



PPI PERPIKA on Youth Quality and Productivity Development Through Youth Diplomacy

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Abstract

The increasing number of youth demography have been the concern of Indonesian government these past few years or in the future, and youth diplomacy have become the popular solution to approach this problem. Within the period of 2017 – 2020, this research aims to enhance the role of youth community especially student exchange community. Hereby, the focus on this research is how youth community (PERPIKA) could take part in the development of their human resources through their work program. The method that is used in this research is qualitative descriptive, so that this research could help to describe the process in details and as real as possible. The data is collected through observation through internship at Ministry of Foreign Affair of Indonesia, interview one of the members at PERPIKA and MoFA staff, and to complement the data, research through official document, report, online platform etc. is included. This Research discusses on how youth community such as Indonesian Student Exchange (PPI) in South Korea (PERPIKA) fulfil their role at developing human resource potential and productivity through youth and public diplomacy approach. Align with their role as a diplomacy actor, PERPIKA through their internal and external work program create a whole opportunity for their member to have a positive development, that include the development of youth, labor quality and labor productivity. This research will enlighten the view on how student community as one of the IR actors and their role to achieve work requirement skills and self-development in progress. It is also proven that international student community do have a significant role at many aspects such as impact to labor productivity, labor quality and other opportunities to experience the real world of work. And it shows in IPP an APO that the outcome always increases each year and there is a significant difference of number in the database for both youngsters and older.

Keywords: *Productivity; Public Diplomacy; Quality Development; Youth Diplomacy*

Opportunities in each community is more likely to support broad adolescent. Development and attract the interest of and meet the needs of a greater number of youths (Gootman, 2002).

Introduction

The quote that is cited from Gootman (Gootman, 2002) enhance the potential of youth community at youth development and how their work program can affect their productivity. It is also

relevant with the current situation of international relations; the flexibility and dynamic are needed. That is why, to fulfill Indonesia target on human resource development that is focuses on youth the approach through youth diplomacy is very important. It is also mentioned both in Indonesia RPJNM and IPP that youth development to increase productivity is through international community and forum. Their work program also concludes the aspect mentioned above.

Youth that is ranged between 16-13 is predicted to be dominating Indonesia's demography in 2030 with the percentage of 71% (Indonesia, Indeks Pembangunan Pemuda Indonesia 2017, 2017). Also with the prediction of 1:4 of youth demography and other certain age, youth development is much more expected to be the solution of Indonesia's human resource development (Purnamasari, 2020).

Table 1 Youth Age Classification from Other International Organization

ORGANIZATION	YOUTH AGE PARAMETER
<i>United Nations (Adolescent: 10-19; youth: 15-24; Young People: 10-24)</i>	<i>10-24</i>
<i>The Commonwealth</i>	<i>15-29</i>
<i>UN Habitat (Youth Fund)</i>	<i>15-32</i>
<i>World Bank (WB)</i>	<i>15-34</i>
<i>European Union (EU)</i>	<i>15-29</i>
<i>African Union (AU)</i>	<i>15-35</i>

Youth adaptive behavior and their influence keep increasing, that is why this evolution is needed to help international relation adapt with the development of science, aspect, morals and other to be expected. Especially technology, youth is labelled to be the future change maker through digital technology. That is why, there are so many youths' international community that is present right now with various focuses (Modaber, Role of Youth Diplomacy in Governments' Foreign Relationship by Using YNGOs (Youth Non-governmental Organization), 2016).

Indonesia through their public diplomacy have made the move to approach the aspect of youth, through the concept of state to public and public to public, the Ministry of Foreign Affair of Indonesia as the facilitator for diplomacy started the approach with the basic policy through RPJNM and IPP. Because, through IPP the dynamic of youth development. Especially at their fourth domain that is focuses on leadership and organization participation.

With that, the vice president also said in one of the interviews that it is important to increase youth or human resource capacity so that we can reach the international standard. Essentially in the education aspect, because in the world of education it is not only to be the agent to learn formally but also agent to do research, culture transfer, technology and development.

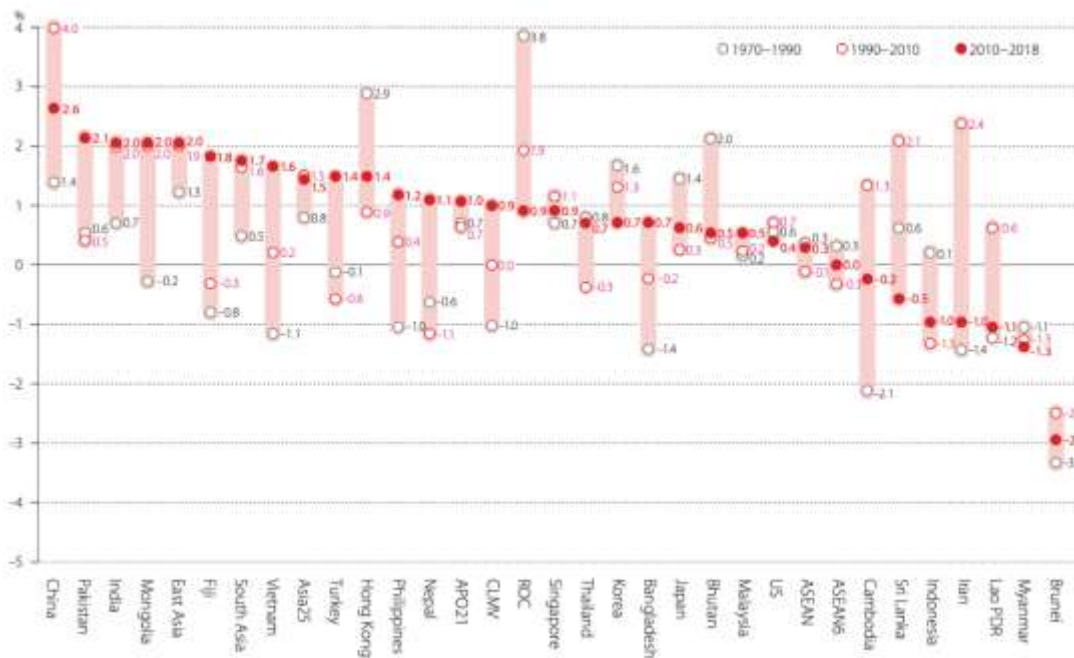
Human resource development is one of the solutions to have a human resource that have competitive skill. Through practical experience, an effective human resource development can increase work productivity, morals and other potential for individuals, organization, firm or even states. The work program is not only focused on only a certain position or occupation, but also knowledge, mind controls, teamworking, and adaptation (Djuwita, Pengembangan Sumber Daya Manusia dan Produktivitas Kerja Pegawai, 2011).

Meanwhile, other researcher regarding either youth diplomacy or youth community have not made any point in pinning youth community could produce higher productivity. Such as Frank Mehring and Seleem Alhabash that focused on cultural through social media platforms (Alhabash, 2008) and films (cinematography) (Mehring, 2012). Or Keely Hathorn Badger (Badger, 2014) and Brett L.M Levy (Levy, 2016) who's focused more into the aspects of social and history of the role of youth in international system. Following the dynamic of international relations, Sirimonbhorn Thipsingh (Thipsingh, 2015), Teti A. Agro (Argo, Prabono, & Singgi, 2015) and LaRue Allen (LaRue Allen, 2015) focused on the aspects of social, environment and tourism. But in the first place, education is still the main concern regarding youth diplomacy. It is also said by William H. Allaway (Allaway, 1991), Tavis D. Jules (Jules, 2019), Georg Wiessala (Wiessala, 2011), Li Hongsan (Hongsan, 2007) dan Carol Atkinson (Atkinson, 2014) that exchange program following the youth diplomacy could present an incredible outcome such as higher education. With that, the writer in this research would like to put focus on the importance of youth diplomacy through youth community that could give impact to the growth of human resource productivity.

Even though various process has been conducted to fulfill the target of youth development, the basic to even achieve those targets is to be followed by productivity. It is said that development comes along with productivity, so if the development program is successful then the outcome could be productivity. But in reality, Indonesia even though each year their youth development index or IPP kept increasing, their labor productivity level is still low (7 in ASEAN, 138 in worldwide).

With the increasing number of 49,33%, 51,50%, 52,67% and 55.39% each year since 2017 – 2020, youth development index still in the process of developing. Meanwhile, based on ASEAN Productivity Databook 2020 (Total Factory Productivity), Indonesia is still in their -1.0 level of productivity. That problem makes some people questioning, does youth development really affect productivity.

Diagram 1. Total Factor Productivity APO Databook 2020



(Source: ASEAN Productivity Organization Databook 2020)

Research Method

In this research, the writer used a qualitative descriptive method to enhance the information that is obtained purely by observing, interviewing & skimming through official data and also describe them both as it is or in the proper way. The method is done so that the writer can answer the problem that is mentioned in the background. All the data that is included will be curated and simplified by the writer so that the reader can understand easily the object of this research, which is the role of youth community, in this case PPI PERPIKA, in developing their human resource productivity through their program.

As mentioned briefly before, writer used data collecting method such as observation, interview and document collection. The data that is collected through observation is obtained through an internship program at directorate general of public diplomacy Indonesia Ministry of Foreign Affair. As for the interview, it was conducted with an informant from both MoFA and PERPIKA. In addition, writer will also collect other data such as official report, online journals and articles etc.

Discussions

Indonesia's Targets on Youth Diplomacy and Human Resource Development

Indonesia target on youth development is already mentioned both in their RPJNM and IPP. In their 2020 RPJNM, their target on the development of quality in human resource is hoping to achieve adaptation for the demography bonus and bring a higher standard for Indonesian labor. Hopefully, the human resource is built healthy and intellectual, adaptive, innovative and have a distinct characteristic (PPN, 2019). With that target in mind, IPP is made to be the parameter of youth development in Indonesia.

Table 2 List of Indicator, Definition and Data Resource of IPP

Indicator and Domain	Indicator Number				Transformation Number			
	2015	2016	2017	2018	2015	2016	2017	2018
Youth Social work percentage	81,97	81,97	81,97	81,36	9	9	9	9
Youth that active in organization percentage	5,86	5,86	5,86	6,36	2	2	2	2
Youth that is argumentative precentage	5,88	5,88	5,88	6,72	3	3	3	3

(Source: Indonesia RPJNM Technocratic Design IV 2020)

But then, through their Ministry of Foreign Affair the aspect that is approached through youth diplomacy is quite small and restricted. It is circled around education, social and cultural. As mentioned in the interview, as for 2017 – 2020 their work program to accommodate youth diplomacy is through cultural scholarship (Beasiswa Seni dan Budaya Indonesia), exchange program (Outstanding Youth for The World) and Student Forum (Bali Democratic Student Conference). Even so, Indonesia's MoFA is open to any new aspect that will circulate in the dynamic of international system.

As for their approach to PPI, they have already collaborated through a few leaderships training, sharing sessions and socialization. The aspect that is brought up circulates around leadership, work ethic and other thing related to their work prospect or their demand. With that, their work program to increase

youth and labor productivity could be achieved in the long run with the mindset to always be open with any progress, aspects and dynamic.

Their targets and approach are also aligned with Sirimonbhorn (Thipsingh, 2015) that youth is more interested in doing volunteer work rather than doing formal organizational work. Moreover, youth need to keep developing their knowledge and skill so that they can achieved positive development both in their self and society (Eccles & Gootman, Community Programs to Promote Youth Development, 2002). Both theories and concept also walk hand in hand with the interviewee, they said that the development of knowledge, mindset and technology could also be the factor to increase human resource productivity. So, education that came from foreign company could also increase the quality of networking, not only people to people but also business to business.

The Form and Role of PPI PERPIKA on Youth and Human Resource Productivity Development

Youth is growing in population and influence; it is proven by their role in international relations. Such as, youth community (student exchange, global youth community, tenggara youth community, PPI etc.) and youth organization (bye bye plastics, world youth alliance, Indonesia student & youth forums, international youth foundation etc.) those mentioned above is a living prove on how powerful youth influence the international system. In this research, the writer will mainly focus on the aspects of youth community, especially PPI or Indonesia exchange student community. PPI is divided by their host country university. In which every country that have Indonesian student will either have their PPI or other student alliances, the host country that is in this research is South Korea. PPI in South Korea is known as pertukaran pelajar Indonesia – Korea or in short PERPIKA.

PERPIKA is one of the new growing PPI, its formed in 2014 and their main focus is on Brand Image, Culture, Soft skill Training, Experience and Work Opportunity. This community is not only based on their same purposes but also their role as youth diplomacy that can improve their self-productivity. Because, through their work program individuals can develop their potential, capability, and productivity that is useful for wither themselves or their home country. That is why, this student community or alliances is the main object of the research. It is to find their role, what they actually do and how.

Why is it South Korea? As we all know South Korea soft power is spreading all over the world and have a significant effect for the homo and host country. Indonesia is also included, since the K-Wave came to Indonesia almost every kid, teenager or even parents and grandparents all know about it. Either it is their movie, drama, music, language, technology or any other culture. It is well spread all around Indonesia and maybe even the world. And since PERPIKA is one of the new PPI if it is compared to any other country such as America, Australia or Europe, their potential is still unknown and have so much more to absorb and develop. It is proven by the increasing Indonesian students that come to South Korea each year.

PERPIKA have a ton of work program that can improve their member productivity, it is divided between internal work program and external work program. In short, their internal program is a program inside and between the members while the external program is a collaborative program that include other youth organization, MNC, Community and such, outside of PERPIKA. It is the benefit of PERPIKA members to be able to experience the work program either by just participate in it or the one who made it. As one of the members said, how PERPIKA is the place to have the organization experience in South Korea. Because, as for foreigner it is still hard to join university clubs or organizations. The reasons are mainly about language, basic manner or culture.

To the lack of fundings, PERPIKA is helped by a few international organizations such as Seoul Global Center (SGC) and Busan Financial Center (BFC). SGC helped PERPIKA through giving space such as secretariat in Seoul so that PERPIKA can have their personal space to work on their programs and projects. As for BFC they helped PERPIKA by giving financial support.

Their internal work program includes Gathering in each region, sports competition, Korean class (language), PERPIKALYMPIC, PERPIKA scholarship (for elementary student in Indonesia) and their annual meetings. Those internal program mentioned above could change each period, because each period needs development so there will be changes in the work program. One of the members said that the changes in work program is caused by the members interest, that is why the work program that is made have to fulfill the members needs so that PERPIKA can also fulfill their target on productivity.

It is aligned with what Usmara said, there are 7 things that certain organization or community have to do to achieved their productivity; 1) identify the members capability, 2) pick the human resource who have higher potential, 3) try to fulfill the individuals or organization need and targets, 4) evaluate the human resource, 5) give a certain individual whom have a better quality a more conventional environment (reward), 7) improve the motivation to self-reflect (Djuwita, Pengembangan Sumber Daya Manusia dan Produktivitas Kerja Pegawai, 2011). So, both Umara and the PERPIKA's member have the same ideas that if we want to achieved the targeted productivity, then the process (work program) has to fulfill the needs of the individuals/members first.

As to their external program, since the scope is much bigger and more open. It has more potential to have the bigger influence in their role as youth diplomacy. Through this work program there are quite a lot of leadership and work training online seminar. In addition to that, training can improve human resource productivity. Training is the way to increase human knowledge and skills, and also individuals who have an intensive training can increase mobility. So that the output that they give is much more credible and have higher quality (Djuwita, Pengembangan Sumber Daya Manusia dan Produktivitas Kerja Pegawai, 2011).

PERPIKA's external program includes, CISAK (Confrence of Indonesian Student in South Korea) a bis conference that collaborate with a lot of people both from Indonesia and Korea, their attendance at international gathering such as UN Habitat inaugurations and KIPC (Korea – Indonesia Partnership Council), MoU's with Korea's law firm (Keumsong) and Company (Taesung mobile.co), jobfair a collaborative event between PERPIKA, BFC, SGC, Indonesia Embassy in South Korea and other Korea's Company to find Indonesian labor for Korean company such as LG, Lotte, GC (logistic company), Hanna bank, woori etc. Those mentioned above just a few of their external program at 2017-2020 period, but through their program a lot of productive individual and labor is produced.

Through both their internal and external program there are so many things that can improve their members productivity. Such as their soft skills in public speaking, lobbying, negotiating, networking, problem solving, brainstorming, self-development, more role, experience, adaptive, time management, communication etc. all of that is the soft skills that required to be a productive and better-quality human resource, individuals or labor. Just as what Tilaar, Hj Tita M.D, Haaberstad, Jacquelyne Eccles and Jennifer Appleton said on the quality of a productive human resource, they need to be able to networking, do teamwork, self-develop their quality, have high motivation, positive work oriented, mature, quick to adapt, good education and training, have a leadership, communication, problem solving, time management skills. And most of the requirement do applied to the produced members of PERPIKA, so it is proven that PERPIKA does produce a productive human resources.

Also, those effect that the community gives also have the same impact as a good community program to promote youth development as to what Eccles and Gootman said. It is important for the community program to provide chances for development either physical, cognitive, social or even emotional. Giving youth to participate at arranging the event, opened up their opportunity for their future, interaction with so many people is PERPIKA's main job as a youth community.

All the work profram mentioned above describes how PERPIKA's role as a platform to apply youth diplomacy works to prove their influences as a youth community. It also to promote their members or human resource to either Koreans Government, MNC's, Corporates, Organization, Foundation etc.

despite approaching as what public diplomacy supposed to be (public to public and state to public) PERPIKA then opened the way to another concept which is business to business. Through that development, the quality of PERPIKA's member is known to have a better quality and productivity.

Outcome and Challenges in the Productivity Development by Using Youth Community

PERPIKA, of course, as an organization or student community can contribute to the development of the productivity of Indonesian youth or human resources. However, there are many perceptions that emerge that after graduation as a member of the Indonesian student exchange, they will choose to be independent and instead settle or work outside Indonesia. Even so, there are still many who have their own businesses and help the Indonesian economy and national branding. Like PERPIKA members who focus on building their own business or business. Even though he lives in Korea, they still contribute to Indonesia, both in terms of the tourism economy and accommodation.

Table 3 Some of PERPIKA Alumni Whom Have a Private Business

NO.	NAMA	OUTPUT
1.	Prawindu Prima	the founder of the only Indonesian-Korean travel agency that has an office in Korea, namely Light & Bright. Prima is also a recipient of a scholarship from the Korean government, namely the Korean Government Scholarship Program (KGSP), the balance between career and college is what makes Prima one of the speakers in his community seminar, PPI PERPIKA.
2.	Benardus Oren	Warehouse business or warehouse storage of goods. Given the many businesses that exist, the Warehouse business of course attracts a lot of interest from entrepreneurs. Where the warehouse business is very necessary related to the management of the inventory of goods or products of a company. Without a storage warehouse, it can cause delays in delivery, delays in the ordering process and a deteriorating company image.
3.	Vanesa	Korean goods courier service business, she saw an opportunity for the Indonesian people to be interested in Korean products. With that, she took the opportunity of interest and applied it in the form of a goods delivery service from Korea. Of course, the business of entrusting services can be profitable, but if you look at the big picture and the expansion of the business of entrusting services, it can also trigger job openings for Indonesian citizens.

(Source: PERPIKA's Official Instagram Platform)

Through the data from the table, several PERPIKA alumni have a bigger role in building the productivity of their members, considering the results given by several names listed in the table have a significant impact. Both related to increasing human resources, increasing the economy to opening up job opportunities. Among the names listed in the data, it shows the application of participatory productivity which has previously been described by Tilaar in his book (Tilaar, 1998). In line with the theory put forward by Tilaar, some of these alumni also showed how the application of PERPIKA's role in helping them hone their skills in collaboration, networking, public speaking and other potentials.

In completing the data, one of PERPIKA's members estimated the comparison and classification of PERPIKA's HR after graduating from college. It should be emphasized that there are no formal bookkeeping, categories or data, so this estimate is only a rough estimate. He stated that for the presentation, about 60 to 70 percent would return and serve in Indonesia. The remaining 30 to 40 percent are divided into the categories of continuing education in Korea and getting a job in Korea. For the classification, he gives an overview for undergraduate if you join the job fair, it is possible to undergo an internship period or get a job in Korea. Masters is likely to continue to the doctoral level, especially in the field of engineering. And for doctoral degree, it is possible to return to Indonesia and serve in Indonesia.

Other unspecified categories include being a seller of halal food in Korea, luggage storage services, money exchange services (from Korean Won to Indonesian Rupiah) and researchers. This job can be a side job for students or a permanent job in order to increase the finances of each individual. For example, when they carried out the CISAK work program there was one resource person from a Korean start-up and the co-founder of the start-up was a member of PERPIKA. It is proven that even after their membership in PERPIKA, their human resource still kept improving and developing themselves so that they can be more productive and increase their self-quality and prestige.

These are just a few examples, but if they are added with the passive members which when compared are only like one in ten people (1:10). With that, PERPIKA has become an actor who has an important role in assisting the fulfillment of human resource productivity development targets through work programs of organizations or student communities. Because, according to one member of PERPIKA, although they do not guarantee certainty of getting a job, they open up opportunities so that the opportunity to get a job will be even greater. This opinion is of course in accordance with the role theory described by the Cambridge Union Society where the more roles there are, the greater the opportunity in adapting to social demands. So, by becoming a member of PERPIKA, Indonesian students will get an additional role, so that the opportunities for meeting social demands or adapting to changes in the flow of labor are even greater.

In addition, through information related to the development of the results of the job fair work program, the Ministry of Foreign Affairs declared it was an effective work program. This is because the South Korean company has succeeded in attracting Indonesian workers. The request for Jobfair themselves don't only come from the Indonesian people, but even more from Korean companies that need and have experience the results of Indonesian workers. This is also based on the development of companies that occur in South Korea, so it requires a reliable workforce and understands the Korean system. In short, they need workers who meet Indonesian and Korean standards. In line with the statement from a PERPIKA member, a representative from MoFA also stated that quite a lot of PERPIKA students chose to settle first in South Korea and gain professional and networking experience. Then for masteral it is easier to continue to doctoral. Education and work obtained are on average -0 accordingly. **So, if it is said to be effective, it is true.** Moreover, feedback does not only come from the members themselves, but also from outside parties, including other youth communities, DISAPORA, companies in South Korea and the Indonesian government.

PERPIKA's success in producing productive human resources can be analyzed using the type of productive human resource proposed by H.A.R Tilaar where he divides superior or productive people into

individualistic and participatory advantages. Individualistic advantage is an individual who uses his superiority only for his own benefit. These advantages are used to cultivate power. As for the participatory, it is necessary to develop certain characteristics, including 1) the ability to develop networks of cooperation (networks), 2) cooperation (Teamwork), and 3) continue to improve self-quality (Tilaar, 1998). With his role as a member and alumni of PERPIKA, network, teamwork and quality as a superior or productive individual have been implemented. This is in line with the opinion of one PERPIKA member, where he said that the relationship or network is a very significant benefit for PERPIKA members, even himself.

Improving self-quality is certainly important, with the results that have been described regarding several businesses formed by PERPIKA members, it proves that every day they are always looking for ways and opportunities in the order of their lives. With the increase in the productivity of Youth HR after becoming a member of PERPIKA, it should have a significant impact both in terms of increasing the quality and productivity of Indonesian youth. Although it does not cover all youth, but through PERPIKA youth can participate and play a role in meeting Indonesia's targets related to development and increasing youth productivity. Moreover, in the future, the demographic bonus explosion in the productive age will trigger a narrowing of employment opportunities. Coupled with the opinion of one of the Ministry of Foreign Affairs' HR development staff, the number of community graduates in South Korea also continues to increase from year to year. So that the emergence of an increase in the work program and cooperation with the Indonesian Embassy will continue to be adjusted to the existing mission or target. Moreover, each year PERPIKA existing programs has made wider empowerment, so that its role can become more significant. Engagement is one of the determinants of increasing productivity (Tilaar, 1998), especially development partners.

So, in its role as youth diplomacy, PERPIKA is considered very effective in increasing Indonesia's productivity development, especially in the field of HR. Moreover, in making its work program, PERPIKA will coordinate with the Indonesian Embassy and will synergize with the work program of the Indonesian Ministry of Foreign Affairs. Given, in its implementation, PERPIKA does not have functional funding, but has a work program that requires a budget. Thus, the collaboration of PERPIKA's work program with the mission of the Indonesian Embassy can run side by side and cooperatively. For example: the implementation of the job fair is in line with the mission of the Indonesian Embassy in relation to human resource development. Where, PERPIKA as the implementing committee and also invited various audiences to participate, then the Ministry of Foreign Affairs assisted in providing accommodation and pitching with companies. Then there is also a cultural performance by PERPIKA which is in line with the mission of the Ministry of Foreign Affairs, namely nation branding or cultural promotion.

From these results, one member of PERPIKA said about the many potentials to again increase the productivity of PERPIKA members themselves in order to build Indonesian youth resources. He believes that there is a lot of potential that PERPIKA has not yet explored, and because PERPIKA is a new student community, its job prospects are still adaptive and sustainable. So, if in the future there will be a bigger collaboration proposal, of course it can help expand PERPIKA's own branding. For example, the job fair work program in the future is one of PERPIKA's greatest potentials, considering that the outcomes provided are not only job opportunities but also relationships with big companies in Korea.

Moreover, based on the outcome of the work program, where PERPIKA gets a lot of exposure on news portals both Indonesia and Korea, and Korean companies also find it easy to find quality human resources. Of course, this potential cannot be separated from the need for collaboration aspects with other Korean companies. However, the obstacle for PERPIKA members in becoming workers in Korean companies is good. But Still, PERPIKA needs friendly Korean to help them learn both written and spoken Korean which is commonly used in the company.

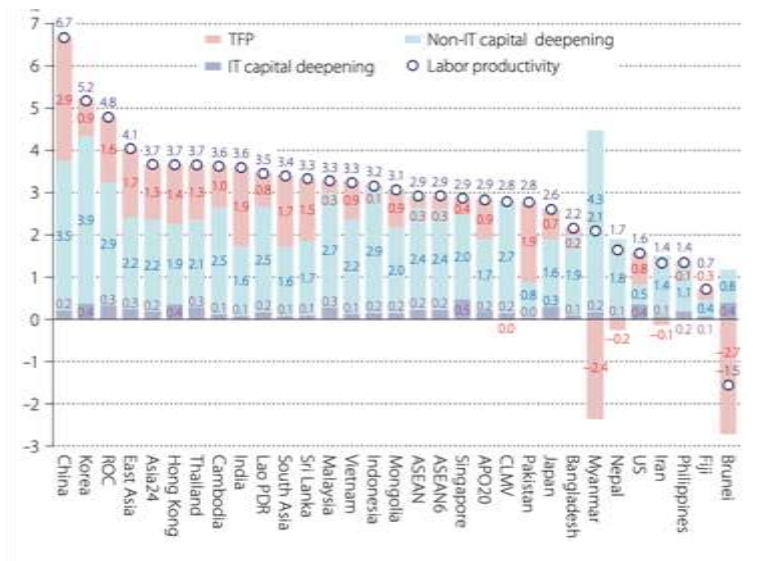
Along with the language barrier, PERPIKA also feels that it has not been maximal in carrying out its role as Indonesia's youth diplomacy. This is based with the PERPIKA condition, which is still in the evolutionary stage, one of the PERPIKA member even stated that if PERPIKA's youth diplomacy has been successful then all of the potential in Korea has been explored, but in reality it haven't. For example, in recent periods PERPIKA has focused more on its potential in the areas of hiring, culture and professional workers. While the potential is quite a lot of interest and have not been able to explore is the exploration of Korean business and technology. In exploring this potential, PERPIKA certainly needs assistance from Indonesian institutions specifically to oversee the field of education and students.

With these problems, one of the PERPIKA members hopes that in helping to develop their potential as a forum for developing Indonesian youth resources and Indonesian youth diplomacy actors, an educational and cultural attaché can be formed to give more attention to Indonesian students in Korea. So that it can meet the needs of students. Such as the need for a career in Korea and the need for expansion of work programs. Along with the hope for the formation of the attaché, PERPIKA also hopes for less bureaucracy.

Despite that, PERPIKA at the end does have a really significant role in increasing the level of productivity in youth resources through their work program. As mentioned before, so many soft skills that is developed by PERPIKA for their members does have the requirement to a productive human resource. So first of all, then it is proven that by joining PERPIKA your productivity will increase. It is also proven by the fact that quality labor in Indonesia kept increasing even though it is a small number, since PERPIKA's work program that is written was in 2017 – 2020 the graphic of increasement will also follow the period decided.

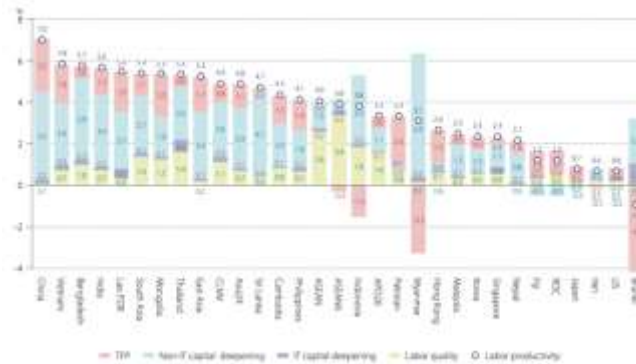
Based on ASEAN Productivity Organization Databook 2019, specifically in their TFP graphic there are a specialized graphic in the labor quality. And since 2017 the graphic of labor quality in Indonesia keeps increasing, the increasement is also aligned with the work program of PERPIKA in 2017-2020. Even though PERPIKA's role is not as significant or maximum as a state is but still, PERPIKA work effectively and complementary for producing a productive and higher quality labor.

Diagram 2. Labor Productivity Growth in the Long Run



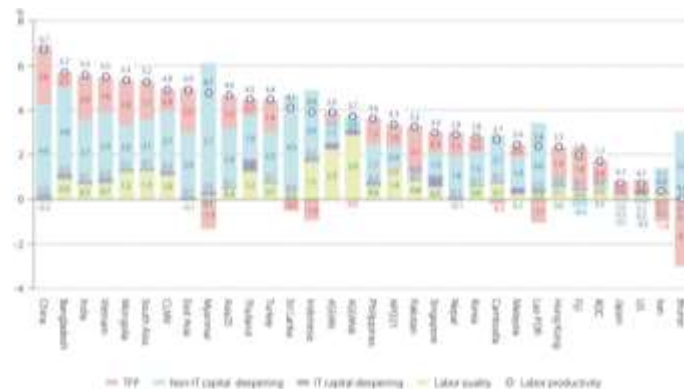
(Source: APO Productivity Database 2018 (1970-2016))

Diagram 3. Labor Productivity Growth 2017 (include labor quality)



(Source: APO Productivity Database 2019 (2010-2017))

Diagram 4. Labor Productivity Growth 2018 (include labor quality)



(Source: APO Productivity Database 2020 (2010-2018))

Based on the diagram or graphic above, in 2016 was 3,2 and since then in 2017 the increasement is quite high around 0,6 to 3,8. And keep increasing until 3,9 in 2018. The big leap was around 2016 and 2017 from 3,2 to 3,8 that was the period where PERPIKA’s work program applied. Despite the significancy, PERPIKA’s still prove their effectiveness as a youth community to provide a productive human resource through their work program.

Conclusion

The increasing demographic bonus that has been and will take place has become a new concern for Indonesian government policies, both domestically and abroad. In particular, an increase in the demographic bonus of youth or human resources who are of productive age. Considering that, the Indonesian government often prepares work program designs to improve the quality of the workforce, both youth and productive age, which can later produce workers who have higher soft skills such as innovative, adaptive, networking and so on.

In the process of diplomacy, especially public diplomacy. Indonesia applies it through the National Medium-Term Development Plan (RPJMN) and the Indonesian Youth Index (IPP) which contains targets related to the development of youth or human resource productivity through community participation and activity in international forums. Coupled with the fourth domain of the IPP related to youth participation in organizations and organizational discussions.

The international approach also has significance in meeting these development targets. Especially in the aspect of youth diplomacy, where in youth organizations or communities such as the Indonesian Student Exchange (PPI) community where membership in the community can help increase the productivity of its members. The form of youth public diplomacy, of course, has the role of both state to public and public to public. For the concept of state to public, Indonesia through the Ministry of Foreign Affairs of Indonesia has formed quite a number of work programs in the development of the soft skills potential of Indonesian youth resources. Even though the coverage aspect still revolves around social, cultural and educational aspects, the Indonesian Ministry of Foreign Affairs remains open to other proposals for cooperation. Then, regarding the public-to-public approach, it can be applied through the Indonesian student community abroad, like PPI – Korea PERPIKA. PERPIKA is a strategic community in exploring its members potential. Various internal and external work programs that build and improve the soft skills of its members have been progressed.

With the following work program, PERPIKA have made such a significant output for producing a better-quality human resource. With higher skills and productivity, PERPIKA proves its role as youth diplomacy. Following that, PERPIKA also help in increasing the number of Indonesia labor productivity in 2017. It is proven by the ASEAN Productivity Organization Databook 2019, specifically in their TFP graphic there are a specialized graphic in the labor quality. And since 2017 the graphic of labor quality in Indonesia keeps increasing, the increasement is also aligned with the work program of PERPIKA in 2017-2020. Even though PERPIKA's role is not as significant or maximum as a state is but still, PERPIKA work effectively and complementary for producing a productive and higher quality labor.

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