

STRENGTHENING THE QUALITY OF HUMAN RESOURCES AND ECONOMIC ACCESS OF LOCAL COMMUNITIES IN IMPROVING SOCIAL INTEGRATION IN THE CAPITAL CITY OF NUSANTARA

By :

K.P.Suharyono S.Hadiningrat¹

Dewanto Soedarno²

Verry Albert Jekson Mardame Silalahi³

1. Vice Chancellor of Research, Community Services and Cooperation in Institute of Business and Multimedia ASMI Jakarta. Email : haryshadiningrat@gmail.com
2. Lecturer in Institute of Business and Multimedia ASMI Jakarta. Email : dsoedarno@yahoo.com
3. Student of Magister Management in Institute of Business and Multimedia ASMI Jakarta. Email : vicoletta.silalahi@gmail.com

ABSTRACT

The relocation of the Indonesian Capital City from Jakarta to the Capital City Of Nusantara in East Kalimantan is a strategic step that is expected to bring major changes to the community, including the local community, both in terms of social, economic and cultural aspects. This research aims to identify factors that support the strengthening of the quality of human resources (HR) and economic access and evaluate their impact on social integration in the Nusantara Capital City. The methodology used is descriptive qualitative with a literature study approach, which allows in-depth analysis of relevant literature to build a conceptual framework and effective HR development and economic access strategies. The results show that strengthening the quality of human resources through increased access to education and skills training is essential to ensure local communities are able to adapt to the social and economic changes taking place. On the other hand, improving economic access that includes easy access to capital, market access, and adequate infrastructure is needed to create equitable economic opportunities for all levels of society.

The results of this study confirm that the success of the relocation of the Capital City does not only depend on physical development, but simultaneously the quality of human resources of local communities and migrants must be built in order to realize harmonious and inclusive social integration. For this reason, affirmative policies are needed for vulnerable groups through strengthening access to the education sector and sustainable training, increasing economic access through financial inclusion, and social integration strategies that strengthen community cohesion. Thus, the Nusantara can become a model of inclusive sustainable development, which supports the welfare of local communities amidst major changes. In addition, the central government, Nusantara Capital City (IKN) Authority and other local governments to collaborate in supporting the successful development of the Nusantara Capital City.

Kata Kunci : Human Resource Quality, Economic Access, Social Integration, Nusantara Capital City

1. Introduction

The relocation of Indonesia's capital city from Jakarta to the Nusantara is one of the biggest strategic steps taken by the Indonesian government in the hope of driving economic and equitable national development. This decision is not only based on the need to alleviate Jakarta's growing burden of overcrowding, pollution, and worsening flooding, but is also driven by the desire to create a more geographically and economically equitable center of government (Hadiningrat, 2023). Jakarta, as a center of government, business, and culture, has long faced pressing urbanization challenges. Therefore, the move is considered a long-term solution that can support Indonesia's vision of becoming a developed country by 2045.

Nusantara, located in North Penajam Paser Regency and Kutai Kartanegara Regency of East Kalimantan Province, was chosen as the location of the new capital city not without reason. Its more central geographical position with high location accessibility, heterogeneous and open population structure and low conflict potential are considered ideal for strengthening national cohesion and more equitable development distribution (Saraswati & Adi, 2022). In addition, Nusantara is also seen as having great potential for regional development, especially in terms of land availability and abundant natural resources. The new capital city is designed to be modern and environmentally sound, with sustainable and environmentally friendly development concepts, reflecting Indonesia's aspirations for a better future.

However, the relocation of the capital city has also had a significant impact on local communities in East Kalimantan. These changes are not only related to aspects of governance, but also affect the social, economic and cultural structures of local communities. One of the main challenges that arises is how local communities will adapt to the currents of modernization and globalization that come along with the construction of the new Capital City. Local communities, who have been living with deeply rooted cultures and traditions, are now faced with rapid social change, especially with the influx of thousands of workers from outside the region and the massive increase in investment in the infrastructure sector (Najilatil Mazda, 2022).

This change can bring positive impacts, especially in terms of increasing economic access for local communities. Massive infrastructure development and an influx of investment are expected to open up many new economic opportunities, ranging from jobs in the construction sector to business opportunities for local entrepreneurs. However, on the other hand, there are also concerns that local people who do not have adequate skills or education may not be able to compete with more skilled migrants. This could widen the economic gap if there are no effective efforts to integrate local communities in the mainstream of economic development. In addition to the economic aspects, this displacement also poses important environmental challenges. Kalimantan, known as the lungs of the world due to its vast tropical rainforests, is at great risk from deforestation and destruction of natural habitats that may occur due to large-scale development. These ecological impacts need serious attention to ensure that the development of the new capital city does not damage this precious ecosystem (Mutaqin et al., 2021).

In the face of these major changes, strengthening the quality of human resources (HR) and improving economic access are crucial. Local communities need to be provided with adequate education and skills training so that they can compete in an increasingly competitive labor

market. In addition, the government also needs to ensure that local communities have sufficient access to economic resources, such as capital and markets, to create an inclusive and sustainable economic environment. Ultimately, the success of the move will not only be measured in physical or economic terms, but also in how well social integration is achieved. Effective social integration will ensure that local communities do not feel marginalized in this development process, and that they can actively participate in creating a better future for themselves and generations to come. Thus, moving the capital to the Nusantara can be a successful development model not only in terms of infrastructure, but also in building an inclusive and competitive society (Hadiningrat, 2023 ; Almagfira et al., 2024).

Strengthening the quality of human resources (HR) and increasing economic access have a high urgency, especially in a social context that is undergoing major changes, such as the relocation of Indonesia's capital city to the Nusantara. This move is not just about moving the center of government, but also has a significant impact on the social and economic structure of local communities. In this situation, strengthening human resources becomes very important because local communities are faced with new challenges that require adaptation to rapid economic and social changes (UGM, 2023). Those who were previously involved in traditional sectors must now adjust to the demands of a more modern and competitive job market. Without serious efforts to improve the quality of human resources through education, training and skills enhancement, there is a risk that local communities will find it difficult to compete and be marginalized in the development process in the new capital city.

In addition, high quality human resources are also the foundation for increased productivity and competitiveness. With the increasing competition, especially with the influx of labor from various regions to the Nusantara, local communities must be able to compete in order not to be left behind. Improving the quality of human capital is not only important for individual success, but also for overall economic progress. This will help reduce social disparities that may arise, as differences in access to education and employment are often a major source of social inequality.

On the other hand, broad and equitable economic access also plays a crucial role in creating economic inclusiveness. When all levels of society have equal access to economic opportunities, they can actively participate in development and benefit from the changes that occur. In the context of a capital city move, improving economic access for local communities is crucial so that they are not only spectators in the development process, but also active actors who contribute to economic growth in the new region (Waruwu et al., 2024). Good economic access allows people to be economically empowered, from getting a decent job to starting their own business. This not only improves individual well-being, but also strengthens the overall social structure.

Moreover, good economic access also contributes to social stability. Social discontent often arises from economic inequality and unfairness in resource distribution. By ensuring that local communities have fair access to economic opportunities, the potential for social conflict can be minimized, creating a more stable and harmonious environment. In the long run, this economic empowerment will strengthen the community's resilience to changes, both economic and social.

In a social context undergoing transformation such as the relocation of the capital city, strengthening the quality of human resources and economic access cannot be underestimated. These are key elements to ensure that local communities can adapt to change, avoid social

inequality, and build harmonious and inclusive communities. Without concerted efforts in these areas, a capital city move could risk exacerbating existing inequalities and creating social tensions that could hamper the expected development process and social integration. Therefore, policies and programs that support strengthening human resources and improving economic access should be a top priority in the development agenda of the new capital city in Nusantara.

The purpose of this study is to identify the factors that play a role in strengthening the quality of human resources (HR) and economic access and understand how these two things affect social integration in the Capital City of Nusantara. Strengthening the quality of human capital is an important aspect because high quality human capital is the basis for people to participate effectively in the development and economic process. This research will explore the factors, such as education, skills training and adequate employment opportunities, that contribute to improving the quality of human capital. It will also assess how these factors can help local communities adapt to rapid economic and social change, especially in the context of the capital city move and the influx of new economic actors. In addition to the quality of human resources, economic access is also a key focus of this research as fair and equitable access to economic resources is considered one of the key drivers in improving community welfare. Good economic access includes the community's ability to access markets, capital and adequate economic infrastructure. This research aims to identify factors that support or hinder economic access for local communities, such as government regulations, infrastructure availability, and financial support. By understanding these factors, this research seeks to provide insights into ways to improve economic access for local communities, so that they can more easily capitalize on the economic opportunities that exist in the new capital city. This research also focuses on the impact of strengthening human capital quality and economic access on social integration. Good social integration is necessary to create a harmonious and cohesive society, especially in the midst of major changes such as the relocation of the capital city. This research will evaluate how improvements in human capital quality and economic access can strengthen social integration by reducing social disparities, increasing community participation in economic and social activities, and strengthening the sense of community among local and migrant communities. By identifying the factors that play a role in strengthening human resources and economic access, as well as their impact on social integration, this research is expected to provide effective policy recommendations to support inclusive and sustainable development in the Nusantara Capital City

2. Theoretical Review

Human resource quality is a concept that encompasses the abilities, skills, knowledge, and other characteristics of individuals that enable them to contribute effectively to an organization or society (Azhari et al., 2023). The quality of human resource is often measured through the level of education, technical skills, work experience, health, and other personal characteristics relevant to the demands of the labor market or the development needs of a country. The quality of human capital is a key element in supporting economic and social development, especially in developing countries like Indonesia. This is because high quality human resources can increase work productivity, innovation, and adaptability to technological and economic changes (Hakam et al., 2022). The components of HR quality include several important interrelated aspects. First, education and training are the main components that

form the basis of a person's knowledge and skills. Formal education provides basic knowledge and theories that are important for the development of professional skills, while training focuses more on the practical skills required in the world of work. Second, health and well-being is another important component, as good physical and mental health enables individuals to work productively and efficiently. Third, work experience and technical skills are also very important, as experience provides a practical understanding of how theory is applied in the field, while specialized technical skills enhance an individual's ability to accomplish specific tasks. Fourth, personal characteristics, such as work attitude, motivation, and the ability to work in teams, also influence the quality of human resources. The combination of good education, training, health, work experience, and positive personal characteristics is the main foundation for the development of excellent HR quality (Nasir et al., 2023).

There are several factors that affect the quality of human resources, both internally and externally. Internal factors include the formal education a person receives from an early age, the professional training they receive, and their work experience. High-quality formal education allows individuals to acquire basic knowledge and skills relevant to industry needs. Meanwhile, continuous professional training allows employees to continuously improve their skills in accordance with technological developments and market needs. According to Hasibuan (2016), employees who have work experience are resources that are ready to contribute. Work experience should be a top priority during the selection process. This experience provides a basis or reference that allows employees to adapt to their work environment, take risks with confidence, face challenges with great responsibility, and communicate well with various parties to improve efficiency and performance. Work experience also plays an important role in improving the quality of human resources, because experience provides a practical understanding of the tasks to be performed and how to face challenges in the workplace (Purba, et al., 2023).

External factors that affect the quality of human resource include macroeconomic conditions, government policies and technological developments. A stable and growing economy can provide more employment and training opportunities for people, thereby improving the overall quality of human capital. Government policies that support education, health and job training are also very influential. For example, investments in high-quality education and vocational training programs can improve the skills of the workforce and strengthen their ability to compete in the global market. In addition, technological developments also affect the quality of human resources, as technological advances require new skills that are more complex and innovative. According to research published by Muliawaty (in Sihite et al., 2023) these external factors are decisive in developing high-quality human resources that are able to adapt to rapid changes in the global environment.

Overall, an in-depth understanding of the definitions, components and factors that influence the quality of human capital is essential to formulate effective strategies for developing excellent human capital. This research underscores the need for a holistic approach that encompasses education, training, health, work experience and public policy to improve the quality of human capital in Indonesia. These efforts will help ensure that Indonesia's human capital is not only ready to face domestic challenges, but can also compete in an increasingly complex and dynamic global market.

Economic access refers to the ability of individuals or groups to obtain and use the economic resources necessary to improve their welfare and participation in economic

activities. Good economic access means that all members of society have a fair chance to take advantage of economic opportunities, whether in the form of employment, investment or entrepreneurship. In the context of inclusive economic development, broad and equitable economic access enables a fairer distribution of resources, reduces social disparities, and increases the economic engagement of all levels of society (Ginting & Hadiningrat, 2023). There are several important aspects of economic access that need to be considered. **First**, access to capital is the ability of individuals or firms to obtain the funds necessary to start or expand a business. This includes access to bank loans, investments from financiers, or funds from other financial institutions. Adequate access to capital enables entrepreneurs to invest in new businesses or expand existing ones, which contributes to job creation and economic growth. **Second**, market access is the ability to sell products or services to consumers or other businesses. It involves the ability to meet regulatory requirements, identify potential markets, and compete effectively. Good market access allows producers to reach more consumers, increase sales, and support business growth. **Third**, infrastructure access includes the ability to use physical facilities and basic services such as roads, bridges, ports, electricity, and telecommunications, which are necessary to support economic activities. Good infrastructure supports economic growth by reducing transportation costs, accelerating the distribution of goods and services, and improving production efficiency.

Social integration is the process by which individuals or groups from different social, cultural, or ethnic backgrounds build harmonious and mutually respectful relationships within a single society.. Social integration is important for creating stability and harmony in multicultural societies, where ethnic, religious and cultural diversity are often the hallmarks. In an integrated society, all members have equal opportunities to participate in social, economic and political life, without discrimination or marginalization. Some of the factors that influence social integration in multicultural societies include the level of economic equality, where large economic disparities can hinder the process of social integration as it creates feelings of injustice and dissatisfaction among different groups (Ubbe, 2011). Positive and constructive social interactions between different ethnic and cultural groups are also important, as these interactions can reduce prejudice and stereotypes, and build mutual understanding and trust. Government policies that support equality and inclusion, such as anti-discrimination laws and community development programs, also play an important role in facilitating social integration. In addition, educational factors such as the existence of curricula that teach tolerance and appreciation of cultural diversity can help develop positive attitudes towards differences among the younger generation.

In the socio-economic context, the presence of the Capital City of Nusantara (IKN) is expected to be able to drive the national economy; including socio-economic improvements for local communities. IKN is a smart city, a sustainable city that becomes the new center of government for Indonesia, whose first footprint has begun with the commemoration of the 79th Proclamation of Independence. However, the relocation of the capital city also brings major changes that impact the social and economic conditions of the local community. Local communities face the challenge of adjusting to the rapid pace of modernization, which involves an influx of labor from different regions, large investments in infrastructure, and changes in the local economic structure (Ginting & Hadiningrat, 2023). One of the main challenges is access to new economic opportunities arising from the development of the capital city. Local communities often lack adequate access to capital, education and training needed to compete

with more skilled and educated migrants. The gap in human capital quality is an important issue, as local people may not have the skills needed for new jobs that are more high-tech or knowledge-based. In addition, there are also challenges in terms of social integration, where the indigenous population has to adapt to the presence of newcomers, who may have different cultural, economic and social backgrounds. This can lead to social tensions if not managed well, especially if there are feelings of marginalization or injustice in the distribution of development benefits.

In the face of these challenges, there is a need for targeted efforts to improve the quality of human capital and economic access for local communities, as well as strategies to support harmonious social integration. Government policies that are inclusive and responsive to the needs of local communities, as well as training and education programs tailored to the needs of the new labor market, are essential to ensure that local communities can adapt and participate fully in the development process in the Capital City of Nusantara.

3. Research Method

This research design is descriptive qualitative to find and describe variables in a narrative (non-numerical) manner. This methodology was chosen because it aims to explore and understand in depth the factors that influence the strengthening of the quality of human resources (HR) and economic access, as well as their impact on social integration in the Capital City of the Nusantara. The approach used in this research is descriptive qualitative, where the main focus is to describe and analyze existing phenomena based on available data (Tabhroni, 2022).

Descriptive qualitative research aims to provide an in-depth description of the research subject and seek a broader understanding of the context and dynamics that exist (Arikunto, 2011). In this research, the literature study method was used as the main technique for collecting data. Desk study is a secondary data collection method in which information is collected from various relevant literature, including scientific journals, books, research reports and policy documents. This approach allows researchers to explore and synthesize various theoretical and empirical views related to strengthening HR quality, economic access, and social integration.

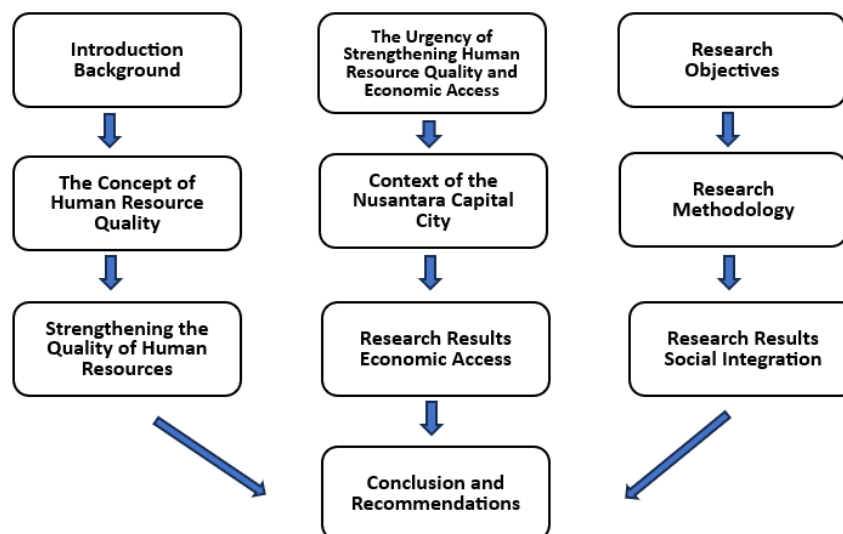


Figure : Research Scheme

The data sources used in this study include academic literature, research reports, and policy documents. Academic literature includes relevant scientific journals, books, and articles that discuss concepts related to human resource quality, economic access, and social integration (Pradana et al., 2021). This source was chosen because it contains empirical data and in-depth theoretical analysis that can support the research arguments and findings. The research reports used are the results of studies conducted by research institutes or universities that provide the latest empirical data on the topic under study. Policy documents include relevant laws, regulations, and government policies, especially those related to the development of the Nusantara Capital City, human resource development, and increased economic access. These policy documents are important to understand the regulatory and policy context that affects the issues studied.

4. Result and Discussion

a) Strengthening the quality of Human Resources (HR) in the Capital of the Nusantara.

Low-quality human resources will be a burden to national development, so comprehensive efforts are needed to improve them, thereby strengthening harmonious social integration in the region. Moving the Indonesian capital to the Nusantara is not just an administrative change but also reflects an effort to create a more inclusive and sustainable center of government. In this context, good quality human capital is a prerequisite for local communities to actively participate in and benefit from the various economic and social opportunities that arise. Research shows that improving the quality of human capital in the Nusantara will not only increase the productivity and competitiveness of the local economy, but also strengthen social cohesion by ensuring that all groups of people, including local communities, can fully contribute to the development process. Improving the quality of human capital in the Nusantara involves several key strategies, with the most effective being improving access to quality education. Formal education, ranging from primary to higher education, provides an indispensable knowledge base to form a competent and work-ready workforce. In a region undergoing rapid development like the Nusantara, wider access to education is essential to ensure that all levels of society have equal opportunities to acquire relevant knowledge and skills. Furthermore, non-formal education also plays an important role in strengthening the quality of human capital. Technical skills courses and vocational training are designed to provide practical training directly related to local and regional labor market needs. The combination of formal and non-formal education is highly effective in creating a workforce that is flexible, innovative and ready to face challenges in a dynamic economic environment such as the Capital of the Nusantara.

In addition to education, skills training and professional development are also identified as important strategies in strengthening the quality of human resources. Skills training programs are designed not only to improve technical skills but also soft skills that are highly needed in the modern world of work, such as the ability to communicate, work in teams, and problem-solving skills. Digital literacy, in particular, is a major focus in this training, given the crucial role of information technology in today's global economy. In the Nusantara, improving digital literacy among local communities is considered essential to enable them to access and utilize wider economic opportunities, both locally and globally. Dira, et al., (2023) underline

the importance of continued investment in these skills development programs, both by the government and the private sector, to drive inclusive and sustainable economic growth. These programs not only help individuals to be more adaptable with the rapidly changing work environment but also improve their competitiveness in an increasingly competitive labor market.

Furthermore, strengthening the quality of human resources in the nation's capital also requires a comprehensive and sustainable approach. This means that in addition to investments in education and training, efforts are also needed to create an ecosystem that supports lifelong learning and sustainable skills development. This includes providing greater access to learning resources, supporting entrepreneurial initiatives, and building partnerships between the public and private sectors to support HR development programs. In addition, this approach should also take into account the social and cultural dimensions, ensuring that programs are tailored to local needs and potential, and strengthening the values of togetherness and social solidarity among local and migrant communities. Thus, strengthening the quality of human capital will not only increase productivity and economic growth but will also contribute to the establishment of a more inclusive and cohesive society in the Nusantara Capital City.

b) Local community economic access

An analysis of the economic access of local communities in the Capital City of the Nusantara shows that access to capital, markets and economic infrastructure are important factors that influence the level of community economic participation and social integration. Access to capital is an important issue for local communities, especially for those who want to start new businesses or expand existing ones. This study found that limited access to finance is often a major constraint for local entrepreneurs, especially small and medium-sized enterprises (SMEs). Limited capital affects their ability to innovate and invest in productivity improvements.

In addition, market access is also a challenge for local communities in the Nusantara. While the relocation of the capital city is expected to open up new market opportunities, local communities often struggle to capitalize on these opportunities due to limitations in terms of market knowledge, business network connectivity and ability to meet product quality standards. This limited access can hamper local economic growth and widen the economic gap between more educated and experienced migrants and natives who may not have adequate skills.

Access to infrastructure such as roads, bridges and telecommunication facilities also affects the ability of local communities to participate in economic activities. Good infrastructure is important for connecting producers with markets and consumers, as well as improving efficiency in the distribution of goods and services. In the context of the Nusantara, research shows that despite massive investments in infrastructure development, there is still a significant gap in access between the central city and peripheral areas. This points to the need for a more focused strategy to ensure that all regions, including remote ones, benefit from infrastructure development.

c) Effective strategies to increase social integration.

Strengthening the quality of human resources through continuous education and training can help local communities adapt to rapid social and economic changes and enable them to compete more effectively in the labor market. In addition, education programs that integrate values of togetherness, tolerance and respect for cultural diversity can help strengthen social cohesion and reduce the potential for conflict between different groups. Improved economic access is also important to support better social integration. When local people have equal access to economic opportunities, they are more likely to feel engaged and motivated to contribute to the development of their communities. This strategy includes efforts to improve access to capital for SMEs through financial inclusion policies and more accessible credit. In addition, equitable infrastructure development across the Nusantara will ensure that no area is left behind in the development process and all communities have equal access to economic opportunities.

Furthermore, strengthening social networks and collaboration between different community groups can be another important strategy to improve social integration. Programs that encourage positive social interactions, such as community activities, cultural festivals, and social entrepreneurship programs, can help build a sense of community and solidarity among natives and migrants. By combining strengthening human capital quality, improving economic access, and inclusive social integration strategies, the Nusantara Capital City has the potential to become a model of development that is not only economically sustainable but also socially inclusive.

5. Conclusion and Recommendation

a. Conclusion

This research concludes that strengthening the quality of Human Resources (HR) and improving economic access have a very important role in strengthening social integration in the Capital City of the Nusantara. Strengthening the quality of human capital through increased access to education and skills training, as well as continuous professional development, is key to creating a workforce that is competent and ready to adapt to changes in the social and economic environment. Better human capital quality not only improves productivity and competitiveness, but also enables local communities to actively participate in economic and social activities, which in turn strengthens social integration. In addition, this research also highlights that broad and equitable economic access is an important element in creating an inclusive and harmonious society. Economic access that includes access to capital, markets and economic infrastructure enables local communities to capitalize on existing economic opportunities, reduces socio-economic disparities and encourages greater participation in economic development. As such, better economic access helps build a strong foundation for social integration by promoting shared prosperity and strengthening social cohesion. It is important to strengthen pentha helix collaboration involving government, academia, industry, community and media.

b. Recommendation

- 1) The Central Government and the IKN Authority to immediately improve the quality of education and economic access for local communities so that they have sufficient power to live their lives in the Nusantara Capital City.

- 2) The Central Government, IKN Authority and other Local Governments to prepare collaboration in supporting the successful development of the Nusantara Capital City.

References :

- Almagfira, A., Cherlyta, A., Nasution, A., & Fatimah, G. N. (2024). Partisipasi Masyarakat Dalam Penerapan Konsep Sustainable Development Terhadap Pembangunan Ibu Kota Negara Nusantara. *Media Hukum Indonesia (MHI)*, 2(2), 462–472.
- Arikunto, S. (2011). *Prosedur penelitian : Suatu Pendekatan Praktik* (Ed. Rev. V). Jakarta : Rineka Cipta.
- Azhari, A., . Mustofa, M., Meisari, E. D., & Setia Anggarista, E. T. (2023). Pengembangan Badan Usaha Milik Desa Melalui Peningkatan Kualitas Sumber Daya Manusia. *Jurnal Ilmiah Ekonomi Global Masa Kini*, 14(2), 82–92. <https://doi.org/10.36982/jiegm.v14i2.3392>
- Dira, A. F., Utomo, K. P., Bangun, M. F. A., Pramularso, E. Y., & Syarief, F. (2023). Pengaruh Investasi dan IPM terhadap Pertumbuhan Ekonomi Hijau di Provinsi Kalimantan Timur. *EKOMBIS REVIEW: Jurnal Ilmiah Ekonomi Dan Bisnis*, 11(2), 1437–1446–1437–1446. <https://jurnal.unived.ac.id/index.php/er/article/view/4181>
- Ginting, D. H., & Hadiningrat, K. P. S. S. (2023). Pemberdayaan Masyarakat Lokal Perspektif Keamanan dan Ketertiban Masyarakat di Ibu Kota Negara Nusantara. *Jurnal Lemhannas RI*, 11(4), 273–290. <https://doi.org/10.55960/jlri.v11i4.487>
- Hadiningrat, K. P. S. S. (2023). *Pemindahan Ibukota Negara : Paradigma Pembangunan Berkelanjutan*. Jakarta : Penerbit Buku Kompas.
- Hakam, I. A., Fatahillah, K., Faniati, R. N., Izzah, N. N., & Putra, R. S. (2022). A Systematic Literature Review: Strategi Pengembangan Usaha Mikro Dan Menengah (UMKM) Melalui Peningkatan Kualitas Sumber Daya Manusia. *WORLDVIEW (Jurnal Ekonomi Bisnis Dan Sosial Sains)*, 2(1), 61–72. <https://doi.org/10.38156/worldview.v2i1.197>
- Hasibuan, M. S. P. (2016). *Manajemen Sumber Daya Manusia*. Penerbit Bumi Aksara.
- Mursalim. (2019). Kebijakan Strategi : Membangun Interkoneksi antara Pendidikan Formal, Non-Formal, dan Informal. *Researchgate*, August, 1–10.
- Mutaqin, D. J., Muslim, M. B., & Rahayu, N. H. (2021). Analisis Konsep Forest City dalam Rencana Pembangunan Ibu Kota Negara. *Bappenas Working Papers*, 4(1), 13–29. <https://doi.org/10.47266/bwp.v4i1.87>
- Najilatil Mazda, C. (2022). Analisis Dampak Pemindahan Ibu Kota Negara (Ikn) Terhadap Social Security. *Jurnal Enersia Publika*, 6(1), 1–12.
- Nasir, Rasid, Abubakar, Llilianti, Adam, Yani, I., Arham, M., Basman, Hamriani, Ritme, Suaib, Sukmawati, Asrah, Usman, Hartati, Syamsuriadi, Rismawati, B., & Rahmat, S. (2023). *Manajemen Sumber Daya Manusia di Sekolah : Strategi , Tantangan , dan Solusi untuk Pendidikan yang Sukses* (A. Sofatunisa (ed.); Issue December). Sumedang ; Mega Press Nusantara.
- Pradana, A. A., Chandra, M., Fahmi, I., Casman, C., Rizzal, A. F., Dewi, N. A., & Nur'aini, N. (2021). Metode Penulisan Artikel Telaah Literatur. *Jurnal Ilmu Kesehatan Dharmas Indonesia*, 1(1), 6–15. <https://doi.org/10.56667/jikdi.v1i1.204>
- Purba, Y. P. R., Mirahardikusuma, A. B., Al Hakim, A. A., Purnamasari, L., & Anshori, M. I. (2023). Pengalaman Karyawan : Cara Menarik Bakat , Mempertahankan. *Jimek : Jurnal Ilmu Manajemen, Ekonomi Dan Kewirausahaan*, 1(4), 38–54.
- Saraswati, M. K., & Adi, E. A. W. (2022). Pemindahan Ibu Kota Negara Ke Provinsi Kalimantan Timur Berdasarkan Analisis SWOT. *JISIP (Jurnal Ilmu Sosial Dan Pendidikan)*, 6(2), 4042–4052.

<https://doi.org/10.58258/jisip.v6i2.3086>

- Sihite, M., Albanjari, F. R., Sinurat, E. J., Kustina, K. T., Sudarijati, & Andriani, J. (2023). *MSDM : (Menyongsong Era Disrupsi)* (Hartini (ed.)). Bandung : Media Sains Indonesia.
- Tabhroni, G. (2022). Metode Penelitian Deskriptif Kualitatif (Konsep & Contoh). *Serupa.Id*, 33. <https://serupa.id/metode-penelitian-deskriptif-kualitatif-konsep-contoh/#:~:text=Dapat disimpulkan bahwa metode penelitian deskriptif kualitatif adalah,sistematis atau deskripsi rinci yang faktual dan akurat.>
- Ubbe, A. (2011). Pengkajian Hukum Tentang Mekanisme Penanganan Konflik Sosial. *Pusat Penelitian Dan Pengembangan Sistem Hukum Nasional Badan Pembinaan Hukum Nasional Kementerian Hukum Dan HAM RI 2011*, 107. www.bphn.go.id/datadocumentspkj-2011-10
- UGM, H. M. P. S. (2023). *MENJADI CENDEKIAWAN UNTUK INDONESIA : Merespon Rencana Pembangunan Ibukota Negara Baru Indonesia Berkonsepkan Smart City* (Issue October). Yogyakarta : Zahir Publishing.
- Waruwu, D., Utama, I. G. B. R., Suryaningsih, & Junaedi, I. W. R. (2024). *Kota Dalam Hutan : Dinamika Dan Eksistensi Ibu Kota Nusantara*. Sleman : Penerbit Deepublish Digital.