

GREAT ENTREPRENEUR STARTS FROM THE EARLY YEARS

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ABSTRACT

Human resource is one of the important source for a nation for its growth , instead of nature source. A nation as a great organization needs to handle its human resource to make it great in many ways of life of the global era nowadays. Human resource management will be needed here. A nation should make any policies to handle, to empower and strengthen its people to be great manpowers who will conquer every competition in the global era. Many young generations start to get settled by doing business that brought many youth to be hired as part timers or full timers, that is really great scene of our youth nowadays. They tried to be by their own, open their mind for not always to be an employee but as an entrepreneur Being an entrepreneur would give them lesson about human resource management by doing, and it would teach them more about running and managing their own business, instead of knowledge that they could get by reading, listen, and watching from their schools, university and courses.

Keyword : Human resource, entrepreneurship, youth

INTRODUCTION

The nations worldwide are composed by resources, nature and human. The survival of nation is mainly supported by the available resources. Both resources are undertaken by the national laws. Those resources should not be protect from any harms which could ruin its use for the nation citizen. Because nation has the biggest responsibility for handling those well forever. The natural resources within the land, sea and air are feeding units for the life of a nation. For further development the natural resources have to explored and managed, which entirely would give benefit for the nation living. It will need handy human resource for handling the nature resource.

How to handle those resources are needed a good system which made by the goverment. That system will provide many things that needed for upgrading the manpower skill. There are ways in the system , such as soft skill and hard skill training for the human resource and it takes time to provide the upgraded human resource. Because time is changing, technology is changing too. Skills needed to be upgraded as the the changing is running on. That system will connect manpower with as much as job

vacancies that could made by the goverment, as simple, effective and efficient as it needs, because the cost for making the system was earnt by citizen's taxes. It needs to remember that the amount of cash was collected from the citizen, so, anything that made by using this cash should give the benefits back. It means the system would give the benefits for citizen for their better life now and future.

There are job vacancies which still put domestic or local manpower on the second or third level of priority within candidates. Many employers like to hire manpower who graduated from overseas more, even expatriats will be in the first priority than all. Those who already had experience also will be in the first place of candidates of many job vacancies available. Overseas graduated documents mostly became a green card for any kind of job vacancies, and no more doubt, they would get higher position and higher income, surely, it would be a vice verza situation of those who had local graduated documents, no one can deny it. In the employers' mind, those whose overseas graduated documents are people with higher talent than those whose none of it.

A nation is the organization for those sources. It needs human resource to handle the nature source well. Nation as the organization needs to make many policies to handle their human resource to be good. Instead of policies, the system which already made should be use in the organization as well. Policies and system must run side by side to map job vacancies for every citizen who are local or overseas graduated, not experienced or experienced in balance. Mapping is needed to help the citizen to get a better income, life, and future too. By mapping, it might help to put the right man in the right place too.

Human resource always needs management process to make it as a great weapon for a nation to be a great nation ever. In this case, as organization which has the human source as the motoric machine. As its organizing framework, they conceptualise workforce performance as a function of capabilities (the knowledge, skills and attitudes which employees need to carry out their work), motivation (the incentives which employees require to encourage them to perform to the best of their abilities) and work organization (the way that work and organisations are structured so as to allow employees to perform well). To this we add employment relations (the policies, programmes and practices which govern the relationship between employees and employers) on the basis that employee relationship management is a key responsibility of the Human Resource Management's function.

Management is often included as a factor of production along with machines, materials and money. According to the management expert Pieter Drucker (1909-2005), the basic task of management includes both marketing and innovation. Practice of modern management originates from 16th century study of low-efficiency and failures of certain enterprises, conducted by the English statesman Sir Thomas More (1478-1535) (www.businessdictionary.com).

Management in businesses and organizations is the function that coordinates the efforts of people to accomplish goals and objectives by using available resources efficiently and effectively. Management includes planning, organizing, staffing, leading or directing and controlling an organization to accomplish the goals or target. Resourcing encompasses the deployment and manipulation of human resources, financial resources, technological resources, and natural resources. Management is also an academic discipline, a social science, that objective is to study social organization (www.wikipedia.com).

As an organization, a nation must think about making its citizen live in prosperity and welfare. It has goals to be achieved, this organization got to make the citizen to be a great society which has a great talent and skill to be anyone who could be "the one" in their lifetime, for their family and their society. This organization has to make and bring its citizen to have a great skill by trainings and build their mind wider and better than ever. It has to start by making great system in education, schools don't have to do teaching only, because teaching by heart will build their heart, body and soul side by side. The calm of heart, body and soul will bring the next generation in great era of them later on, because they will do their schools well. If they finished their education well, they would get good job, because they will be someone who has good soft and hard skill too, so they will get better income, better life, and better future for their family and their next generation too. This generation would be a generation with bright, opened minded, creative or full of innovation minded, they will be a generation who would not depend on their heritages from their elders, depend on their elders' help, they would stand on their own feet for living and settled, moreover, they would do something great which might help the government run over the unemployee numbers or

even the haven't number problems. They would make as much as job vacancies for those who need job with or without any experiences. As stated by National Centre Statistic Data Beaureu, through 2015 – 2019 the number of poverty is being decreased as it being forecasted at many big cities in Java, DKI Jakarta about 2 % in 2016 compared to 2015, north Java decreased 7% poverty rate in the same period. While Banten, Central Java, DI Yogyakarta, East Java and Bali decreased poverty almost 10% for average.

Based on that data upward, there comes a question why should many citizens go to another country just to be the worker of construction work, to be the nanny for elders or babies, house maids, or workers in manufacturing companies? Another question is why should they go so far from their family just to make money? Isn't it hard to work overseas not as an expert ? How about their kids? Those questions based on the conditions will be the problems that will be discussed in this study.

METHODS

This paper will describe the data or information which are delivered by television, newspapers, radio and internet, thus the research method used here is qualitative. The data or information is about the poverty rate in Indonesia, the Indonesian workers overseas, children labors. All data is gathered from relevant periods to enhance the analysis.

FINDINGS

Based on the total of Indonesian workers abroad, it seems that there's a decrease from 2013 to 2015. The bureau (BNP2TKI) that concerns in Placing and Protecting Indonesian Workers abroad data shows the decreases number of the Indonesian workers in Asia Pacific and America from 368,899 workers in 2013 became 228, 142 in 2015. In the same period, the number of Indonesian workers in Middle East and

Africa decreased from 131,350 to 43, 942. While in Europe, the number of Indonesian workers also decreased from 11,919 (2013) became 3,562 in 2015 (www.bps.go.id).

Those who left their family to be overseas workers are really brave people ever for some people's opinion because they have to adjust their personal, their ability, their culture out there. As we know, shocking culture is not as simple as it said or seen. They have to facing different laws too about many things in life. They will meet different people with different personal and different ways of thought in the new world. They have to manage their manner and skill better as well. Struggling on their own feet far away from their homeland and people who know them really need a high level of spirit, especially for those who went overseas for the first time, even for those who are still teenagers.

The reason being overseas for years will be their biggest spirit. We are all knew that the biggest reason is reaching for better future, in their mind, better future will be in their hands as they get higher income. They are sure that higher income will be in their hands if they work hard overseas. They will be paid better although they have to stay in a battle for life overseas. This spirit always are also given to their family, so their family in the country will always send their spirit overseas.

Even they get job training before they go for work overseas, it does not mean they will get good space for work or good boss there, even paid well, though, they have learned very well about what they have to do for working overseas and even if they could perform their job well. Sometime the fact will not be the same as they imagine, the world might come tumbling down there, shock culture could take place without agreement at all. Strong, capable, good and brave personality will face all condition well. For those who are able to perform their job well overseas, and they will get the best of their effort.

Therefore, they able to have big amount of saving in their homeland, such as rice field, houses, vehicles, farms, even build home industries, just in case they set their mind not to go back for working overseas. Those savings are their goals after having been working for years not only for heading the brighter future, but also good for their next generations. While overseas, those workers fight for life, for extending their work contract until they think their saving is enough but it is all for those who are lucky. The meaning of lucky here is, getting good boss, good working atmosphere, good salary and insentive. But however, many of them are unfortunate. Many of them have to run from their boss or not being paid well as their contract said, the worst sometimes come up, they have to lose their life overseas because of fake accused by their boss or other workers who are jealous or escaping without bringing their documents. In this case, embassy is the best place to reach, so that they might be saved.

Government should set policies too due to their workers overseas, because they hold Indonesian citizenship, eventhough they have been overseas illegally. Policies for those who had gone overseas for working have been sounded for years to be known, but their economic life urged them to break the laws for making money overseas, and the cost for joining the overseas worker agents are too high, those reasons made them gone illegal ly. The fact is, their illegal run overseas for work have become silent bomb that could explode anytime and anywhere, and could put those workers get stuck at the corner as they had to face the laws their due to their immigration documents. Seeing these facts really made the government think for the laws deeply and work hard for it, so that for citizen who wants to make money overseas has to pay attention about it, and both governments sit together and make agreements for making everything clearly. So, the workers can work easily

without any worries as laws are their umbrella.

The government has been facing this condition for years already. As prices are getting higher nowadays, the life cost is getting higher, including school fees. Parents must prepare their financial well for their kids' education. Goverment said that good education will give brighter future for the generation, but so many kids from middle-low family. Those kids will only finish their schools for 6 or 9 years, then they will get some job for helping their parents. They choose to get a job as soon as possible after finishing their education and some of them might get their job while they were still in schools.

They sell or delivering newspapers everymorning, selling snacks after or before schools selling plastic bags at traditional market or even becoming a porter. Some of them even go for helping their parents as beggars on the streets. That's horrible situation of the poor family and their kids. They only focus on how to make money in many ways. Surely, they have no cash to start their own business, but their energy, effort and spirit to get profit as much as they can sometimes made they wheel of of their life turned around.

Table 1. Data of Children Labour

Sex / Region	2011	2012	2013	2014
Male	4.82	4.70	3.13	3.26
Female	3.62	3.60	2.56	2.26
Cities	3.80	3.47	2.54	2.42
Villages	4.64	4.83	3.15	3.11
Total	4.23	4.17	2.85	2.77

Sources: BPS, cited by Sakernas (August 2011-2014)

Note:

- a. CLR (Children Labor Rate) = $\frac{\text{Total of children labor}}{\text{Total of People in ages 10-17 years old}} \times 100\%$
- b. Children labor: working children in ages 10-12 years old

regardless the number of working hours, working children 13-14 years old with 15 working hours per week and children 15-17 years old working more than 40 hours per week.

Many parents who never go to school at all, work like crazy with a very wildest goa of life, succeed by sending their kids go for university and became someone with brighter future. If only these mid-low society who only had spirit, sometimes without money at all, to fight for life got the government's assist to get entrepreneurship training as much as they needed, as soon as possible and as routine as it possible, the facts of the mid-low society getting succed would bring the number of unemployee getting lower, and the number of the haven't would slipped away sooner. The condition of being the poor mostly urge people to go overseas for working, they bring their dreams to be someone who had a better life and better future. They want to succeed in life, as their opinion, being successful means being rich, not having difficulties to get anything they wanted and they needed in life, and their image would be brighter too, no one would pull them aside since they would have everything after their fought working overseas.

The mid-low kids who had finished their schools for 6 or 9 years only might go as shop salesgirl or salesman and paid for minimum monthly, that really made them live in a minimum condition. Their education background does not even help their income either because their skill was not supported. Some of them had minimum skill too for getting a job with higher income. It is all might because their schools not giving their students enough schedule for improving their skills there. Eventhough their skills are low, their schools should have thought about it, so their schools would get brighten image due to their output. Facing this situation, goverment needs to make

systems for making the them great next generation. The system should support their needs to have great skills by keep on practicing at school by their teacher's supervising. In this case, goverment must make a system too by educate teachers, so they can deliver the knowledge to their pupils well by the good way too.

Teacher should get as much as training to help them improving their skills to teach their students happily without any stress for them and their pupils too. Study with fun mostly attract pupils to be curious and stimulate them on any subjects. As teachers delivered their knowledge with fun, surely fun atmosphere of study would help pupils study well and comfortable. Studying in a fun and comfortable atmosphere would relaxing their mind to absorb any kind of information and knowledge delivered. That atmosphere could be set by making a small class, 15 or 20 pupils will be handled by 1 teacher. In this condition, those pupils would get nearly full attention from the teacher. The teacher would get some details of his or her pupils by mapping, so teacher can determine what his or her ability, capability even their personality one by one. This close atmosphere between teacher and pupils would build interactive situation better.

This one small solution instead of many other solutions in the system of education that made by the goverment might help for handling one matter in schools. Another solution for upgrading the skills even hard and soft, would be very important to do, because without any questions, national or local university graduated manpower would be the second option of candidate for the owner of his growing business or her famous local business, the owner would love to take the overseas graduated as the first candidate, it is happened, it is the fact. When those bosses being asked why the overseas gradusted choosen to sit on the main chair of any sections of his or her business , they would say that overseas graduated candidate has much

more better skills than local or national graduated candidate. If these situation happened most of the time, when will the local candidates will be the first choice of all to be the first man of any sections of local or national even international businesses which are established here or overseas?. The overseas product minded should be change nowadays, or it will a boomerang for the economic situation, because hidden unemployed number will be arisen without any doubt and would put the government stucked on the corner by that. It means, the output of schools and university must become first priority to be improved and upgraded as the job vacancies are needed, at least the won't be the second or might be the last choice of any business owner to be their first man there.

For those, who are in the mid-high kids, being an entrepreneur will not be a hard thing to do, they already had everything on, they got their parents' support on financial and spirit too. Sometimes, they got the experiences too, no need to ask many more, as we know, there are young entrepreneur who got talent, capability and ability from their parents who are entrepreneur already, due to these condition, these young generation would be the next owner of their elders businesses or build their own business. It would a great advantage of those mid-high young entrepreneur, since they got so many experience and job trainings directly on the spot which directed by their parents and family who are experienced already too.

Job training is needed for improving skills which is needed nowadays whether by doing or taking courses. For teachers or trainers or lecturers, improving skills on teaching by heart will help pupils got their knowledge well. System needs to make some trainings based on pupils capability and interest, because "love what you do and do what you love" is really good spirit to face our future. As the pupils being mapped for their skills and interest, the process of improving

skills by studying and practising could surely runs well. Build new generation with remarkable skills takes time and hard work. But after being mapped it will be easier to improve their skills.

Because each pupil has different ability, so they will need different treatment for making their skills improved, and hope to be better in the future, as they will learn many things new by doing their job, it would sharpened their intuition how to be step ahead than the other and their mind by making innovations of product they wanted to produce. Innovations of their product would lead them to be a leader with opened mind and heart, they would love to hear suggestion that would help them to be better, being on a safe position of work would drag them into stucked situation of being entrepreneur, it means harm for their future.

As they got the knowledge as their interest and capability for work, their future would be surely getting better by keep on practising on work by doing. Whatever he or she wanted to be they will get what they need to be. If they wanted to be an entrepreneur, they will be a good entrepreneur, they will work hard without any hesitation about it. They would prepare everything their need properly, including their mind and heart before doing all of it. As entrepreneur they would think deeply and very detail about things they need to do, such as their budget for materials, properties, employees (including the job training), location, product variety , innovations and promotion as well, including their financial growth after sometime on business.

When it came to profit, they would think about savings, branches in the future and innovations, so their businesses would run and growing well by their good management of all. Being entrepreneur would build their characters how to handle every details of their business well, since they are the young generation of 21th century they would get any kind of subject that they

needed from everywhere, sometimes, their network helped them too. They would run for many courses that would support their ability and capability to be an entrepreneur no matter how many times they have to join those and how much cash they had to spend, because they only think about their success in the future and being settled. Those

courses would challenge their mind to think out of the box, these young generation would think creatively, full of innovation and imagination, full of spirit to be success, would run over any kind of obstacles, then, they would get the best of their effort to be great entrepreneur.



Diagram 1. Indonesia Unemployment Rate
Source : www.bps.go.id

The diagram above shows the decline trend of Indonesia unemployment rate time to time from January 2012 to January 2016. The poverty rate decreased each year from 2007 to 2011 from 37.17% became 30.02 (www.bps.go.id) and thus, it has the relationship with the number of Indonesian workers that also decreased in the period from 2013-2015. It can be related that most Indonesian want to work in their own country and put their biggest efforts to make a better life and then reduce their poverty.

If they wanted to work overseas, they would prepare their capability by joining overseas workers agency for job training in months and practising well until the day before they left for overseas, as they learned well about their job in details and properly, mistakes would be dismissed as their wished to be. In this case, they have to find the right agency, because the right one would bring them to the right place,

the right boss, legally, and the perfect salary too. It is important to to work overseas legally nowadays, because the laws would cover them in the perfect way there. The laws of origin nation and the laws of the nation their up to, will help and cover their being far away. The collaboration laws of overseas worker is important for both nation, specially for the worker. So, they will work in a comfortable condition, without any worries about their being overseas, the most important is their rights as the legal worker out there.

As all have written here, it is important for a nation, for a country to be aware and care for its citizen. They belong to the country, instead of the nature resource, so, it is important to think about a system and the laws that would undertaken them all and covered their needs in life and their rights to be citizen, they are asset for their homeland. Their being to be whatever they wanted to be or wherever they

wanted to be to reach goals in life and set it up and set is their choice, but to be what they will be got to be covered by their nation's attention for their future instead of their own effort to be settled. But, still they have to learn whatever they needed and wanted to learn to everything that could support to reach their goals in life. It is important to be a curious person, and set the spirit on fire to reach the goals in life, because no thing and no one can help us to change our fate instead of ourself, the system and laws only accessories of the process. No matter how great and how much the system and laws could support, the person and his or her personality held the stick of their own life.

CONCLUSION

As the study had been run over some data and information, we can say as the conclusion that it is important for our government to think over their policies due to education system which could gives many effects to citizen's life, such as making the must of enrolling school for all children without any exceptions for at least 12 years, and not forgetting the profesional training at schools which can support students' skills in many subjects as their talent and interests. The profesional training will be held by schools in a profesional way and system, and will be handled by the professionals and the teachers who had been trained to be profesional too before. The training program and the link for the students' future as profesional manpower should be managed in profesional way and the big point of all, the training program should be financed by the government to help the people that unaffordable to join and do the program without giving them any financial burden or if there are any supporting found from some wellknown organizations or manufactures in the name of CSR, it would be a great chance for those students who had many talents and skills but have no found for getting some training programs, because as we

all knew that some training programs which have great names as trainers and great links for assigning those students into wellknown offices or manufactures are costly

The goverment should make some policies too in financial subject for the citizen, so they will get the arisen of life level, because of their increasing number of monthly income. For those who wanted to set their own bussines the goverment can do some favor for them, for example by making the bank loan system become easier for those who are really do not have the amount of found which is needed for starting their bussineses, or the goverment could set some links for international market for many entrepreneur who set many home industries and trainings too for their better products and knowledge. For setting the bank loan system becomes easier for middle-low home industries entrepreneur sometimes became very hard to do in many cases because for some who are incharge for this subject, these middle-low home industry entrepreneurs have low profit and this "won't give" the one who handle the authority much profit too, that's why some middle-high entrepreneur could set their bussines larger than ever so easily, this is a kind of fairy tale in finance subject. This condition is one of "black spot" in the growth phase of entrepreneur. As the goverment runs that kind of system, there will be good news of the number of the citizen's income and manpower, so, the goverment can save the energy due to manpowering more over, because the number of unemployees will be decreased, the amount of income will be higher, the healthy life level will be better, and the wealthy condition is getting arisen too.

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