

Research Article

Human Resource Quality Development Strategy by the West Java Regional Legislative Council Through International Cooperation

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Abstract: This study discusses the strategies for developing human resources (HR) implemented by the West Java Provincial Legislative Council through international partnerships and cooperation. In the context of globalization and increasingly intense regional competition, Human Resource Development has become one of the top priorities for enhancing regional competitiveness. The West Java Regional Legislative Council plays a role as a legislative body and a strategic actor in regional diplomacy (paradiplomacy) by establishing international relations to support capacity building in various sectors, particularly education, industry, and technology. This study employs a qualitative approach using document analysis, interviews, and secondary data analysis from various cooperation agreements, including those with Chungcheongnam-do Province, South Korea. The findings reveal that the international cooperation facilitated by the West Java Legislative Council not only enhances access to education and training for the youth of West Java but also opens opportunities for internships, student exchanges, and technology transfer aligned with the needs of the local industry. This strategy demonstrates synergy between legislative policies and regional development directions focused on improving human resource quality. Additionally, the West Java Legislative Council promotes integrating global values into the local context, enabling West Java's society to adapt more effectively to global dynamics. Thus, international cooperation effectively strengthens the foundation for sustainable and highly competitive human resource development in West Java. Furthermore, the study highlights the importance of continuous evaluation and adaptation of these strategies to ensure they remain relevant and effective in addressing the evolving challenges faced by the region. By fostering a culture of innovation and collaboration, the West Java Provincial Legislative Council aims to create a resilient workforce capable of thriving in a rapidly changing global landscape.

Keywords: Human Resource Development, International Cooperation, Paradiplomacy, Regional Competitiveness, Regional

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1. Introduction

Human resource development (HRD) is a key strategy in accelerating economic growth and improving the Indonesian people's welfare. This focus has been chosen to strengthen the nation's competitiveness in the face of global uncertainty and increasingly fierce competition. Therefore, collaboration and full support from all stakeholders are needed to ensure that this strategy runs optimally. Efforts to strengthen Human Resources toward excellence are closely related to improving work productivity, which is crucial in winning competition amid rapid dynamics in the business, economic, political, and cultural sectors. Indonesia has various strategic potentials which, if successfully developed, can become a significant force in achieving the vision of an advanced Indonesia and realizing the ideals of the nation's founders to improve the welfare of the people.

Human resource development also presents its challenges. According to a 2018 World Bank report, Indonesia ranks 87th out of 157 countries regarding human resource quality. On the other hand, data from Business World in the same year shows that Indonesia ranks 45th out of 63 countries regarding human resource competitiveness, behind Singapore (13th) and Malaysia (22nd). Given this situation, focusing on human resource development is highly

relevant, especially in the era of the ASEAN Economic Community (AEC). In this context, Indonesia needs to produce skilled, superior, and highly competitive human resources to contribute significantly to national development and Indonesia's position in the global arena (Widodo, 2019).

Human resources (HR) quality is a crucial factor in enhancing West Java's economic competitiveness, given that the region is the largest industrial and manufacturing hub in Indonesia. Skilled, educated, and adaptable HR can accelerate productivity and innovation, driving key sectors such as automotive, textiles, and the creative economy to compete in the global market. By enhancing workforce capacity through vocational education, continuous training, and partnerships with international institutions, West Java can strengthen its position as a national economic driver and attract more foreign investment. Through collaboration between the government, higher education institutions, and the private sector, West Java can build an ecosystem that empowers HR holistically, ensuring sustainable economic growth while improving the well-being of its people.

West Java is investing in human resource development (HRD) as its primary strategy to improve regional competitiveness and productivity. With a large population and strong industrial potential, enhancing the quality of human resources is key to maximizing economic growth opportunities. To achieve this, West Java has established cooperation with South Korea, which is known for its excellent vocational education and training system. Through this collaboration, it is hoped that there will be a transfer of knowledge, technology training programs, and an improvement in the local workforce's skills to prepare them better to face global industrial challenges. This cooperation focuses on improving individual capacity and strengthening regional development planning based on innovation and expertise. Student exchange programs, industrial internships, and mentoring from Korean experts are expected to accelerate the adoption of new technologies and enrich development strategies for West Java's priority sectors. With a more skilled and competitive workforce, West Java can strengthen its position as a hub for industry and the creative economy while ensuring sustainable and equitable growth across the region.

The Head of the West Java Provincial Manpower and Transmigration Office (Disnakertrans), Rachmat Taufik Garsadi, revealed that the low competitiveness of the local workforce is one of the causes of high unemployment in the region. Despite this, several areas in West Java, such as Bekasi, Karawang, Purwakarta, Subang, Bogor, and Sukabumi, are national industrial centers. West Java is also a significant investment destination, with investment figures continuing to rise from approximately Rp127 trillion last year to Rp170 trillion this year. However, despite the abundance of job opportunities, many local workers struggle to compete with migrants from other regions. Companies tend to prioritize workers based on their skills and qualifications, mainly due to the high Minimum Wage in industrial areas, which leads them to prioritize more competent workers. As the province with the largest population in Indonesia, West Java faces challenges in providing adequate job opportunities. Research indicates that the large labor force is not fully absorbed due to insufficient job availability and inadequate human capital to compete (Sayuti, 2022).

The West Java Provincial Legislative Council regulations regarding human resource development are outlined in West Java Governor Regulation No. 77 of 2016 on the primary duties, functions, detailed tasks of units, and operational procedures of the Human Resource Development Agency. This regulation states that West Java Governor Regulation No. 45 of 2016 on the Position and Organizational Structure of Regional Government Agencies in West Java Province (West Java Provincial Gazette No. 45 of 2016, Series E) serves as the legal basis for improving the quality of human resources within the West Java Provincial Government, to support sustainable regional development. Under Law No. 32 of 2004, Law No. 27 of 2009, Government Regulation No. 41 of 2007, and Regional Regulation No. 20 of 2008, the Secretariat of The West Java Regional Legislative Council has the primary duty to implement and support the performance of the duties and functions of The West Java Legislative Council. Additionally, the Secretariat is responsible for providing and coordinating the expert personnel required by The West Java Legislative Council, within the regional government's financial capacity. In carrying out its primary duties, The West Java Regional Legislative Council Secretariat performs several functions, including administrative management,

monetary administration, conducting meetings, and providing and coordinating the expert personnel required by The West Java Regional Legislative Council.

The West Java Regional Legislative Council plays an essential role in human resource development through three main functions: supervision, budgeting, and legislation. First, The West Java Regional Legislative Council oversees the implementation of human resource development programs, such as training and career development for civil servants, by Governor Regulation No. 77 of 2016, and requests reports from the executive branch to ensure the programs are implemented effectively. Second, the West Java Regional Legislative Council approves and allocates the budget through the Regional Budget to fund training activities, certification, and capacity building for civil servants, in line with regional development needs. Third, the West Java Regional Legislative Council supports human resource development policies by drafting local regulations and enacting regulations such as PERGUB No. 77 of 2016, which serves as the legal basis for human resource development programs in West Java, ensuring that human resource development is structured and sustainable.

The West Java Regional Legislative Council plays a crucial role in supporting international human resource development (HRD) cooperation. This is regulated in several regulations, such as Law No. 37 of 1999 on Foreign Relations, which states that local governments may engage in international collaboration with the central government's approval, focusing on national development, including human resource development. Additionally, Law No. 23 of 2014 on Regional Government reinforces that international cooperation must support improving human resource quality through knowledge exchange, training, and education, and must align with regional interests.

Presidential Regulation No. 10 of 2021 on Regional Cooperation also emphasizes that international cooperation must focus on improving human resources, technology, and sustainable development, with The West Java Regional Legislative Council playing a role in providing approval and oversight. West Java Governor Regulation No. 77 of 2016 on Human Resource Development states that human resource development can be carried out through international cooperation to enhance the competencies and capacities of civil servants, including knowledge and technology transfer. The West Java Regional Legislative Council ensures that this international cooperation is practical through its legislative, budgetary, and supervisory functions, including approving budget allocations in the Regional Budget and monitoring their implementation. Human resource development is one of the top priorities in the international cooperation initiatives undertaken by the West Java Provincial Government, with the West Java Regional Legislative Council serving as a strategic partner in ensuring the success of these programs.

Human resource development enables regions to establish direct international cooperation. Through this collaboration, regions can access training, knowledge exchange, and technology transfer to improve the skills of their workforce. In addition, paradiplomacy helps regions adopt global best practices and design human resource policies tailored to local needs. By leveraging international relations, regions can accelerate competitiveness and support sustainable economic growth. Paradiplomacy is still considered a relatively new phenomenon in Indonesian governance practices. The term refers to the actions and capabilities of 'sub-state' entities, such as local or regional governments, in establishing foreign relations with foreign parties to fulfill their specific interests. The concept of 'paradiplomacy' was first introduced in academic discourse by Panayotis Soldatos, a Basque scientist, in the 1980s. He combined the terms 'parallel diplomacy' and 'diplomacy' to form 'paradiplomacy', which is defined as foreign policy conducted by non-central governments, as Aldecoa, Keating, and Boyer explained.

Paradiplomacy refers to actions and capabilities establishing foreign relations with foreign parties by "sub-national" actors, such as local or regional governments, to fulfill their specific interests. McHugh also defines paradiplomacy as another form of high-level meeting (summit) that does not fall under traditional meetings between countries in international politics. This theoretical foundation was developed by Duchacek and Aldecoa, as explained in the works of Aldecoa & Keating (1999) and Dymont (2012). Sub-national actors, such as local governments or The West Java Regional Legislative Council play an active role in paradiplomacy to fulfill local interests, such as economic development, human resource

development, and cultural promotion. For example, the West Java Regional Legislative Council can support international cooperation to attract investment, organize international training, or promote tourism. Through policies, budgets, and oversight, local governments ensure that this cooperation aligns with local needs, strengthens regional development, and improves the community's welfare without violating the national legal framework.

Regional autonomy is the autonomous regions' right, authority, and responsibility to manage and administer their own government affairs and local community interests within the framework of the Unitary State of the Republic of Indonesia. Regulations on the implementation of regional autonomy in Indonesia are stipulated in Law No. 23 of 2014 on Regional Government, which grants regions the authority to regulate and manage their government affairs based on the principle of broad autonomy, except for matters under the authority of the central government, such as defense, security, monetary affairs, and religion. This law divides government affairs into absolute affairs (central authority), concurrent affairs (shared between the central and regional governments), and general affairs (the authority of the governor as the central government's representative in the region). Regions have the right to manage natural resources, regulate spatial planning, and develop local potential. At the same time, the West Java Regional Legislative Council functions as the legislative body that drafts regional regulations (Perda), oversees the government, and approves the Regional Budget.

The objective is to improve community welfare, accelerate regional development, and encourage community participation in development. This study examines the strategic role of The West Java Regional Legislative Council in improving the quality of human resources (HR) through international cooperation. The role of The West Java Regional Legislative Council in Human Resource Development involves implementing work procedures such as training and education to enhance skills and knowledge, exchanging experiences with other The West Java Regional Legislative Council bodies, both domestically and internationally, to enhance skills and knowledge, developing information systems to improve work efficiency and effectiveness, collaborating with other agencies, and conducting evaluations and assessments of skills and expertise to enhance Human Resource quality. Challenges such as budget constraints and inter-institutional coordination often hinder these efforts. Therefore, this study aims to analyze effective strategies of the The West Java Regional Legislative Council in optimizing cooperation for Human Resource Development.

2. Literature Review

Theoretical Study

Paradiplomacy

Paradiplomacy refers to the role played by subnational actors, such as local or city governments, in international relations, outside the direct control of the central government. It introduces a concept for understanding activities in which the role of subnational governments complements the functions of the state as an actor in international relations (I. Duchacek, 1986). In developing the concept of paradiplomacy, McHugh (2015) states that paradiplomacy provides space for practices that enable the expansion and achievement of diplomatic goals sustainably, benefiting both subnational government actors and their jurisdictions. In his writing, McHugh refers to sub-national governments as the leading actors in paradiplomatic practices. He also emphasizes the interconnection between paradiplomacy and diplomacy, where paradiplomacy is a diplomatic approach carried out by sub-national government actors to expand their sovereignty claims beyond their jurisdiction or across national borders (cross-border). The paradiplomacy activities include economics, culture, tourism, health, sports, governance, education, human resources, and technology. The conceptual framework of this study is based on the Human Capital Theory developed by Becker (1965) and Schultz (1979), which emphasizes that investment in education and training is the primary foundation for improving human resource productivity and competitiveness. In international cooperation, indicators such as cross-border training programs, student exchanges, technology transfer, and expert mobility are concrete manifestations of human resource capacity enhancement (Holsti, 1967; 1998). A case study of cooperation between West Java and Chungcheongnam-do shows that the integration of advanced technologies

such as industrial automation and artificial intelligence can strengthen the competencies of the local workforce and improve its adaptability in the global market (Todaro, 2000).

Previous Research

The first study, “Paradiplomacy of the West Java Provincial Government through Sister Province with the Republic of Bashkortostan, Russia” (Putri, 2022), emphasizes the importance of paradiplomacy strategies in building effective and efficient international cooperation. This study provides concrete recommendations for the West Java Provincial Government to optimize bilateral relations with partner provinces to strengthen the region's position in the global context. The second study, “Paradiplomacy of West Java Province towards Sichuan Province in Coping with the Covid-19 Pandemic” (Suhendrik et al. 2022), analyzes strategic responses through cross-border cooperation in facing health crises. Paradiplomacy in this context is used to reach global solutions through collaboration and knowledge transfer, which is relevant in strengthening human resource capacity in health and crisis management. The third study, “West Java's Paradiplomacy through Sister Province Cooperation between West Java and Souss Massa, Morocco” (Faishal and Yulianti 2023), expands the understanding of the role of soft power and cultural cooperation in enhancing interregional relations. This research demonstrates that international cooperation is political and economic and strengthens social-cultural connectivity that influences the development of character and human resource capacity at the regional level.

3. Proposed Method

This study uses a descriptive qualitative approach that focuses on an in-depth understanding of the process and strategies of human resource development through international cooperation by the West Java Regional Legislative Council (Biklen & Bogdan, 1992; Strauss & Corbin in Abdurahman, 2007). Data was collected through interviews, document studies, and participatory observation to explore policy practices, institutional collaboration, and their impact on strengthening regional capacity. This approach enables researchers to identify policy challenges and opportunities while providing strategic recommendations to optimize adaptive, innovative, and globally competitive human resource development.

4. Results and Discussion

Implementation of Paradiplomacy by the West Java Regional Legislative Council in Human Resource Development

Paradiplomacy, or foreign cooperation by local governments at the provincial and district/city levels, is still relatively new in Indonesian governance. Paradiplomacy refers to the actions and capabilities of sub-state entities, such as local or regional governments, in establishing foreign relations with foreign parties to fulfill their specific interests. The term “paradiplomacy” was first introduced in academic discussions by Panayotis Soldatos, a Basque scholar, in the 1980s. The term is a combination of “parallel diplomacy,” which later became “paradiplomacy,” and is defined as “foreign policy of non-central governments,” as explained by Aldecoa and Keating (Keating, 1999).

The West Java Regional Legislative Council is a representative body at the provincial, city, or regency level that is part of the regional government. The West Java Regional Legislative Council has the following duties and authorities: (i) formulating Regional Regulations (Perda) together with the regional head to reach a mutual agreement; (ii) discussing and approving draft Perda on the Regional Revenue and Expenditure Budget together with the regional head; (iii) supervising the implementation of Perda, other laws and regulations, regional head regulations, Regional Revenue and Expenditure Budget, and regional government policies in implementing regional development programs and international cooperation in its area; (iv) submitting proposals for the appointment and dismissal of regional heads or deputy regional heads to the President through the Minister of Home Affairs for the West Java Legislative Council, and to the Minister of Home Affairs through the Governor for the West Java Legislative Council; (v) electing a deputy regional head in the event of a vacancy; (vi) providing input and views to the regional government regarding plans for international agreements in its area; (vii) approving plans for international cooperation submitted by the regional government; (viii) requesting reports on the

accountability of the regional head for the administration of regional government; (ix) forming a supervisory committee for the implementation of regional head elections; (x) conducting oversight and requesting reports from the Regional Election Commission regarding the conduct of regional head elections; and (xi) approving inter-regional cooperation plans or plans with third parties that impose burdens on the community or the region.

As explained earlier, the West Java Regional Legislative Council, as part of the regional government, has several functions to ensure the regional government's effective running. These functions include legislative, budgetary, and supervisory functions. However, it is more accurate to classify the functions of the West Java Regional Legislative Council into three, namely: (i) supervisory function, (ii) legislative function, and (iii) representative function. The provisions of Article 292(2) and Article 343(2) of Law No. 27 of 2009 indicate that The West Java Regional Legislative Council performs legislative, budgeting, and oversight functions and plays a crucial role in the representation function. The West Java Regional Legislative Council functions more as a supervisory body over local government power than as a legislative body in the true sense of the term. However, The West Java Regional Legislative Council is commonly referred to as a legislative body in everyday practice. The West Java Regional Legislative Council, whether at the provincial or district/municipal level, has the authority to submit draft regional regulations to the Governor, by the provisions of Law No. 32 of 2004. However, this initiative does not give The West Java Regional Legislative Council primary legislative power. The main power in this area remains in the hands of the government, in this case, the Governor or Regent/Mayor (Asshiddiqie, 2006).

The primary function of The West Java Regional Legislative Council is to oversee the running of the regional government. However, the West Java Regional Legislative Council does not play a dominant role regarding its legislative function. Greater legislative power remains in the hands of the Governor and Regent/Mayor. Law No. 32 of 2004 stipulates that the Governor and Regent/Mayor must submit draft regional regulations for approval by the West Java Regional Legislative Council before they can be enacted as *Perda*. In other words, The West Java Regional Legislative Council acts as a supervisory or controlling body with the authority to approve, reject, or approve with amendments, and in some cases may also submit *Raperda* through its initiative (Asshiddiqie, 2006). The urgency of implementing paradiplomacy by the West Java Regional Legislative Council in human resource development lies in the importance of providing real solutions to the challenges of low competitiveness of the regional workforce amid global competition. With many people of productive age, West Java needs collaborative strategies to improve its people's skills and quality of education. National human resource competitiveness data is as follows:



Figure 1. Shows a list of the most developed regencies in Indonesia based on the Regional Competitiveness Index for 2024 released by GoodStats

The Regional Competitiveness Index 2024, released by the National Research and Innovation Agency, shows that several regencies in West Java have relatively high competitiveness. For example, Kuningan Regency ranks 14th out of 416 regencies in Indonesia with an The Regional Competitiveness Index score of 3.82, reflecting the region's productivity and progress. The West Java Regional Legislative Council paradiplomacy is reflected in the strategic cooperation between West Java Province and Chungcheongnam-do Province, South Korea, facilitated through inter-regional legislative visits. The cooperation focuses on vocational education development, industrial training, and student exchange programs to improve the capacity of West Java's human resources to compete globally (Pikiran Rakyat, 2023). The West Java Regional Legislative Council not only promotes the strengthening of regional regulations that support international openness but also plays a role in budgeting for foreign activities and serves as a communication bridge between the provincial government and foreign partners. This aligns with Cornago's (2010) perspective that paradiplomacy is a regional response to the dynamics of globalization and decentralization, and part of subnational diplomacy that enables regions to become active actors on the international stage without violating the principles of national sovereignty.

Paradiplomacy by the West Java Regional Legislative Council is an innovative regional development strategy that expands the legislature's role to drive international cooperation. Through collaboration with foreign partners such as Chungcheongnam-do Province, South Korea, The West Java Regional Legislative Council promotes the improvement of human resources through vocational training, student exchanges, and scholarships. This practice reflects the spirit of paradiplomacy common in federal countries, even though Indonesia is not a federal country, and is still carried out within the framework of national law and the principle of mutual benefit. Nationally, the practice of paradiplomacy has developed rapidly with the central government's support, especially during the era of President Joko Widodo, who emphasizes economic diplomacy and investment. Programs such as the Belt and Road Initiative (BRI) open up opportunities for cooperation between regions and foreign partners in the investment, tourism, and education sectors. Another example can be seen in the increased interaction between border regions, such as the visits of the Sabah and Sarawak regional governments to East Kalimantan in preparation for the relocation of the national capital. This shows that paradiplomacy is a strategic instrument in global cooperation-based regional development.

Bedi Budiman is a West Java Provincial Legislative Council member for the 2019-2024 term, representing the city of Tasikmalaya. He holds a doctoral degree (Dr., S.IP., M.Si.). Currently, he serves as the Chair of Commission I of the West Java Provincial Legislative Council, which oversees matters related to government administration, law, politics, and institutional relations. Commission I of the West Java Provincial Legislative Council welcomed the Record of Discussion (RoD) signing between the West Java Provincial Legislative Council and the Chungcheongnam-do Provincial Legislative Council of South Korea. The RoD covers cooperation in economic and tourism development, environmentally friendly development, and human resource development, among others. "Alhamdulillah, Acting Governor Bey Triadi Machmudin also witnessed the signing of the cooperation agreement between the two provincial legislative bodies (West Java Regional Parliament and Chungcheongnam-do Provincial Parliament of South Korea)," said Bedi Budiman in Bandung on Wednesday, May 22, 2024. Following the signing of the RoD, Bedi Budiman added that The West Java Regional Legislative Council will immediately follow up on it. The West Java Regional Legislative Council encourages this international cooperation to be government-to-government and citizen-to-citizen. "This is what the West Java Regional Legislative Council is pushing for. This international cooperation must also increase the volume of cooperation among its citizens," said Bedi Budiman.

The West Java Regional Legislative Council plays a strategic role in human resource development through international cooperation, particularly with Chungcheongnam-do Province, South Korea. This bilateral commitment was formalized by signing a Memorandum of Understanding (MoU) in December 2021 and a Record of Discussion (RoD) in May 2024. These two documents are essential legal foundations for strengthening education, vocational training, creative industries, and environmentally friendly technology cooperation. Beyond reaffirming the political commitment of both parties, these regulations also promote concrete

implementation, such as student exchanges and collaboration between educational institutions and private sectors, positioning the West Java Regional Parliament's paradiplomacy as an instrument for regional development based on cross-border cooperation. The legal framework for the implementation of paradiplomacy in Indonesia is based on three main regulations. Law No. 37 of 1999 stipulates that regional involvement in foreign relations must be in line with national foreign policy. Furthermore, Law No. 23 of 2014 clarifies the mechanisms and limits of regional authority in establishing international cooperation. Minister of Home Affairs Regulation No. 25 of 2020 complements these two laws with technical and procedural guidelines. These three pillars of regulation demonstrate the central government's commitment to providing space for regional diplomacy while maintaining synergy with national interests.

In practice, paradiplomacy in Indonesia is realized through various forms of partnerships, with the sister city or sister province scheme being the most commonly used model. The sister city program has become a strategic tool for local governments to build international connections while enhancing their regional development capacity (Basuki & Purnomo, 2023). A notable example is Jakarta, which has established sister city relationships with major global cities such as Tokyo, Seoul, and Rotterdam. These collaborations facilitate the exchange of knowledge and best practices in various urban development sectors, ranging from transportation systems to environmental management (Isnaeni & Munandar, 2022).

The Strategic Role of the West Java Regional Legislative Council in Bilateral Cooperation with South Korea for Human Resource Development

The bilateral cooperation between The West Java Regional Legislative Council and Chungcheongnam-do Province, South Korea, is a form of strategic paradiplomacy focusing on human resource development and sustainable development. Since 2021, this partnership has been strengthened through a Memorandum of Understanding (MoU) and a Record of Discussion (RoD), which are supported by national legislation, namely Law Number 23 of 2014 concerning Regional Government. One concrete example of this cooperation is the grant of three bright bus stops worth Rp113 billion to support the Sustainable Mass Electric Transportation program within the framework of the West Java Green Smart City 2024–2027 initiative. This collaboration reflects the commitment of both provinces to developing environmentally friendly transportation, strengthening Sister Province relations, and advancing cultural exchange, administrative cooperation, and climate change mitigation through cross-governmental collaboration.

The bilateral cooperation between West Java Province and Chungcheongnam-do, South Korea, demonstrates strategic synergy in strengthening the creative economy, sustainable development, and human resource development. With Chungcheongnam-do's economic strength in the petrochemical and high-tech industries and West Java's strategic position in Indonesia, this partnership contributes to global climate solidarity and carbon neutrality. The signing of a Memorandum of Understanding (MoU) on November 25, 2021, and a Record of Discussion (RoD) between the provincial legislative councils on May 22, 2024, marks the expansion of cooperation not only in creative vocational education such as the adoption of K-Pop vocational schools in West Java but also in youth exchanges, parliamentary dialogue, and public service innovation. This underscores that inter-regional parliamentary and executive cooperation can strengthen value-based regional diplomacy rooted in economic, cultural, and sustainability principles.

The cooperation between West Java Province and Chungcheongnam-do, South Korea, is based on shared strategic characteristics, such as industrial strength, creative economy, and infrastructure readiness to support large-scale investments. With Chungcheongnam-do serving as South Korea's hub for heavy industry and high-tech manufacturing, and West Java as Indonesia's driving force in manufacturing and the creative economy, this collaboration opens up significant opportunities for technology exchange, human resource development, and the strengthening of the creative industry. Modern infrastructure support, such as Patimban Port, Kertajati Airport, and the Rebana Industrial Corridor, makes West Java an ideal partner for achieving sustainable collaboration and creativity-driven economic transformation. This cooperation aligns with the vision of "Jabar Juara Lahir Batin," which emphasizes innovation, international collaboration, and the development of excellent and

culturally aware human resources through knowledge transfer and strengthening local economic competitiveness in the global market.

The parliamentary cooperation between the West Java Regional Legislative Council and the Chungcheongnam-do Provincial Council of South Korea is a form of paradiplomacy that supports the "West Java Champion in Every Aspect" vision through strengthened governance, legislative experience exchange, and the formulation of policies responsive to community needs. This collaboration reflects tangible achievements (physical) in the economic, cultural, and environmental sectors and strengthens the spiritual dimension by internalizing cultural values and global solidarity. Furthermore, this cooperation is closely linked to the Sustainable Development Goals (SDGs), particularly Goal 4 on quality education and Goal 8 on decent work and economic growth. Through educational exchange programs, vocational training, and knowledge and technology transfer in the creative industry and government administration sectors, this cooperation serves as a strategic instrument to enhance the quality of human resources in West Java and promote comprehensive, sustainable development.

Meanwhile, point 8, namely decent work and economic growth, is that this collaboration is aimed at creating a more productive work ecosystem by strengthening workforce skills, improving the quality of vocational education, and supporting strategic industries that are capable of creating new jobs. Thus, this bilateral cooperation not only strengthens international relations but also serves as a strategic instrument in promoting inclusive and sustainable economic growth in West Java.

The Application of Human Capital Theory in Human Resource Development Strategies

Human Capital Theory (HCT) views humans as productive capital whose quality can be improved through education, training, and health, rather than merely as passive factors of production (Schultz, 1961; Becker, 1964). This theory emphasizes that investment in human resources will increase individual productivity, positively impacting economic growth and social welfare (Becker, 1993). HCT provides a strong theoretical framework in human resource development strategies because it explains the direct relationship between individual capacity building and regional progress, thereby supporting the importance of education and training policies in sustainable development.

Human Capital Theory, developed by Gary Becker and Theodore Schultz, emphasizes that education, training, and health are forms of economic investment that can increase individual productivity and regional competitiveness. In the context of human resource development strategies in the West Java Regional Legislative Council, these three aspects are the primary focus in promoting policies and international cooperation. The West Java Regional Legislative Council actively supports vocational education programs, job training in collaboration with foreign partners such as Chungcheongnam-do, and improving the quality of local health services through strengthened regulations and needs-based budgeting. This approach aligns with Human Capital Theory, as the Regional Legislative Council views human capital development as a social necessity and a strategic foundation for driving sustainable and inclusive regional economic growth.

Individuals with higher skills and knowledge tend to have greater work productivity and can significantly contribute to national and regional economic development (Schultz, 1961; Becker, 1993). In the context of human resource development strategies, HCT provides a logical basis for the following:

- a. Improving the quality of education and vocational training is an essential long-term investment in building labor competitiveness (Psacharopoulos & Patrinos, 2004).
- b. Technology and knowledge transfer through international cooperation can strengthen local capacity.
- c. Programs like student exchanges, teacher training, and industrial apprenticeships are concrete forms of human capital investment.

For example, bilateral cooperation between the West Java Regional Legislative Council and Chungcheongnam-do, South Korea, in vocational education and creative industries demonstrates the practical application of the principles of Human Capital Theory. For human resource development to align with Human Capital Theory, investment in education, health,

skills training, and social values must be carried out systematically and sustainably. The higher the quality of human capital in a region, the greater the potential for economic growth and community welfare. According to Gaol (2014), human capital is a combination of several elements, namely knowledge, expertise, ability, and skills, which make humans or employees a company's capital or assets.

Knowledge, expertise, ability, and skills are the four main pillars in human resource development that are closely interrelated and are a strategic concern for the West Java Regional Legislative Council in formulating regional development policies. The West Java Regional Legislative Council promotes the enhancement of knowledge through formal and non-formal education programs in collaboration with international partners; expertise is focused on supporting vocational education and industry-based training in creative industries and technology; capabilities are developed through facilitating access to learning resources and cross-cultural work experience; while skills are strengthened through practical and relevant technical training aligned with global labor market needs. The synergy of these four aspects is reflected in the role of the West Java Regional Parliament, which not only formulates regulations and allocates budgets but also builds international cooperation networks, such as with Chungcheongnam-do, to create human resources that are excellent, adaptive, and globally competitive.

Adaptive human resources mean the ability to quickly adapt to technological changes, industrial needs, and the dynamics of the global job market. This is supported by the fact that vocational training programs based on environmentally friendly technology are being implemented in the automotive and precision machinery sectors fields that are continuously evolving and demanding new competencies. By adopting a training system from a Korean training center, vocational institutions in West Java are preparing students to work in international-standard industries and respond to the challenges of climate change and digital transformation. Productive human resources are characterized by their ability to produce high-quality, timely, and cost-efficient output. Through structured and industry-driven vocational education, the workforce produced can contribute directly to local economic growth, create jobs, and enhance regional competitiveness. For example, the application of precision automotive skills from Korea has been adapted locally in West Java, enabling training graduates to be directly absorbed into the manufacturing and technology sectors, thereby accelerating productivity.

South Korea's proven vocational education and training model, which produces adaptive and productive workers, serves as a strategic reference for West Java in accelerating the development of globally competitive human resources (HR). Through bilateral cooperation facilitated by the West Java Regional Parliament, this approach is implemented as a form of human capital-based paradiplomacy regional efforts to build international partnerships to improve the quality of local human resources. This cooperation reflects the concrete application of the Human Capital Theory (HCT). It constitutes a rational step toward achieving a knowledge-based economy through formal education, vocational training, teacher capacity building, and business collaboration. Vocational training programs in environmentally friendly technology fields such as automotive and precision machinery are a concrete example of transforming international practices into the vocational system in West Java, strengthening the region's competitiveness in an increasingly integrated global economy.

Business-to-Business (B2B) cooperation between South Korean companies and MSMEs in West Java is a concrete instrument for implementing Human Capital Theory (HCT) through export-based training and international certification for local workers. This collaboration facilitates the transfer of knowledge and technology from countries with advanced education and industrial systems, such as South Korea, to West Java, thereby accelerating the development of a skilled and highly competitive workforce (OECD, 2014; Psacharopoulos & Patrinos, 2004). In the context of cooperation with Chungcheongnam-do Province, the grant of three smart bus shelters worth Rp113 billion as part of the Sustainable Mass Electric Transportation to Support Green Smart City West Java (2024–2027) initiative not only reflects infrastructure investment but is also a strategic step in local human resource development. Technical and operational staff receive direct training in Korean e-mobility technology, enhancing their capacity to manage innovative transportation systems and support digital transformation and the sustainability of future cities.

5. Conclusion

Parliamentary diplomacy carried out by the West Java Regional Legislative Council is a strategic instrument in enhancing human resource quality through targeted and needs-based international cooperation. Through bilateral partnerships with Chungcheongnam-do Province, South Korea, the West Java Regional Legislative Council acts as a policy maker, facilitator, and supervisor in promoting vocational education programs, technology training, and international certification for local workers. Implementing human capital theory in the West Java Regional Legislative Council policies has proven effective in systematically building human capacity and creating an adaptive, productive, and globally competitive workforce. This commitment is reinforced by regulatory support such as Governor Regulation No. 77 of 2016 and Law No. 23 of 2014, which emphasize the importance of strengthening local institutions in sustainable human resource development.

Through a collaborative, cross-sectoral approach involving the government, the business world, educational institutions, and foreign partners, West Java has been able to build a holistic human resource development ecosystem responsive to globalization's challenges. Programs such as environmentally friendly vocational training, student exchanges, e-mobility-based smart transportation, and MSME-based export training are concrete examples of the implementation of human capital theory that directly impact improving individual competencies and regional economic growth. Therefore, the strategic role of the West Java Regional Legislative Council in international cooperation is not merely to support physical development but to serve as a cornerstone in building a superior, innovative, and globally competitive human resource base in West Java, while also positioning the region as a model for human resource-based paradiplomacy practices in Indonesia.

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