MODEL OF GLOBAL HR DEVELOPMENT AND GREEN ECONOMY DIPLOMACY: STRENGTHENING GLOBAL ENVIRONMENTAL GOVERNANCE IN INDONESIA

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ABSTRACT

Objective: This study analyzes the development of global human resources and green economy diplomacy in the Indonesian context and their impact on Global Environmental Governance, focusing on the renewable energy sector and the environment. This research highlights important issues related to environmental sustainability and the Indonesian government's efforts to promote sustainable practices through Global HR development and green economic diplomacy.

Methods: The research methodology involves a theoretical analysis and literature review. The HR Global Environmental Competency Model and Green Economic Diplomacy serve as the conceptual frameworks for the analysis. Data collected from various sources, including academic journals, books, government reports, and relevant publications, are systematically analyzed.

Results: The analysis reveals the Indonesian government's commitment to sustainable development and the implementation of policies and programs supporting renewable energy, investment in the renewable energy sector, and environmental protection. The HR Global Environmental Competency Model and Green Economic Diplomacy play crucial roles in enhancing human resources and promoting sustainable practices. These initiatives contribute to the strengthening of Global Environmental Governance in Indonesia.

Conclusion: The findings indicate that the Indonesian government's efforts in developing global human resources and implementing green economic diplomacy have a positive impact on Global Environmental Governance. However, this research has limitations in terms of its focus on Indonesia's renewable energy sector and the lack of empirical analysis. Future studies should involve empirical research, engage various stakeholders, and conduct comparative studies with other countries to gain a more comprehensive understanding of best practices and challenges in Global Environmental Governance.

Keywords: sustainable development, global HRM, global environmental governance, green economic diplomacy.

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MODELO DE DESENVOLVIMENTO GLOBAL DE RH E DIPLOMACIA DA ECONOMIA VERDE: FORTALECIMENTO DA GOVERNANÇA AMBIENTAL GLOBAL NA INDONÉSIA

RESUMO

Objetivo: Este estudo analisa o desenvolvimento de recursos humanos globais e a diplomacia da economia verde no contexto indonésio e seu impacto na Governança Ambiental Global, com foco no setor de energia renovável e no meio ambiente. Esta pesquisa destaca questões importantes relacionadas à sustentabilidade ambiental e aos esforços do governo indonésio para promover práticas sustentáveis por meio do desenvolvimento de RH global e da diplomacia econômica verde.

Métodos: A metodologia de pesquisa envolve uma análise teórica e revisão da literatura. O Modelo de Competência Ambiental Global de RH e a Diplomacia Econômica Verde servem como quadros conceituais para a análise. Os dados coletados de várias fontes, incluindo revistas acadêmicas, livros, relatórios governamentais e publicações relevantes, são sistematicamente analisados.

Resultados: A análise revela o compromisso do governo indonésio com o desenvolvimento sustentável e a implementação de políticas e programas de apoio à energia renovável, investimento no setor de energia renovável e proteção ambiental. O Modelo de Competência Ambiental Global de RH e a Diplomacia Econômica Verde desempenham papéis cruciais no reforço dos recursos humanos e na promoção de práticas sustentáveis. Essas iniciativas contribuem para o fortalecimento da Governança Ambiental Global na Indonésia.

Conclusão: As constatações indicam que os esforços do governo indonésio no desenvolvimento de recursos humanos globais e na implementação da diplomacia econômica verde têm um impacto positivo na governança ambiental global. No entanto, esta pesquisa tem limitações em termos de seu foco no setor de energia renovável da Indonésia e a falta de análise empírica. Estudos futuros devem envolver pesquisa empírica, envolver várias partes interessadas e realizar estudos comparativos com outros países para obter uma compreensão mais abrangente das melhores práticas e desafios na Governança Ambiental Global.

Palavras-chave: desenvolvimento sustentável, GRH global, governança ambiental global, diplomacia econômica verde.

1 INTRODUCTION

As a country with high levels of biodiversity and abundant natural resources, Indonesia faces a series of significant environmental challenges (Petrich, 1993). Alarmingly high deforestation, air pollution in big cities, and climate change impact are some of Indonesia's concrete problems (Suhendro, 2014). Indonesia must build an environmentally friendly business ecosystem (Soewarno et al., 2019) to overcome this challenge and strengthen global environmental governance, especially in the renewable energy and electric vehicle sectors (Pirmana et al., 2023).

Data from the Indonesian Ministry of Environment and Forestry show that deforestation in Indonesia in 2020 reached 479,000 hectares, an increase of 15%
compared to the previous year (Rahmat et al., 2022). Its impacts the loss of wildlife habitat, soil degradation, and global warming. In addition, several cities in Indonesia, such as Jakarta, Bandung, and Surabaya, often experience air pollution levels exceeding the safe threshold WHO set (Greenstone & Fan, 2019). These high levels of air pollution negatively impact public health and increase the risk of respiratory diseases. This climate change causes an increase in the frequency and intensity of natural disasters, such as floods, landslides, and droughts (Banholzer et al., 2014).

Developing the renewable energy sector and electric vehicles has great potential to reduce greenhouse gas emissions that cause climate change (Richardson, 2013). In addition, switching from fossil energy sources to renewable energy can also reduce dependence on imported fossil energy and increase Indonesia's energy independence. The development of this sector also has the potential to create new jobs and stimulate economic growth.

However, to realize the potential of the renewable energy sector and electric vehicles, developing Human Resources (HR) with global economic and environmental ecology insight is crucial (Bratton et al., 2021). Skilled and trained human resources in renewable energy technology and innovation, as well as environmentally friendly principles, will become the backbone of this sector. Developing human resources with global economic and environmental ecology insights encourages innovation and technological development in the renewable energy sector (Syed & Kramar, 2017).

In addition, sustainable economic diplomacy also plays a vital role in strengthening sustainable development in Indonesia. Human resources with knowledge and understanding of the global economy and environmental ecology can be valuable assets in sustainable economic diplomacy (Tinbergen, 1962). Investment support, global social movements, and resources through environment-based economic diplomacy are critical in realizing human resource development (Schmidheiny, 1992) with a global economic and environmental ecology perspective in Indonesia's renewable energy sector and the environment.

Indonesia can obtain financial assistance, investment, and technology transfer from developed countries through sustainable economic diplomacy (Okano-Heijmans, 2012). This sustainable economic diplomacy will accelerate energy transformation towards more sustainable and environmentally friendly resources (Okano-Heijmans & Asano, 2018) and strengthen international cooperation in renewable energy and the
environment. This cooperation will expand the collaboration network with international partners, share knowledge and experience, and accelerate the adoption of best practices in managing renewable energy and the environment.

This study examines the Indonesian government's commitment to sustainable development, particularly in the renewable energy and environmental sectors. This research also analyzes Indonesia's economic diplomacy efforts in promoting sustainable development and the role of human resource development (HR) in global environmental sustainability. Strengthening global human resources and green economy diplomacy is expected to strengthen global environmental governance in Indonesia and accelerate the transition towards a sustainable and environmentally friendly economy.

2 THEORETICAL FRAMEWORK

2.1 GLOBAL ENVIRONMENTAL SUSTAINABILITY

The theory of global environmental sustainability, also known as Global Environmental Sustainability, focuses on efforts to maintain the long-term sustainability of environmental systems at the global level. Global Environmental Sustainability developed from the initial concept of sustainability related to sustainable development, economic growth, and population growth (Goodland, 1995).

Sustainability emphasizes the need to meet the needs of the present without compromising the ability of future generations to meet their needs (Cortese, 1999). This approach involves sustainable development, economic growth, and population growth (Goodland, 1995). It considers economic, social, and environmental aspects in decision-making and development efforts (Bolis et al., 2014; Bond et al., 2012).

Along with increasing awareness about environmental damage and climate change, the theory's focus is changing to Environmental Sustainability. This concept emphasizes the need to protect and maintain the natural environment to survive long-term (Turnhout et al., 2016). This theory considers human impact on the environment and efforts to reduce the ecological footprint and promote the conservation of natural resources.

However, because environmental challenges have no national boundaries and require global coordination, the theory developed into Global Environmental Sustainability; this concept involves understanding that environmental issues such as climate change, biodiversity, and pollution (Baste & Watson, 2022) cross national
boundaries and affect the planet (Ehresman & Okereke, 2015). Global environmental sustainability includes protecting and wise managing natural resources, preserving biodiversity, reducing greenhouse gas emissions, and promoting renewable energy (UNDP, 2019). Global Environmental Sustainability refers to environmental sustainability efforts on a global scale (Okereke, 2006), justice in the distribution of resources, and intergenerational responsibility in achieving sustainability (Dauvergne, 2012). Global environmental sustainability is an effort to balance human needs and the sustainability of the earth's ecosystems (Deng et al., 2016). This concept recognizes that unsustainable human activities, such as pollution, deforestation, and climate change, threaten the sustainability and survival of this planet (Morin & Orsini, 2020).

Global environmental sustainability also includes three main dimensions: ecological, social, and economic (Biermann & Pattberg, 2008). Governments at national and global levels have an essential role in achieving environmental sustainability through effective governance (Johnstone & Newell, 2018). Meeting the present's human needs without compromising future generations' ability to meet their needs is also a key focus (Verma, 2019).

As one of the leading players in environmental sustainability efforts, Indonesia can significantly contribute to achieving Global Environmental Sustainability. Efforts to conserve biodiversity, sustainably manage natural resources, reduce emissions, promote renewable energy, and actively participate in international cooperation will play a key role in achieving the global goal of preserving the earth for future generations.

2.2 GREEN ECONOMIC DIPLOMACY MODEL: CONCEPTUAL INTEGRATION OF ECONOMIC DIPLOMACY, GREEN ECONOMIC AND GREEN DIPLOMACY

An economic diplomacy is a diplomatic approach that involves negotiation, cooperation, and setting economic relations between countries (Shrestha, 2021). Economic diplomacy promotes national economic interests, increases international trade, and facilitates cross-border investment (Okano-Heijmans & Asano, 2018). Economic diplomacy involves negotiations on trade policies, market access, investment, and cooperation between countries in increasing economic growth, creating jobs, and strengthening national economic competitiveness (Bayne & Woolcock, 2017).

(Costanza et al., 2017) explains that a green economy is an economic system that focuses on sustainable economic growth by considering environmental impacts.
According to (Ferguson, 2015), this approach promotes more efficient use of resources, environmentally friendly technologies, and sustainable business practices (Tolkachev et al., 2023). These experts emphasized that the goal of a green economy is to strike a balance between economic growth, environmental protection, and social welfare in the long run (Ivlev & Ivleva, 2018).

In terms of green diplomacy, (Harris, 2016) argue that green diplomacy is a diplomatic approach that focuses on environmental and sustainability issues. The main goals of green diplomacy are promoting environmental protection, building international cooperation in environmental matters, and reaching global agreements to address global environmental challenges (Torney & Cross, 2018). Green diplomacy involves negotiating and implementing international agreements related to environmental issues such as climate change, biodiversity, and natural resource management. Green diplomacy, also known as environmental diplomacy or sustainable diplomacy, focuses on protecting and preserving the natural environment (Esty, 1994). Green diplomacy includes addressing global environmental issues, such as climate change, environmental degradation, and biodiversity (Skogen et al., 2018). Green diplomacy seeks to achieve sustainable development goals by integrating environmental aspects into international policies and cooperation (Sands, 2003).

Economic diplomacy tends to focus on national economic and trade interests rather than adequately considering environmental aspects. This deficiency can lead to more attention to the negative environmental impacts arising from economic activities (Shrestha, 2021). On the other hand, a green economy (environment) focuses on sustainable and environmentally friendly economic growth. However, it often needs to pay more attention to diplomacy and international cooperation, essential in dealing with global environmental challenges. This shortcoming can hinder concerted efforts to promote green economy practices at the international level (Chohan, 2021). Meanwhile, green diplomacy emphasizes the need for diplomacy that focuses on environmental and sustainability issues (Leann Brown, 2003). However, this theory may need to consider economic aspects and national interests sufficiently, the primary concern in economic diplomacy.

By integrating the Green Economic Diplomacy theory, it tries to combine and overcome the shortcomings of each theory. This approach recognizes the importance of paying attention to environmental aspects in economic diplomacy efforts and vice versa.
It regards international cooperation as a vital element in achieving sustainable economic growth. Green Economic Diplomacy enables countries to promote green investments, green technologies, and international policies that support sustainable economic growth while paying attention to environmental issues (Okano-Heijmans, 2012). Green Economic Diplomacy can overcome the shortcomings of economic diplomacy, green economy, and green diplomacy and provide a more comprehensive and sustainable approach to promoting economic growth in line with environmental preservation and building international cooperation on environmental issues. This integration aims to produce strategies and policies promoting sustainable economic growth and protecting the environment.

Green Economic Diplomacy involves diplomatic efforts to encourage international cooperation in dealing with global environmental challenges, facilitate green investment and trade, and promote economic policies and practices that support environmental protection and long-term sustainability. Green Economic Diplomacy aims to reach a sustainable global agreement, ensuring a balance between economic growth, environmental protection, and social welfare, as well as building an international framework to address the environmental challenges faced by the global community.

This diagram shows the relationship between the three concepts and how the integration of the three forms Green Economic Diplomacy. Economic diplomacy is the foundation for this approach, while Green Economy and Green Diplomacy contribute critical environmental aspects. The integration of these three concepts leads to Green Economic Diplomacy, in which economic, environmental, and diplomatic interests are
holistically to achieve sustainable economic growth by paying attention to environmental impacts and building international cooperation. The characteristics of Green Economic Diplomacy, when compared with the three theoretical concepts, are:

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Economic Diplomacy</th>
<th>Green Economy</th>
<th>Green Diplomacy</th>
<th>Green Economic Diplomacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focus</td>
<td>National economic and trade interests</td>
<td>Sustainable and environmentally friendly economic growth</td>
<td>Environmental and sustainability issues</td>
<td>Economic, environmental, and diplomatic interests in one approach</td>
</tr>
<tr>
<td>Effort</td>
<td>Influence the economic policies of other countries</td>
<td>Minimizing the use of non-renewable natural resources</td>
<td>Promote international cooperation in environmental protection</td>
<td>Promoting sustainable economic growth with due regard for environmental impact</td>
</tr>
<tr>
<td>Cooperation</td>
<td>Bilateral and multilateral trade and investment</td>
<td>Not explicitly focused on cooperation</td>
<td>International Cooperation in environmental protection</td>
<td>International cooperation in green investment and eco-friendly technologies</td>
</tr>
<tr>
<td>Environmental Aspect</td>
<td>Does not explicitly pay attention to environmental impacts</td>
<td>Focus on the environmental impact of economic activity</td>
<td>Pay attention to environmental issues in bilateral and multilateral relations</td>
<td>Paying attention to environmental aspects in trade and investment negotiations</td>
</tr>
<tr>
<td>International Policy</td>
<td>Paying attention to national interests in international trade negotiations</td>
<td>Not specifically focused on international policy</td>
<td>Drive the negotiation and implementation of global environmental agreements.</td>
<td>Fighting for sustainable economic development through international policies and agreements</td>
</tr>
</tbody>
</table>

Source: Developed by the Author (Rahmat & Apriliani, 2023)

2.3 HR DEVELOPMENT AND GREEN ECONOMIC DIPLOMACY FOR THE RENEWABLE ENERGY AND ENVIRONMENTAL SECTORS

The renewable energy and environmental sectors are essential to achieve global sustainability (Tam, 2023). Developing human resources (HR) with relevant skills and knowledge (Klimovskikh et al., 2023) and implementing green economy diplomacy strategies are essential in promoting sustainable practices, investment, and international cooperation in this sector (Pucik et al., 2016).

HR development in the renewable energy sector involves providing the knowledge, skills, and attitudes needed to face technological challenges and innovation in renewable energy (Li, 2022). HR development includes training in developing,
installing, and maintaining renewable technologies such as solar panels, wind turbines, and energy storage (Kachalov & Finogenova, 2023). Investment in quality education and training of human resources can increase individual capacity to manage, develop and implement renewable energy technologies. By investing in human capital and implementing green economy diplomacy, countries can promote sustainable practices, attract investment, and strengthen their position in the global renewable energy market (Sovacool et al., 2019).

Through investment in human capital and international cooperation, countries can promote sustainable economic practices, attract investment, and strengthen their position in the global renewable energy market (Pucik et al., 2016). The implications and benefits of HR development and Green economic diplomacy include sustainable economic growth, reduced greenhouse gas emissions, job creation, and access to clean and affordable energy.

Green economy diplomacy promotes and encourages sustainable economic practices in the renewable energy sector. Green economy diplomacy includes bilateral and multilateral cooperation, policy negotiations, and technology exchanges to promote green investment and trade in renewable energy (Okano-Heijmans, 2012). Green economy diplomacy is critical in building economic partnerships and overcoming barriers to renewable energy transition.

Human resource development and Green Economic Diplomacy within this conceptual framework are essential in the renewable energy and environmental sectors. By integrating global human resource development with a diplomatic approach, global human resource development in the renewable energy and environment sector aims to prepare a qualified and skilled workforce to face environmental challenges and zero emission commitments (Vance & Paik, 2015). This involves developing training and educational programs focusing on knowledge and skills (Schmidheiny, 1992) in renewable energy technologies, environmental management, and green economy principles. Educational institutions play an essential role in providing relevant curricula and learning programs that support the development of competent human resources in this sector.

Through a green economy diplomacy approach, the government and the private/business sector work together to promote sustainable and environmentally friendly economic growth in the renewable energy sector (Ehresman & Okereke, 2015).
This involves policies and regulations that support investment in the renewable energy sector, increasing access to finance and investing in environmentally friendly technologies, and promoting fair and sustainable international trade (Tinbergen, 1962). The government also plays a role in facilitating international collaboration involving the transfer of technology and knowledge, as well as investment support in the renewable energy and environmental sectors (Torney & Cross, 2018).

Developing quality human resources provides reliable and skilled human resources in managing the renewable energy and environmental sectors (Arcelay et al., 2021). At the same time, Green Economic Diplomacy creates conducive conditions for sustainable and environmentally friendly economic growth through cooperation between the government and the private/business sector. With the development of substantial human resources and Green Economic Diplomacy, the renewable energy and environmental sectors can grow sustainably, increase the contribution to zero-emission commitments (Lenaerts et al., 2022), and Indonesia can play a more decisive role in global environmental governance. For describe, as follows:
Figure 2. Model Conceptual Framework for Global HR Development and Green Economy Diplomacy for Strengthening Global Environmental Governance (adopted from the IPO Model)

Source: Developed by Author (Rahmat & Apriliani, 2023)
The Conceptual Framework Model for Global HR Development and Green Economy Diplomacy to Strengthen Global Environmental Governance explains how global HR development and green economy diplomacy can strengthen global environmental governance in Indonesia. This model describes the steps needed and the roles of various actors in achieving these goals.

Inputs involve government policies and regulations, available resources, and supporting infrastructure. This is a crucial first step in developing human resources and green economy diplomacy. The government is responsible for creating policies and regulations that support the renewable energy sector and the environment (Morin & Orsini, 2020). In addition, the private/business sector also plays a vital role in investing and innovating in this sector (Ferguson, 2015). In contrast, educational institutions play a role in developing human resources with a global understanding and concern for the environment (Li, 2022).

The process involves policy and regulatory support, training and education development, public education, and international collaboration. Green economy diplomacy is a cornerstone for promoting global cooperation and partnerships. International collaboration is essential to gain investment, technology transfer, and knowledge that support the development of renewable energy and the environment in Indonesia.

The expected outputs include increasing public awareness and participation in environmental preservation, foreign investor interest in the renewable energy and environmental sectors, environmentally friendly technological innovations, and the availability of quality human resources in the economic and renewable energy diplomacy sector.

The expected outcome is reducing greenhouse gas emissions, negative environmental impacts and an accelerated transition towards a sustainable and environmentally friendly economy through developing a sustainable business ecosystem.

This model aims to build strong and sustainable global environmental governance in Indonesia so that the country can become a leader in efforts to protect the environment and achieve zero emission commitments (Bie et al., 2023).

In each stage, continuous evaluation (feedback) needs to ensure the quality of the process and to improve and optimize the steps taken to achieve the desired goals and results.
Through solid human resources development and green economy diplomacy, Indonesia can lead global environmental governance, reduce greenhouse gas emissions, and accelerate the transition toward a sustainable economy.

3 METHOD

This study uses theoretical analysis methods and a literature review (Collins & Stockton, 2018) to examine the development of Global HR in the HR Global Environmental Competency and Green Economic Diplomacy Models and their impact on strengthening Global Environmental Governance in Indonesia.

The data used in this study is secondary data obtained through literature studies related to the development of Global HR, the HR Global Environmental Competency Model, Green Economic Diplomacy, and Global Environmental Governance. Data sources include scientific journals, books, government reports, and other related publications. The data collected was analyzed theoretically to identify relevant critical theoretical concepts used as the basis for developing the models (Green, 2014). The literature review aimed to collect information on policies and programs implemented by the Indonesian government. Policies and programs to support the development of Global HR, the HR Global Environmental Competency Model, and Green Economic Diplomacy. The literature review also involves research on sustainable practices and international cooperation in the context of green economy diplomacy.

Data obtained from literature studies are analyzed systematically and critically to identify the main findings related to the development of Global HR, the HR Global Environmental Competency Model, and Green Economic Diplomacy, as well as identify policies and programs the Indonesian government has carried out to strengthen Global Environmental Governance. Finally, the analysis results to develop models and conclusions (Azungah, 2018).

4 RESULTS AND DISCUSSION

4.1 COMMITMENT AND EFFORTS OF INDONESIA'S ECONOMIC DIPLOMACY IN THE SUSTAINABLE DEVELOPMENT OF THE RENEWABLE ENERGY SECTOR AND THE ENVIRONMENT

The Indonesian government has adopted environmental protection policies that cover waste management, natural resource conservation, and rehabilitation of damaged
ecosystems. This policy aims to minimize the negative impact of development activities. The Indonesian government encourages using renewable energy as an alternative to fossil energy sources. Was reflected in this policy at the National Medium-Term Development Plan (RPJMN), which sets a target to increase the contribution of renewable energy in the national energy mix. The Indonesian government provides incentives and facilities to encourage investment in the renewable energy sector (Sunitiyoso et al., 2020). This policy includes tax incentives, financial support, and infrastructure development policies that support the growth of the renewable energy sector (Yuniza, 2021).

The Indonesian government's commitment to sustainable development creates excellent opportunities for growth in the renewable energy and environmental sectors. More excellent investment in developing and using renewable energy can create jobs, reduce greenhouse gas emissions, and increase a country's energy security (Suraharta et al., 2022).

The Indonesian government participates in international forums such as the United Nations Conference on Climate Change (UNFCCC) to negotiate and discuss global policies related to climate change (Rahmat et al., 2022). Indonesia is committed to reducing greenhouse gas emissions and playing an active role in reaching international agreements. The Indonesian government negotiates with other countries to promote sustainable and fair trade. In trade negotiations, Indonesia seeks to include environmental issues and sustainable development as essential considerations. The Indonesian government is active in international meetings discussing environmental issues and sustainable development. Through its role as host of international conferences, Indonesia plays an active role in discussing environmental issues and advocating for sustainable policies at the global level (Pirmana et al., 2023).

Through economic diplomacy, Indonesia establishes international cooperation in promoting sustainable practices. This collaboration includes technology exchange, knowledge transfer, and investment in the renewable energy and environmental sectors. Indonesia uses economic diplomacy to promote sustainable products in the international market. The government seeks to increase the competitiveness of sustainable products and introduce them to the global market (Rahmat et al., 2022).

Indonesia hopes to strengthen international cooperation through these economic diplomacy efforts, encourage investment in the renewable energy sector, and promote sustainable practices in global markets. The collaboration between economic diplomacy
and sustainable development is essential to effectively achieving sustainable development goals.

However, the challenges in realizing sustainable development remain, including limited resources, technical challenges, and consistent policy changes (Petrich, 1993). Therefore, continuous efforts and collaboration between the government, the private sector, communities, and international institutions are critical to achieving sustainable development goals effectively.

4.2 GLOBAL ENVIRONMENTAL SUSTAINABILITY HR DEVELOPMENT MODEL AND GREEN ECONOMIC DIPLOMACY SUPPORT

The human resource development model in the context of global environmental sustainability must pay attention to competency aspects, including knowledge, skills, attitudes, and values (Piacentini, 2017) related to environmental sustainability, and then adopted within the theoretical framework of sustainability, which includes economic, social, and environmental dimensions (Goodland, 1995). In global human resource management, these competencies are essential to face global environmental challenges and strengthen sustainability (Pucik et al., 2016). By combining competency aspects which include Knowledge, Skills, Attitudes, and Values in the economic, social, and environmental dimensions with the theory of sustainability, organizations, and individuals will have a solid foundation in understanding, facing, and contributing to answering global sustainability challenges in a holistic manner, which later called HR Global Environmental Competency.
HR Global Environmental Competency (HR-GEC) is a competency possessed by human resources (HR) globally to understand, develop, and apply knowledge, skills, attitudes, and values related to economic, social, and environmental aspects to achieve global environmental sustainability. HR Global Environmental Competency includes a deep understanding of global issues in an economic, social, and environmental context. This model involves a broad range of knowledge, skills, attitudes, and values about the relationship between the global economy, society, and the environment and the impact of human activities on environmental sustainability.

1. Knowledge of global Economic socio-environmental: Has a broad and deep knowledge of global economic, social, and environmental issues. Furthermore, it includes understanding the complex relationships between the global economy, society, and the environment, as well as the impact of human activities on environmental sustainability.

2. Skills of global Economic socio-environmental: Having relevant skills to analyze, plan and implement sustainable activities in a global context. Furthermore, it includes developing sustainable strategies and policies, monitoring and evaluating environmental impacts, and managing projects that support sustainability.

3. Attitudes to global Economic socio-environmental: A positive attitude towards economic, social, and environmental issues in a global context contributes
to a more sustainable and inclusive future. Furthermore, it includes protecting the environment, respecting social and cultural diversity, and openness to innovation and change that supports sustainability.

4. Values in global Economic socio-environmental: Values supporting environmental sustainability globally context include social justice, equity, sustainability, integrity, and social responsibility. These values influence how individuals behave, make decisions, and interact with others economically, socially, and environmentally.

By combining these knowledge, skills, attitudes, and values, HR Global Environmental Competency can actively understand, develop, and implement sustainable solutions in response to global environmental challenges. To map the needs for HR development, which refers to the HR Global Environmental Competency described in the following model:

Figure 4. Model HR development hierarchical competency levels based on HR-GEC and Green Economic Diplomacy

Source: Developed by Author (Rahmat & Apriliani, 2023)
HR development that refers to HR-GEC needs to pay attention to hierarchical competency levels (Strategic/Managerial, Operational, Technical, Executor/staff), which helps reflect the level of responsibility and role in the organization (Blau, 1968). Each level requires different competencies to carry out their duties and responsibilities effectively.

This level influences the type of competency in the context of HR-GEC. The types of competency, Soft and Hard Competency, are influenced by it (Woodruffe, 1993). They divide the types of HR-GEC into Soft Competency and Hard Competency. Soft Competency includes skills and attitudes related to interpersonal relationships, communication, leadership, and time management. Complex competency involves specific technical knowledge and skills in a particular field.

<table>
<thead>
<tr>
<th>Hierarchical Levels</th>
<th>Soft Competency</th>
<th>Hard Competency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic/Managerial Level</td>
<td>Strategic leadership (Agile), Change Management, Communication, Collaboration, Teamwork, Stakeholder Management engagement</td>
<td>Strategic Planning and Decision Making energy renewal, Policy Development and Implementation of Energy and Environment, Analysis of market and Finance, Risk Assessment and Management</td>
</tr>
<tr>
<td>Operational Level</td>
<td>Problem-Solving and Decision Making (Leadership team), Teamwork and Cooperation, Adaptability and Flexibility, Conflict Management, Time Management</td>
<td>Technical Knowledge of Renewable Energy Systems, Project Management, Operational Supervision, Quality and safety work, Environmental Impact Assessment, Regulatory Compliance, and Data Analysis and Reporting</td>
</tr>
<tr>
<td>Executive/staff level</td>
<td>Initiative and Proactivity, Compliance with regulations and Sustainability, Work Ethics</td>
<td>Installation of Renewable Energy Systems, Monitoring and Evaluation, Data Collection and Analysis, and Equipment Operation</td>
</tr>
</tbody>
</table>

Source: Developed by Author (Rahmat & Apriliani, 2023)

The role of Green Economic Diplomacy in producing HR competencies (Human Resources) which include knowledge, skills, attitudes, and values (Piacentini, 2017) related to global economic socio-environmental (Lahlou et al., 2021), as well as hierarchical competency levels in the renewable energy and environmental sectors, can be explained as follows:
1. Knowledge: Green Economic Diplomacy plays a role in providing the necessary knowledge about global issues, environmental policies, renewable energy, and economic-socio-environmental impacts. This diplomacy involves international dialogue, exchange of information, and cooperation between countries to broaden understanding and promote knowledge about sustainable solutions in the energy and environment sectors.

2. Skills: Green Economic Diplomacy plays a role in developing the skills needed to manage sustainable economic diplomacy. Skills such as negotiation, diplomacy, project management, cross-cultural communication, and risk management are part of the HR competencies that are important in this context. Green economy diplomacy allows individuals to hone these skills through interaction with stakeholders and participation in international negotiations.

3. Attitudes: Green Economic Diplomacy is essential in shaping attitudes that support sustainable development. This diplomacy encourages a proactive, collaborative, inclusive, and solution-oriented attitude in addressing environmental and energy challenges. Developing a responsive attitude to global issues and the ability to cooperate with various parties is an integral part of the HR competencies needed in this sector.

4. Values: Green Economic Diplomacy promotes values important in promoting sustainable development, such as social justice, environmental responsibility, public participation, and equality. This diplomacy influences the formation of individual and organizational values that reflect a commitment to a sustainable and inclusive environment—having these values as an essential foundation in HR competencies related to the renewable energy and environmental sectors.

Thus, through Green Economic Diplomacy, individuals and organizations can be involved in sustainable economic diplomacy, influencing the formation of HR competencies needed in the global economic socio-environmental context and the renewable energy and environmental sectors.

4.3 THE ROLE OF HR GLOBAL ENVIRONMENTAL SUSTAINABILITY IN STRENGTHENING INDONESIA'S GLOBAL ENVIRONMENTAL GOVERNANCE

The Indonesian government has taken many necessary steps to develop human resources in the context of global environmental sustainability (Purniawati et al., 2020).
These initiatives cover education and training, research and development, public awareness and campaigns, and collaboration and partnerships with various stakeholders. This approach strengthens HR Global Environmental Sustainability, essential in strengthening Global Environmental Governance in Indonesia.

HR Global Environmental Sustainability is responsible for developing the capacity of individuals and organizations to understand, manage and implement sustainable practices (Iqbal, 2020). This involves developing knowledge, skills, and attitudes about environmental and sustainability issues (Arcelay et al., 2021). By building solid capacities, HR Global Environmental Sustainability helps individuals and organizations become influential leaders and actively practice sustainable policies and actions (Yuniza, 2021).

HR Global Environmental Sustainability also increases individual awareness and understanding of environmental and sustainability issues. HR Global Environmental Sustainability helps change attitudes and behavior towards more sustainable practices through training, communication, and awareness campaigns (Petrich, 1993). By increasing personal understanding and awareness, HR Global Environmental Sustainability contributes to increasing active participation in sustainable environmental practices.

HR Global Environmental Sustainability supports and guides individuals and organizations in adopting sustainable practices. This includes providing resources, guidance, and direction for implementing environmental policies, monitoring environmental performance, and managing environmental impacts. HR Global Environmental Sustainability helps ensure that individuals and organizations have access to the information and support they need to operate sustainably.

HR Global Environmental Sustainability assists in building a sustainable organizational culture by encouraging the adoption of sustainable environmental practices at all levels of the organization. HR Global Environmental Sustainability involves integrating sustainability into organizational policies, procedures, and practices and promoting commitment to environmental goals and values. HR Global Environmental Sustainability plays a role in transforming organizations into more environmentally concerned and socially responsible entities.

HR Global Environmental Sustainability also supports building sustainable partnerships and collaborations with relevant stakeholders. It involves working with
educational institutions, the private sector, non-governmental organizations, and governments to share knowledge, experience, and resources to improve environmental practices and strengthen environmental governance globally. HR Global Environmental Sustainability facilitates collaboration across sectors to achieve common sustainability goals.

HR Global Environmental Sustainability significantly strengthens Global Environmental Governance in Indonesia through this role. In developing HR competencies and promoting sustainable environmental practices, HR Global Environmental Sustainability plays a crucial role in building capacity, raising awareness, providing support, building a sustainable organizational culture, and facilitating sustainable collaborations and partnerships.

5 CONCLUSION

Based on this research, the Indonesian government has shown a solid commitment to achieving sustainable development through the development of global human resources and green economy diplomacy. The government's efforts to promote sustainable practices and international cooperation through green economic diplomacy have had a positive impact on strengthening Global Environmental Governance in Indonesia. This study identifies the HR Global Environmental Competency Model and Green Economic Diplomacy as a basis for developing global HR competencies related to environmental sustainability and strengthening Global Environmental Governance. The Indonesian government has implemented policies and programs that support renewable energy, investment in the renewable energy sector, and environmental protection in developing Global Environmental Sustainability human resources and supporting Green Economic Diplomacy.

However, this research has limitations in the context limited to Indonesia and the renewable energy industry sector. Therefore, further research can involve a more in-depth empirical analysis to measure the impact of human resource development in promoting sustainable practices and Indonesia's involvement in global environmental governance. Research can also involve other stakeholders and conduct comparative studies with other countries to gain a more comprehensive perspective.

In addition, further research needs to explore the inhibiting factors and challenges faced in implementing sustainable HR development, and more detailed empirical analysis
and modeling are needed to test the effectiveness of the proposed models in the context of actual practice.
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