



Social Intervention in Improving Human Resources for Economic Growth

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Abstract

Improving the quality of human resources (HR) is one of the key factors in encouraging sustainable economic growth. Social intervention plays an important role in this process, with a variety of strategies. This study aims to examine social interventions to improve the quality of human resources and their implications for economic growth in Central Buton Regency. The method used in this study is qualitative descriptive using observation, interviews and documentation. The results showed that social interventions, such as education and training programs, community empowerment, and social policies, significantly contributed to the improvement of individual skills and knowledge. Formal and informal education has been shown to improve the quality of human resources, which in turn increases the productivity and competitiveness of the workforce. Community empowerment programs, including women's empowerment training, have also shown a positive impact on economic independence and increased community income. In addition, inclusive and equitable social policies, such as health insurance and social protection, create a supportive environment for human resource development. This policy helps reduce social and economic inequality, thereby creating conditions conducive to more equitable economic growth. The study concludes that effective and coordinated social interventions can significantly improve the quality of human resources, ultimately driving economic growth. Policy recommendations include increased investment in education and training, community empowerment, and the development of inclusive social policies. Thus, a holistic and sustainable social intervention strategy is needed to achieve sustainable and equitable economic growth.

Keywords: *Economic Growth, Human Resources, Social Intervention.*

INTRODUCTION

Sustainable and inclusive economic growth is a strategic goal for many countries around the world, especially in the era of globalization and the rapid technological revolution. In an effort to achieve this goal, the quality of human resources (HR) plays a very important role. High-quality human resources are able to increase productivity, competitiveness, and innovation, all of which are key drivers of economic growth. One of the effective approaches in improving the quality of human resources is through social intervention. Social interventions include a wide range of programs and policies aimed at improving the social and economic conditions of individuals and communities, with a focus on improving access to and quality of education, skills training, economic empowerment, and social protection.

The phenomenon that the author team found at the study location is that since the establishment of Central Buton Regency, there have been several social intervention programs both carried out by the government and community groups to improve human

resources (HR), including providing scholarships to the community to continue their studies at the bachelor's, master's and doctoral levels. The authors believe other social interventions also exist to improve human resources for it can be found in this study.

In literature studies, research on social intervention has been carried out by many researchers both in national research and in international research. Through the deepening of researchers, there are still limited studies on social intervention in an effort to improve human resources.

There are many studies that examine social interventions, including both national and international scales. On a national scale (Nurzaimah Asadal et al., 2013) about social interventions for students, then by (Widodo, 2020) about social interventions about social workers, then by (Rahayu et al., 2023) about social interventions in adolescents who use TikTok, similar research by (Agustina & Rafiyah, 2023) social interventions on isolation patients.

Research on social interventions on an international scale, namely (Moore et al., 2019) on



social interventions in complex social systems, then by (Mikkelsen et al., 2019) on social interventions for the elderly in nursing homes, then by (Camacho & Valencia, 2018) on the study of social intervention problems, then by (Zhang et al., 2023) about psycho-social interventions about stroke disorders. Several studies have been found on social interventions, but there has been no more specific research on social interventions in improving human resources.

One of the points in improving human resources is through education which is the main form of social intervention, through intervention in this realm certainly has a significant impact on the quality of human resources. A good education not only provides basic knowledge and skills, but also develops critical thinking skills, creativity, and essential life skills. In addition, education and training play a crucial role in providing practical skills that fit the needs of the job market. Well-designed training programs can help individuals improve the specific skills needed in specific sectors, thereby increasing their competitiveness in the labor market.

In addition to education, community empowerment is also an important form of social intervention. Community empowerment aims to increase community capacity and independence through various initiatives such as entrepreneurship training, small and medium enterprise (SME) development, and increased access to economic resources. By empowering communities, especially in disadvantaged and vulnerable areas, it is hoped that new jobs can be created, income increases, and poverty reduction. Community empowerment not only focuses on economic aspects, but also includes social aspects such as increasing community participation in the decision-making process and strengthening social capital.

Social policy also plays an important role in social interventions to improve the quality of human resources. Inclusive and equitable social policies, such as health insurance, social protection, and poverty alleviation programs, can create a supportive environment for human resource development. Health insurance, for example, ensures that individuals have access to quality health services, which in turn improves their health and productivity. Social protection, such as cash assistance programs and social insurance, helps reduce the economic risks faced by

individuals and families, allowing them to focus more on self-development and participation in economic activities.

Although there is a lot of evidence showing the effectiveness of social interventions in improving the quality of human resources, the implementation of these programs often faces various challenges. One of the main challenges is that the program design is not on target and not adapted to local needs. Programs adopted from an international context without adjustment often fail to achieve the desired goals. Therefore, it is important to involve local stakeholders in the planning and implementation process of the program in order for it to be relevant and effective.

Another challenge is the lack of stakeholder engagement, including governments, the private sector, and civil society. Effective social interventions require cooperation and coordination between various parties to ensure that resources are used efficiently and that the impact of the program can be well measured. In addition, adequate policy and institutional support is essential for the success of social interventions. Without strong support from the government and related institutions, these programs may not have long-term sustainability.

This study aims to explore various forms of social interventions that are focused on improving the quality of human resources and evaluating their impact on economic growth in Central Buton Regency. Through qualitative descriptive analysis, this study will identify best practices as well as challenges in the implementation of social interventions. The qualitative method aims to gain a comprehensive understanding of the factors that affect the success of social interventions. In addition, this research will provide policy recommendations to increase the effectiveness of social intervention programs, with the ultimate goal of encouraging sustainable and inclusive economic growth.

First, this study will discuss the importance of education as the main tool for improving the quality of human resources. A good education not only provides technical skills, but also equips individuals with the critical, creative, and adaptive thinking skills needed in the ever-changing world of work. Furthermore, this study will examine the role of community empowerment in increasing the economic and social capacity of the community. Community empowerment



not only creates new economic opportunities but also strengthens social solidarity and cohesion, which in turn supports sustainable development.

Then, this study will evaluate various social policies that have been implemented in various countries and their impact on human resource quality and economic growth. This analysis will include health insurance policies, social protection, and poverty alleviation programs. The research will also highlight the importance of inclusive and equitable policy design to ensure that the benefits of social interventions can be felt by all levels of society, especially the most vulnerable and marginalized.

Finally, this research will prepare policy recommendations based on existing findings. These recommendations will include strategies to improve the design and implementation of social intervention programs, strengthen cooperation between various stakeholders, and ensure adequate policy and institutional support. Thus, it is hoped that this research can make a meaningful contribution to efforts to improve the quality of human resources and sustainable and inclusive economic growth.

By investigating social interventions from various perspectives and contexts, this article aims to provide in-depth and comprehensive insights into the importance of a holistic approach in improving the quality of human resources. This research is not only relevant for policymakers, but also for practitioners and academics involved in the field of social and economic development. It is hoped that the findings and recommendations from this study can be used as a basis for designing and implementing more effective and sustainable social intervention programs in the future.

METHODS

This study uses a qualitative approach to examine various forms of social interventions that aim to improve the quality of human resources (HR) and their impact on economic growth. This research method is carried out by means of observation, interviews and documentation. includes literature analysis, case studies, and secondary data collection (Creswell, 2007; Creswell, 2013; Ningi, 2022; Upe, 2022). Based on the results of the analysis, this study prepares policy recommendations to increase the effectiveness of social interventions in improving the quality of human

resources and encouraging economic growth. By using this comprehensive research method, this research is expected to provide in-depth and evidence-based insights into the importance of social intervention in economic development and improving the quality of human resources.

RESULTS AND DISCUSSION

This study examines various forms of social interventions that aim to improve the quality of human resources (HR) and their impact on economic growth in Central Buton Regency. The research method includes qualitative descriptive studies and direct data collection through the stages of observation, interviews and documentation. The following are the findings of this study. The results of this study underscore the importance of coordinated and sustainable social interventions in improving the quality of human resources and supporting economic growth. Here are some of the key points identified from this study:

Education and Training

Investment in education must continue to be increased to ensure that all children have equal access to quality education. Governments must work closely with the private sector and non-governmental organizations to address the challenges of accessibility and quality of education in remote and poor areas (Chigwenya & Simbanegavi, 2020). In addition to formal education, training and technical programs must be adapted to the needs of the dynamic job market. Collaboration between educational institutions and industry is essential to ensure that the training curriculum is relevant and applicable.

The first social intervention program prioritized by the Central Buton Regency government is in the aspect of education and training. Formal education programs, especially those in primary and secondary education and upper education. For primary and secondary education, the government collaborates with the central government to facilitate education so that education can be affected in all regions in Central Buton district. Providing school facilities from all levels, namely Elementary School/Madrasah Ibtidaiya, Junior High School/Madrasah Tsanawiah, Senior High School/Madrasah Tsanawiah.

Furthermore, it also seeks to equalize teachers from all subjects by recruiting honorary teachers and recruiting ASN teachers, both civil servants and



government employees with employment agreements. Education in higher education is an intervention by collaborating with several universities to hold lectures in Central Buton Regency. Among them is the University of Nineteenth November Kolaha. The next intervention is that the government programs college scholarships for the people of Central Buton, namely Undergraduate Scholarships, Master's Scholarships and Doctoral Scholarships. This intervention in the field of Education shows an improvement in educational facilities, an increase in human resources both at the bachelor's, master's and doctoral levels.

In addition to interventions in the field of education, there are also interventions in the form of training. This type of training is in the form of training for teachers, training for small and medium business actors. From this shows significant improvements in basic skills such as training including literacy and numeracy. So that this training can improve skills and innovation can show higher economic growth compared to the previous condition of not having skills (Hu et al., 2021; Maher et al., 2023; Muminovna & Abdugapparovich, 2021).

This type of intervention in the form of education and training involves multi-actors, namely local governments that collaborate with the central government through proposed programs, the government and social organizations, and not forgetting the assistance and synergy of all structural and functional system components. As well as support from the local community.

Community Empowerment

Community empowerment programs must be designed taking into account the local context and the specific needs of the community. A bottom-up approach, in which the community is involved in the planning and implementation of the program, is more likely to produce sustainable results. Strengthening social capital through community networks and non-governmental groups can increase solidarity and cooperation among community members. This not only improves economic well-being but also creates a more stable and cohesive environment.

The next type of intervention is community empowerment. This program is in the form of community economic empowerment, such as entrepreneurship training and small and medium enterprises (SMEs) development, this training is a

social intervention program by local governments realized by relevant agencies. Findings at the study site related to this type of training include training on the management of Village-Owned Enterprises (BUMDES), training for capture fishermen, training for seaweed farmers, carpentry training, training on processing cashews.

This training shows a positive impact on increasing people's income and economic independence. In addition, there is also a women's empowerment program. The phenomenon shows that women's empowerment programs, in particular, are able to increase household income (Rizki et al., 2022; Setiawan & Wismayanti, 2023). In addition, the social capital strengthening program through community empowerment initiatives also increases community participation in the decision-making process and strengthens social networks. This contributes to better social and economic stability.

Social Policy

Inclusive social policies, such as health insurance and social protection, must be widely implemented to create an environment that supports human resource development. The government must ensure that these programs cover all levels of society, especially the most vulnerable. Strong institutional and policy support is essential for the success of social intervention programs. Governments must ensure that there is a clear regulatory framework and adequate resources to support the implementation of these programs.

The next social intervention is in the form of social policy. Although the next intervention is also manifested in social policy, in this intervention it is manifested in: the first is the health insurance policy. Broad access to quality healthcare reduces absenteeism and increases individuals' ability to contribute productively. This Health Policy is in the form of ensuring the implementation of access and quick response efforts to public health.

This model social policy is to ensure that health services in each village are adequate. In Central Buton Regency, health services are fairly adequate. This can be seen by the existence of health services in the form of health centers in each village. In addition, it is ensured that every field in Health such as Sisters, Midwives, and Doctors has existed in the Health Center. This health service policy is considered



adequate and has been considered competent in their respective fields.

The second is social policy in the form of social protection programs. The social protection programs found are the Family Hope Program (PKH), Direct Cash Assistance (BLT), the National Health Insurance Program (JKN), the Social Assistance Program (Bansos), the Smart Indonesia Program (PIP), and the People's Business Credit Program (KUR). The program aims to reduce social inequality, improve people's welfare, and protect them from social risks such as poverty, illness and job loss.

The success of social interventions is highly dependent on cooperation between various stakeholders, including governments, the private sector, non-governmental organizations, and civil society (Miller et al., 2021; Riddell et al., 2022). Effective collaboration can ensure that resources are used efficiently and that the impact of the program can be well measured. Coordination between institutions and sectors is also important to avoid duplication of efforts and ensure that programs complement each other. Effective coordination mechanisms must be developed to ensure synergies between various initiatives.

This study shows that well-planned and coordinated social interventions can significantly improve the quality of human resources and support sustainable and inclusive economic growth. Recommended policy recommendations include increased investment in education and training, effective community empowerment, and the development of inclusive and equitable social policies. With a holistic and sustainable approach, social intervention can be a powerful tool to achieve the goal of a more equitable and prosperous development for all.

CONCLUSION

This study examines various forms of social interventions carried out in Central Buton Regency that aim to improve the quality of human resources (HR) and their impact on economic growth. Based on qualitative descriptive analysis, this study concludes that effective social interventions can significantly improve the quality of human resources and promote sustainable and inclusive economic growth. The interventions found consisted of three. The first is education and training, namely ensuring that all

educational facilities exist and providing education scholarships. The second is community empowerment in the form of women's empowerment, small and medium business development programs, and village-owned enterprise management programs. The third is social policies in the form of social protection programs, family hope programs, national health insurance, social assistance programs, smart Indonesia programs, and people's business credit programs.

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