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## OPTIMIZATION OF SUPERIOR EMOTIONAL SPIRITUAL QUOTIENT AND HUMAN RESOURCES ON THE PREPARATION OF DEMOGRAPHIC BONUS IN THE ERA OF THE INDUSTRIAL REVOLUTION 4.0

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### Abstract

*The focus of this study is how to optimize superior Emotional Spiritual Quotient (ESQ) and Human Resources (HQ) that can provide readiness to face the demographic bonus in Indonesia today and in the era of the industrial revolution 4.0.*

*The writing of this research was carried out using descriptive qualitative writing using an in-depth literature study. The data collection method used is the method of literature, documentaries, subjective intuition. The process of data analysis is carried out by collecting data, presenting data, analyzing, and discussing.*

*The results of this study are optimizing superior and quality Human Resources by increasing the ESQ as a basis which is sufficient to provide a positive side in preparing for the demographic period, as well as providing increased quality in the face of the industrial revolution 4.0 era.*

**Keywords:** *Demographic Bonuses, Emotional Spiritual Quotient, Human Resources, Industrial Revolution*

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### Introduction

Indonesia is famous for having a very large population and one of the largest countries with the most population with ranked fourth in the world by reaching 274 million people as of December 14, 2020 of the total population in Indonesia (katadata, n.d.) in this case becomes a challenge that needs to be implemented by the government in terms of utilizing human resources in Indonesia. Here is an opportunity for the government to open up wide job opportunities and provide several services for the development of micro-enterprises and the creative economy. These efforts can provide the maximum absorption of existing human resource opportunities. As for the potential resources in a country have two aspects of balanced potential, namely from education as a determinant in the quality of

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resources and the productive age of a country. From the very large population of Indonesia, it forms a question that needs to be seen in Indonesia. From the form of good quality, it becomes a benchmark for the progress and retreat of a country. The existence of positive resources, both from work ethic, life skills, and soft skills which are the driving force of a country's economy (Minan, 2021)

When viewed from the results of the population census in 2020, it shows that the productive age (15-24 years) reaches 70.7% of 191 million people. From these results, there are groups of generation Z and millennials who make up the productive age in Indonesia. The population of Generation Z (8-23 years) is 27.9%, reaching 75 million people, while the millennial population (24-39 years) is 25.8%, which is 69.9 million people. It can be interpreted that the population of Indonesia's productive age is greater than that of the non-productive age, so the risk of dependence on the non-productive age is smaller, this is a form called the demographic bonus (Gora Kunjana, n.d.)

In this case, if Indonesia is able to maximize the demographic bonus well, then in terms of economic growth, it can maximize and the level of opportunity for human resources in Indonesia is more productive. However, if the demographic bonus is not right, it can also cause problems that arise which will result in high unemployment rates, poverty rates, and high crime rates. According to Solow (1956) states that the growth of a population has a positive impact and a negative impact. Therefore, population growth needs to take advantage of positive human resources both in policies to optimize the productive age population (Setiawan, 2018).

In maximizing the productivity of the population as superior human resources, the need for capital in comprehensive intelligence and superior character. Can also include spiritual intelligence (SQ), emotional intelligence (EQ), and intelligence intelligence (IQ). From these various elements, it is possible to create a concept or method that needs to be applied early on, namely ESQ as a formula that unites several elements of EQ, IQ, and SQ in one system. In this case, so that every human being or human resource has a mental development that combines into one and utilizes the power of the subconscious mind or known as one's conscience through the pillars of faith, and the pillars of Islam.

According to previous research Minan (2021) revealed that in preparing the demographic bonus is to manage educators according to the new paradigm in order to be able to answer challenges in the future. Then the final output is to give birth to Islamic principles and values as the achievement of the goal of becoming a human being. In previous research, this can be done by providing Islamic principles and values with emotional intelligence (ESQ) as a basis for providing quality human resource preparation in the demographic period and according to following in the industrial era 4.0.

Optimizing superior human resources in the era of the industrial revolution 4.0 which is very complex and has many dynamics is certainly not easy. With the various developments of the industrial revolution which is very fast and has the aim of creating a better quality of life. Then according to previous research Hapudin (2019) revealed that in the era of the industrial revolution this had an impact on the education system, namely in facing big challenges the need for skills and competencies, by enriching self-competence and increasing the spirit of literacy. In this case, it is necessary in the era of the industrial revolution 4.0 by making the direction to digital technology. However, superior SDI should be able to have multidimensional intelligence and have superior character and have strong competitiveness.

Therefore, optimizing ESQ and providing superior SDI characters to provide readiness in the demographic period and face the era of the industrial revolution 4.0. Therefore, in this study the author made a paper with the title "Optimizing Superior ESQ and HR on the Preparation of Demographic Bonuses in the Era of the Industrial Revolution 4.0".

## **Review of Related Literature**

### **Optimization**

According to Poerdwadarminata, optimization is a result that has been achieved in accordance with the wishes, and optimization is the achievement of the success of an expectation efficiently and effectively. In this optimization has the meaning as a measure where all these needs can be met if the activity is carried out. According to Winardi (II & Pustaka, n.d.) that an optimization is an effort that maximizes an activity so that it can realize the desired or desired profit. In the discussion, it is known that optimization can be realized if it is realized effectively and efficiently, as well as in the implementation of an organization that has a goal that has a direction in achieving effective and efficient results to get optimal.

### **Demographic Bonus**

Demographic bonus is a term related to dependency ratio. The dependency rate is the ratio of the total productive age (15-64 years) to the non-productive age (0-15 years). The demographic bonus includes the phenomenon of an increase in the productive age which results in a decrease in births that occurs in the long term, so that it can reduce the proportion of the young population who may reduce the dependency rate from young and old age, so that in this resource the productive age is able to shift its use in triggering growth. economy and improve welfare. It can be concluded from the future of this demographic bonus that the productive age makes the largest population that makes the Golden

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Generation to get the demographic bonus which starts in 2010 and will peak in 2045 (Minan, 2021).

### **ESQ (Emotional Spiritual Quotient)**

ESQ is a method and concept that unites the elements of EQ, IQ and SQ which are integrated into the system, then integrated and the mechanism of the systematic "manage" the three human dimensions, namely, body, mind, and soul, or the physical, mental and spiritual dimensions that become an integral unit. Simply put, ESQ talks about three components, namely Iman, Islam, and Ihsan in which there is harmony and unity of monotheism. The three components are related and cannot be separated. ESQ is a synergy that gives emotional and spiritual strength where the heart is the center and God is present in it (Zahrudin, 2013).

### **HR (Human Resources)**

Human Resources are an integrated capability consisting of the attractiveness and physical power possessed by an individual. Then the behavior and characteristics are determined by heredity and environment, while the achievements are motivated by the desire to fulfill this satisfaction. Then according to Andrew E. Sikula (1981:145) that "Planning in human resources or workforce planning needs to be defined as the process of determining labor needs which means meeting these needs to carry out interactions in planning the organization (Nawawi, 2001).

### **Era of Industrial Revolution 4.0**

According to Hendra Suwardana (2017), in the context of change in the industrial revolution, this is a social and cultural change that takes place rapidly and involves the basic needs of the people with the wishes of the citizens. This industrial revolution has changed human work methods from manual use to automation or digitization. Innovation is the key to the existence of the change itself. This industrial revolution has occurred in the fourth and was first introduced in 2011 which took the industry to a new level and brought mass creation technology and flexibility. The characteristics of the industrial revolution 4.0 is a major change in business dynamics that continues to be lightning, the information generated, and the readiness to access technology in our lives (Wena, 2020).

## **Research Methodology**

### **Type of Research**

The research method used by the author in his research is to use descriptive writing and the data used are qualitative approach data using in-depth literature study activities. Bogdan and Taylor (1997; 5) who have been quoted by Moleong in their book *Qualitative Research Methods* (2014: 4), explain that qualitative research is a research procedure that can produce descriptive data in the form of written or spoken words from people and

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behavior. can be observed so as to provide a clear, systematic, and critical description and explanation (I, 2012)

### **Types of Data and Data Collection**

The type of information from the data used in this research is secondary data information, where information is taken from the author's data not directly but through intermediary media. Secondary data usually uses recorded facts, or historical reports that have been compiled in documentary information. The procedures for collecting information used are literature, documentary, and subjective intuitiveness procedures. In this literature research, literature is used that is related to and supports research writing. In documentation research, it is tried to read the previous author's report, such as posts, novels, or newspapers that match the case used in the research. In this method, the author only transfers information that fits the case from various sources and documents. After that this subjective intuitiveness is the involvement of comments from the author in the case being studied.

### **Data Analysis Method**

The method used in this research is a qualitative descriptive analysis method, namely the data obtained and arranged so that it is easy to deal with existing problems. The data analysis process used is data collection, data presentation, analysis, and discussion.

### **Result and Discussion**

In terms of the need for emphasis and sensitivity to the need for SDI on ESQ/spiritual intelligence in the industrial revolution 4.0. According to Ary Ginanjar that Ihsan, the pillars of faith, and the pillars of Islam are guidance for Muslims, it is a guide that can recognize or understand oneself, people's feelings and can motivate oneself, and manage emotions in a relationship with others. Therefore, optimizing ESQ as a basis for making quality human resources and providing self-awareness of the need to increase emotional intelligence. Then according to Lawrence E. Shapiro said that emotional intelligence is not based on the intelligence of a child, but from something that was previously called "character" or characteristics of a person (Fay, 2018)

By optimizing an action to improve and provide better, where in an effort to optimize ESQ to make superior human resources and provide opportunities in dealing with demographics by utilizing technology in the industrial era 4.0, it is very important to increase superior and quality human resources effectively and efficiently. Then the demographic bonus that has occurred in Indonesia is a golden opportunity that a country needs to enjoy, as a result of the large proportion of the productive age population. With this demographic bonus, it becomes a great opportunity, if the number of productive age population is balanced with the availability of existing job opportunities. The need for joint movement and awareness of the need to improve quality through education, skills, and health. The

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nation's ability to prepare a job field for workers in accordance with their educational abilities, so that they are able to earn income that can support themselves and their families (Mukri, 2018)

With the demographic bonus during the 4.0 industrial revolution in Indonesia. In ASEAN, Indonesia's Development Index is ranked 6th out of 10 countries, namely Singapore, Brunei, Malaysia, Thailand, and the Philippines. Therefore, the human energy sources in Indonesia have not been able to compete with other countries. The need for basic learning given to the population of Indonesia. And learning that needs to be focused on STAM (Science and Thematic Technology) which is one of the lessons that provide a source of income in digital talent during the industrial revolution 4.0. The government needs to emphasize human energy sources at this time, because human energy sources are investment long-term development that makes the main weapon for the progress of the most important nation in Indonesia. To increase human resources, the need for sensitivity and training with the help of ESQ / spiritual intelligence is not only learning about worship, but also being able to answer the problems that occur in this era of the industrial revolution 4.0, namely the emptiness of one's soul and mind that often makes one feel less grateful. with what you have. By studying this spiritual intelligence, human resources can have the eyes of the heart that are able to see the eyes of the world. So that someone can run a life with a feeling of security, which is part of the teachings of Islam, in the form of moral teachings. With an increase in ESQ, we can uphold the quality of human resources in preparing demographics in the era of the industrial revolution 4.0.

After that, don't forget about the workforce, which is an opportunity and challenge in this demographic. As well as Indonesia's workforce that still lacks, this is necessary for productive age to get easy access in the field of learning and training. If the availability of employment is influenced by technological advances in the industrial era 4.0 (Falikhah, 2017). This is because the government has touched on the demographic bonus in Indonesia through the energy distribution of basic learning to the Indonesian population by distributing access to scholarships from the Learning Fund Management Institute (LPDP) of 1.3 trillion.

From this lack of employment opportunities, it is an opportunity to optimize human resources at this time with the need for basic spiritual intelligence and the need for equity and government emphasis on excellence that already exists in Indonesia.

providing fast, easy and cheap access for the community. As well as providing access to education, especially in the technological economy, where technology is currently getting faster in industry 4.0. The need for the community, both private and institutional/university, to actively participate in technology economic education in the era of the industrial revolution 4.0. With the existence of equity in technology economic

education, it is not forgotten for the population to be aware and learn about the spiritual intelligence that needs to be grown and transformed in themselves. The balance of spiritual intelligence between career, personal life, as well as forms of income, positive contribution and sharing in happiness to the surrounding environment. Later in the study, it was argued that in general the level of spiritual intelligence is higher if someone has a belief or practices religion, while someone who does not have a belief or does not practice religion.

Spiritual intelligence has several aspects that characterize someone who has ESQ intelligence, namely, a) Having positive behavior and attitudes towards others, b) Having the behavior to do good, c) Having the ability to overcome problems in life, d) Having the ability to self-awareness high values, e) Trying to take advantage of everything that is good and not harming others around him, f) Able to adapt and communicate well, and g) develop a rational attitude in thinking.

A small thing in an industry is a company that encourages and allows each employee to devote one percent of their working time to doing volunteer work for community development, such as feeding the homeless, volunteer work or mutual assistance in public parks, building a library or reading house for street children, and provide encouragement for victims of natural disasters. Spirituality refers to a character that has energy, spirit, power that is present but cannot be seen, only experienced by its existence. In particular, the spirituality shown by the industry is not only related to the religion adhered to by every leader and employee of the company, but rather to the realization of the recognition that the failure or success of the industry is not only the result of physical efforts made by humans, but there is an intervention from God. The Almighty, as the source of trust. Industries that emphasize spirituality will change the attitude of people and industries from being previously unresponsive or less sensitive to the conditions of the immediate area to become more sensitive and aware of the immediate environment (Arief, 2010)

Then for the industrial revolution 4.0, it affects human resources and skills and competencies as the main things to pay attention to. The characteristics of the industrial revolution 4.0 are digitalization, optimization and customization, production, automation, adaptation, interaction between humans and machines, value added services and business, automatic data exchange and communication (Hapudin, 2019). In the current strategy of the Indonesian government is the progress of industry 4.0 which is owned by Indonesia or the advantages it has, namely in the field of production that can be utilized, such as the food and beverage, chemical and formation industries, electronics, textiles, fashion, and automotive. In this case, both in terms of SDI which have superior quality and production advantages, it is necessary to provide equal distribution in an effective and efficient manner to face the demographic period. As well as the use of technology that can be used at a global level in the future. With the sensitivity of the population and the government's

encouragement in optimizing superior human resources, there is a need for awareness in learning basic ESQ to face the demographic period that has entered industry 4.0.

## Conclusion

In this case optimizing superior and quality human resources of course the need for training and knowledge of ESQ which needs to be realized of its importance in dealing with the demographic period with an environment that has entered industry 4.0. It is hoped that this education will provide solutions to life's problems and by understanding and being able to understand the form of spiritual and emotional intelligence (ESQ). Then the more productive the population understands the teachings of Islam, so that providing someone with high motivation can increase ESQ intelligence. Because ESQ does not only study worship, which is merely a ritual performed by the body, but also with a soul full of sincerity.

From the increased ESQ, it makes superior HR and provides a base that is capable of dealing with demographics and optimizing these advantages into the era of the industrial revolution 4.0.

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