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Abstract

This research aims for implementation openness economy and its impact to growth source Power man . The research method used is qualitative research, qualitative research is a research method used to understand social phenomena in depth. This type of research is literature study research which researchers carry out by collecting, studying and analyzing references or sources obtained by written or written form such as books, journals, articles, documents and other sources of information that are significant to the topic/title being researched. The research results show that openness economy can give encouragement significant to growth source Power man through enhancement access to education , skills , innovation and health . In context this , role policy is very important For ensure that benefit from openness economy can utilized in a way equitable and sustainable for all public . Supportive policies investment in education , skills , health , as well strengthening policies protection social and reducing inequality economy can help create conducive environment For growth source Power inclusive and sustainable humanity .

Keywords: Openness economy, growth, human resource

Abstrak

Penelitian ini bertujuan untuk implementasi keterbukaan ekonomi dan dampaknya terhadap pertumbuhan sumber daya manusia. Metode penelitian yang digunakan adalah penelitian kualitatif, penelitian kualitatif merupakan metode penelitian yang digunakan untuk memahami fenomena sosial secara mendalam, Adapun jenis penelitian ini adalah penelitian studi pustaka yang peneliti lakukan dengan mengumpulkan, mempelajari, dan menganalisis referensi atau sumber-sumber yang diperoleh dengan tertulis atau berbentuk tulisan seperti buku, jurnal, artikel, dokumen, dan sumber informasi lainnya yang signifikan dengan topik/judul yang diteliti. Hasil penelitian menunjukkan bahwa keterbukaan ekonomi dapat memberikan dorongan signifikan terhadap pertumbuhan sumber daya manusia melalui peningkatan akses terhadap pendidikan, keterampilan, inovasi, dan kesehatan. Dalam konteks ini, peran kebijakan sangat penting untuk memastikan bahwa manfaat dari keterbukaan ekonomi dapat dimanfaatkan secara merata dan berkelanjutan oleh seluruh masyarakat. Kebijakan yang mendukung investasi dalam pendidikan, keterampilan, kesehatan, serta kebijakan yang memperkuat perlindungan sosial dan mengurangi ketimpangan ekonomi dapat membantu menciptakan lingkungan yang kondusif untuk pertumbuhan sumber daya manusia yang inklusif dan berkelanjutan.

Kata Kunci: Keterbukaan ekonomi, pertumbuhan, SDM

Introduction

Economic liberalization This can occur due to the improvement of the power supply. A nation can achieve greater access to technology, information, education, and training. The existence of an open economy allows society to engage in international trade, cross-border collaboration, and information transfer. This issue promotes the flow of ideas and creativity, which in turn can enhance the capabilities and talents of individuals in their work (Siregar, 2019). In addition, open economies can attract foreign investments that bring in new and efficient technologies and effective management practices, thereby improving the quality of human resources over an extended period of time. Therefore, an open economy plays a crucial role in enhancing the capabilities of individuals and enabling nations to compete worldwide and achieve sustainable economic growth (Hairunnisa & Syaka, 2022).

Putri and Mudakir (2019) argue that openness in economics can also stimulate rivalry between domestic and foreign companies, leading to increased efficiency and productivity. In highly competitive environments, firms tend to follow best practices and produce innovations in order to remain competitive. There is an increasing demand for highly skilled and trained workers in industries that require advanced technology and the capacity to react quickly to rapid changes. In addition, an open economy can provide numerous opportunities for relevant education and training that align with the demands of the global market. Foreign investors frequently establish educational and training institutions to develop new programs or improve current ones in the enhancement sector. It is essential for firms in highly competitive environments to follow best practices and produce innovations in order to remain competitive. It provides individuals with the opportunity to acquire new skills or enhance their qualifications in line with the increasing needs of the work market.

Expanding international trade also generates a demand for workers who possess knowledge of foreign markets' culture, language, and business norms. This issue encourages resource expansion. The individual has exceptional intercultural understanding and the ability to effectively communicate across international boundaries. Thus, an open economy can serve as a catalyst for improving the quality of resources. Equipping individuals with the necessary skills and knowledge enables them to actively engage in an interconnected global economy. The open data economy, along with the increase in human resources in developed countries like America, has led to improved access to global markets and technology. This has become a driving force in empowering and enhancing the workforce's competitiveness. As global supply chains integrate further, American workers increasingly encounter the best practices and latest technologies used in various industrial sectors (Thaliya et al., 2021).

In addition, Munizu et al. (2023) state that policy education that prioritizes the production of well-prepared graduates for the labor market, along with a tailored training program that meets industrial needs, has enhanced the quality of human resources in the United States. These applications frequently function effectively. Similarly, companies and educational institutions strive to guarantee that graduates possess skills that are both pertinent and in demand within the job market. In addition to this, the integration of information and communication technology (ICT) into the education and training process has significantly expanded access to knowledge and educational materials. Online learning platforms and digital resources provide individuals with a large range of materials for studying the newest information from anywhere, enhancing accessibility and flexibility in acquiring new skills (Kharisma, 2013).

In addition to human power, there is also a quality of openness. The United States' economy must prioritize the promotion of growth, innovation, and entrepreneurship. Individuals in a supportive atmosphere that presents both risks and opportunities are encouraged to discover new solutions, develop innovative products and services, and contribute to the overall success of the economy. This not only fosters fresh field work but also cultivates a productive and stimulating environment for the growth of professionalism and personal development (Saputra & Widiansyah, 2022).

The following data illustrates the good impact of an open economy on the US economy: From 1990 to 2020, the real GDP of the United States experienced an average annual growth rate of 2.2%. Over this period, the share of trade products and services in the US GDP rose from 21.9% to 27.1%. In 2020, the exportation of goods and services contributed to the employment of 11.5 million individuals in the United States. Consumer prices in the US have had slower growth compared to many other industrialized countries during the past few decades. Bari et al. (2024) partially attribute this to the economic openness of the United States.

Its open economy greatly influences the US economy, leading to a large positive effect on the growth of human resources in the country. Here's an example of a number: A growing economy can generate higher government revenue, which can be utilized to increase funding for education and training. b) A demand for skilled workers motivates companies to invest in employee training and development. c) An open economy enables access to the best education and training opportunities from around the world. Several factors contribute to improving the quality of life. Firstly, a growing economy generates higher incomes for workers, enabling them to improve their standard of living. Secondly, an improved standard of living provides people with better access to essential services such as healthcare, nutritious food, and decent housing. Lastly, an open economy allows access to the best products and services available worldwide. Various means can achieve enhancing social mobility. Firstly, economic growth creates numerous job opportunities, enabling individuals to improve their social status. Secondly, investing in education and training equips people with the skills needed to

secure higher-paying jobs. Lastly, an open economy allows individuals to migrate to other countries in search of better opportunities (Gentzkow et al., 2024).

Nevertheless, Suswadi et al. (2023) argue that Indonesia still faces some challenges in achieving a completely open economy. Despite having Efforts to relax regulations and facilitate foreign investment are underway. However, there remain obstacles such as cumbersome bureaucracy, inconsistent policies, and legal uncertainties that might hinder investment and impede economic growth. Furthermore, several sectors of the Indonesian economy are still subject to stringent regulations and occasional protectionism, particularly in agriculture, manufacturing, and certain services. This issue can impede access to technology and hamper the adoption of the latest business practices, diminishing the competitive advantage of Indonesian products in the global market.

An economy that is not yet ideal can also influence the quality of a source. Superhero. Despite having While there is improved access to education and training in Indonesia, the lack of integration with global markets can create a disparity between the skills possessed by the Indonesian worker and the demands of the global labor market. Thus, Indonesia must continue to implement additional structural reforms to further enhance the openness of its economy. Measures such as streamlining regulations, enhancing legal certainty, and expanding opportunities in various sectors of the economy. Foreign investment can contribute to the creation of a more favorable economic environment and enhance the sources of improvement. Mansyah (2020) emphasizes the importance of capable individuals in positions of power.

Following This is growth data Indonesian economy:

Year	ECONOMIC GROWTH (%)
2022	5.31
2021	3.69
2020	-2.07
2019	5.02
2018	5.17

Source : Central Statistics Agency (BPS)

The statistics provided demonstrate that the economy's average growth rate remains at 5%, with the current situation unchanged. This Now, the Indonesian government is constructing a new national capital as part of a program. Researchers are interested in studying the implementation of an open economy and its impact on economic growth, as mentioned in a source called "Power Man."

Research methods

The research method used in this research is qualitative. Qualitative research is a research method used to understand social phenomena in depth (Iswadi et al., 2023). Qualitative research does not just describe phenomena but also seeks to understand the meaning and context of these phenomena (Jaya, 2020). This type of research is library research, which researchers carry out by

collecting, studying, and analyzing references or sources obtained in written form, such as books, journals, articles, documents, and other significant sources of information with the topic or title researched. And then the researcher analyzes and draws conclusions to find answers to what the researcher is studying.

Results and Discussion

Implementing openness in the economy and analyzing its impact on sources of growth Power Man is an interesting and complex topic that has been the subject of research and analysis in various scientific literature. In understanding the implications of openness in the economy as a source of human power, research refers to various aspects, including education, skills, mobility, power, employment, and labor market integration. The researcher will analyze relevant scientific literature to gain a comprehensive understanding of the topic under consideration.

1. Enhancing Economic Openness

Openness economy refers to a country's level of integration with a global economy. This includes things like international trading, foreign exchange investment, capital flows, and mobility power work. Developing an open economy policy involves various aspects such as international trade, foreign exchange investment, capital flows, and labor mobility. It not only covers how many countries are involved in trading internationally but also the extent of the country's willingness to invest in foreign exchange and capital flows, as well as his abilities to absorb and utilize technology and practice business new from overseas.

2. The field of Human Resources is experiencing growth.

Source The term "power man" refers to aspects of humans involved in activity economics, including skills, knowledge, health, and productivity. Growth source Power Man covers enhancements in things like education, training, health, and access to the chance economy. In an increasingly globalized economy, growth sources have become critical because they determine a country's ability to compete and adapt to rapid change.

3. Literature about Economic Openness and Growth Human Resources

- a. **Education and Training:** A lot of research has highlighted the link between the open economy and investment in education and training. The economy's openness can bring more Lots chance Increasing foreign investment often leads to improvements in infrastructure education and training, highlighting the importance of access to quality education and training. Additionally, access to technology and information from overseas can enrich curriculum education and improve quality teaching.
- b. **Skills and Productivity:** Research also highlights the role of the open economy in increasing skills, power, work, and productivity. Integration with global markets is a possible trigger request for certain skills, like technical skills, skills, or skills

management required to operate in an international business environment. An open economy can stimulate investment in developing skills and empowering work to enhance overall productivity.

- c. **Innovation and Knowledge:** The open economy plays an important role in facilitating the transfer of knowledge and technology between countries. Countries can gain access to innovation and best practices from other countries by engaging in international trade, foreign investment, and cross-border collaboration. This can drive growth. Countries can gain access to innovation and best practices from other countries through international trade, foreign investment, and cross-border collaboration. Sources: Power Man introduces new ideas, technology, and methods that you can apply in various fields of economics.
- d. **Health and Wellbeing:** Apart from education and skills, openness economics can also influence aspects of health and well-being. More economic integration can bring a lot more access to service-quality health and infrastructure, which in turn can increase the health and well-being of the public. More health goods can contribute to productivity, power work, and reduce the burden of disease on the economy.
- e. **Impact Negatives and Challenges:** Although growth-generating humans benefit greatly from openness in the economy, there are also impacts, negatives, and necessary challenges to overcome. For example, there is a risk that an open economy can increase the social and economic gap if it is not balanced with policies that pay attention to the distribution of income and access to equal opportunity. Additionally, integration with global markets will increase vulnerability to shocks to the global economy, such as crisis finance or changing commodity prices, which can influence well-being.
- f. Researchers frequently use case studies and comparisons between countries in literature to illustrate various impacts of implementation, openness, economy, and growth sources. For example, an analysis comparison between adopting countries policy liberalization economies and those who implement it, protectionism, can give an outlook on how different approaches to different policies influence growth source power over a period of time.
- g. Various research also evaluates the implications of policies based on the analysis of implementation openness in the economy and its impact on the source of growth power. A recommendation policy can cover steps for increasing access to education and training, encouraging investment in infrastructure and health, strengthening

social protection, and responding to inequality in the emerging economy (Suhendra, 2020).

Growth resource: Indonesian people can walk with good intentions if Indonesia really applies an open economy and improves education (Mariana, 2023). Implementation economies can open up new opportunities for investment and growth in sustainable economies. With an open mind to trading internationally, Indonesia can make interesting investments. Foreigners will do it right away, bringing the best of overseas technology, knowledge, and practice management. Additionally, with increased education and training, Indonesia can ensure that the power work required to build and manage the economy requires its own appropriate skills and knowledge. Not only technical skills for construction and infrastructure are necessary, but also skills in management, creativity, and innovation are required to ensure efficient and sustainable management of power sources and infrastructure in cities (Lubis et al., 2023).

In the context of HR development and improvement of quality source power, humans can strengthen sectors related to industry, tourism, service health, and education. An educated and trained workforce can provide quality and satisfying service standards internationally, which in turn can increase power, attract investors, and make Indonesia a center of economic, social, and cultural development. Human resource development can also serve as an opportunity to address deep regional inequality and foster economic growth. Ensuring that infrastructure and access to education and health services are evenly distributed throughout Indonesia allows the government to drive inclusive and empowering growth in the public sector and promote sustainable development (Chikmawati, 2019; Safri, 2016).

However, to achieve vision, this is necessary. There is a strong commitment from the Indonesian government to carry out supportive policies, keep the economy open and invest in education and training sources. It is crucial to ensure that HR development is sustainable, inclusive, and empowered. Through a combination of economic initiatives, enhanced education, and development resources.

Conclusion

In elaborating findings from the scientific literature about implementation openness, economy, and its impact on growth source power, it is important to recognize the connection between the second factor. This is complex and dependent on various contexts, both local and global. However, in fact, the general literature shows that an open economy can give significant encouragement to growth-source power through enhanced access to education, skills, innovation, and health. In this context, role policy becomes very important to ensure that the benefits of an open economy can be utilized in a way that is equitable and sustainable for all. Supportive policies, investment in education, skills, and health, as well as strengthening policies

for social protection and reducing inequality in the economy, can help create a conducive environment for growth, power, inclusiveness, and sustainable humanity. In facing the emerging challenges and opportunities from openness economics, it is necessary to have a based approach that is proven and sustainable in the design and implementation of policy, the economy, and development. This requires collaboration between government, private sector, institutional academics, and civil society. To ensure that implementation is open, the economy contributes in a positive way to growth, power, people, and well-being as a whole.

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