

## Readiness of Educational Institutions in Bekasi Regency to Face Society 5.0

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### Abstract

*Society 5.0 is part of a revolution that does not only focus on technology but focuses on humans as the main object. Learning institutions in building Human Resources must be ready to experience society 5.0, as well as what happened to educational institutions in Bekasi Regency. This study will discuss the readiness and efforts that can be made by educational institutions in Bekasi Regency in facing society 5.0. This study uses a qualitative method with a literature study approach where the data sources used are journals, articles, books and other relevant sources. Based on the results of the research, it is concluded that currently educational institutions in Bekasi Regency are not ready due to various factors such as inadequate facilities and the quality of human resources that are not maximized. Therefore, the recommendations that can be made by educational institutions are to provide education and training to educators, make standard learning models, and hold competitions to recruit the best talents in the field of technology mastery.*

**Keywords:** *society 5.0, human resources, educational institutions, Bekasi Regency*

### Introduction

Technological developments in the digitalization era have brought the world to the industrial revolution 4.0. This industrial revolution has become a reference for research and development in technology in various sectors. As a result, the development of technology is increasingly massive so that technology is no longer a tool for producing products but rather for better utilization in order to facilitate human life. Recently, a new name has emerged which is the vision of the Japanese government, namely Society 5.0, an idea that explains the revolution in people's lives with the progress of the industrial revolution 4.0 (Rahayu, 2021). The design of society 5.0 is how there is a revolution in society that uses technology by taking into account human and humanities aspects.

People use technology to make life easier, so there are various future services to accommodate this need. Some sectors of work and needs have begun to explore digitalization using Artificial Intelligence, Big Data, and the Internet of Things. This is a challenge for information technology services so that this need can be quickly met with the use of high-level technology (Faruqi, 2019). To keep pace with Industry 4.0, the Japanese government initiated a new vision that is not only technology-focused but human-centered, namely Society 5.0. This vision aims to balance economic progress with solving social problems

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through a system that integrates cyberspace and physical space.

In industry 4.0, people want to access cloud services (databases) in cyberspace via the Internet. In the era of Society 5.0, vast amounts of data from sensors in physical space were collected in cyberspace. This big data is analyzed with artificial intelligence (AI), and the results of the analysis are fed back to humans in various physical spaces. In short, Society 5.0 will make it easier for humans because the data needed has been integrated into physical services through artificial intelligence (Prima, 2019). The term Society 5.0 in Indonesia has not been heard too massively, especially since Indonesia still focuses a lot on pursuing the implementation of Industry 4.0. This also happens in educational institutions in Indonesia. The application of the mindset to society 5.0 in educational institutions in Indonesia is still far from being compared to the originating country, namely Japan. Learning institutions that are categorized as favorites in Indonesia have also not practiced the industrial 4.0 system and society 5.0 (Usmaedi, 2021). This can be seen from the education system, the method of dealing with teachers and the educated, and the fertilization of modern thinking paradigms that are far from developing 4.0 or 5.0. This is inseparable from the vast geographical area of Indonesia, which delays the distribution of education.

There are also communities and organizations, some of which have independently discussed the industrial revolution 4.0 and society 5.0, but they are quite enough for individual consumption due to limited authority. In this case, the industrial system 4.0 leading to society 5.0 requires good planning from individuals, academics, or conditions that affect society. Especially in the aspect of learning that has a significant role in the progress of society 5.0. This is what underlies the view that it is appropriate for educational institutions in Indonesia to carry out plans to face the era of society 5.0 (Puspita, 2020). This research will focus on one area in West Java, namely Bekasi Regency.

Distance Education or in short PJJ, which is currently being implemented by many educational institutions in response to the Covid-19 pandemic, has actually been initiated by the Minister of Education for a long time. Educational institutions use e-learning technology, teleconference, blended learning and other information and communication technology-based learning spectrums. The use of technology in education is a hallmark of society 5.0 (Nusantara, 2020). So it can be said that the Covid-19 pandemic forced the acceleration of educational disruption through technology and was forced to accelerate educational institutions towards the era of society 5.0. Therefore, the authors are interested in researching the readiness of educational institutions in Bekasi Regency to face society 5.0. However, the problem is, many educational institutions are not ready to go into the era of society 5.0 even though the coercion due to the pandemic continues to occur.

### **Education in Bekasi Regency**

The Bekasi Regency Government continues to strive to improve the quality of learning. However, various existing programs have not been able to solve educational problems. This condition is proven by the number of inadequate school facilities, school buildings that are not suitable for use, students dropping out of school, problems with teaching staff and many

others. There are many problems that cause various educational programs not to run properly, one of which is the problem of poor coordination (Amsori, 2016). The Bekasi Regency Education Office, West Java, recorded that hundreds of elementary and middle schools in Bekasi Regency do not yet have tables and chairs so students study on the floor. Until 2019, there were 715 classrooms that were not equipped with desks and chairs for elementary and middle school levels. According to the Bekasi District Education Office, this is caused by many factors, such as differences in the education calendar and budget calendar, so that the budget for the procurement of facilities in schools is not absorbed (Firdaus, 2019).

Another problem expressed by the Education Office of Bekasi Regency is that the number of damaged classrooms is equivalent to three times the number of classrooms that are suitable for use or in good condition, namely 9,686 damaged classes compared to 3,198 normal classrooms (Mantalean, 2020). One example is SDN Samuderajaya 04 which was badly damaged due to a leaking roof. Every time it rains, schools will be closed because the classrooms cannot be used. This has become news that is quite busy being discussed by the people of Bekasi, after one of the teachers uploaded the state of the school on social media. Human resource development in Bekasi Regency through education is felt to be very hampered if the government is not serious in fixing problems regarding educational facilities in Bekasi Regency (Ardyandri, 2020).

During the Covid-19 pandemic, education problems in Bekasi Regency increased. The government directs teaching and learning activities to be carried out from home to avoid the spread of Covid-19. However, the problem that must be faced is that not all students have adequate gadgets or facilities, so that teaching and learning activities at home are constrained. An example occurred at SMPN 2 Cibarusah in Bekasi Regency. Most of the students come from families with low economic levels. Only a few of them have gadgets or technology to study at home, out of 30 students only 7 people have gadgets. The process of providing material is disrupted, so students who do not have gadgets still have to come to school to pick up assignments given by the teacher (Rika, 2020). Bekasi Regency, which is located not far from the capital city of Jakarta, is still experiencing many problems in the world of education. As the largest industrial area in Asia, it also does not help Bekasi Regency much to improve the quality of human resources through educational institutions.

### **Readiness of Educational Institutions in Bekasi to Face Society 5.0**

Educational institutions in Bekasi Regency still have many problems to face society 5.0. One way to measure this readiness is to measure the Human Development Index (HDI) in Bekasi Regency. The HDI is formed by three basic dimensions, namely a long and healthy life, knowledge, and a decent standard of living. One of the indexes in the HDI is knowledge rooted in education. The Human Development Index (HDI) in Bekasi Regency continues to increase every year. The Bekasi Regency Central Statistics Agency (BPS) recorded the Bekasi Regency HDI reached a value of 73.49 in 2019.

Through data from the Central Statistics Agency for Bekasi Regency, it is known that in

2017 the number of educators in Bekasi Regency amounted to 12,591 people, while the number of students was 308,306 (BPS, 2019). If seen from the data, it will hamper the quality of education because the educators must divide their focus to several students. This is not in accordance with society 5.0 which focuses on exploring the meaning of education. Students cannot explore without supervision, but educators also cannot focus on supervising if too many are being supervised.

In addition to the obstacles experienced by educational institutions in Bekasi Regency, there are also good sides that can be used as opportunities for educational institutions to face society 5.0. Educational institutions in Bekasi Regency have a large budget every year. In 2021, the Bekasi Regency government will allocate a budget of IDR 192.25 billion for development in the education sector. This budget is related to the objective of the Bekasi Regency government to prepare a budget to improve the quality of Human Resources (HR) in Bekasi Regency through education. The focus of improving the quality of education is to solve the problems of facilities and infrastructure in the field of education, to improve the quality of educators, to provide tuition assistance for the poor, and to implement a character curriculum (Saepullah, 2020).

The condition of educational institutions in Bekasi Regency is not adequate, making the government's plan in 2021, will bring the opportunities for educational institutions in Bekasi Regency closer to the era of society 5.0. The reason is, the government will focus on developing human resources in the education sector which is a good step towards society 5.0. Of course, this condition will not happen in the near future, but efforts must continue to be made by the Bekasi Regency government to overcome HR problems towards society 5.0. Educational institutions in Bekasi Regency are not yet fully ready to face the era of society 5.0, especially from the aspect of facilities. However, it does not rule out the possibility that educational institutions in Bekasi Regency will be able to reach the stage of society 5.0 although it will definitely take a long time. Various efforts can be made with the support of the government, one of which is by increasing human resources, so that educational institutions in Bekasi Regency can pursue a technological revolution in the growing field of education.

### **The Government Efforts**

During the society 5.0 period, some of the focus was on building community. This development focus becomes the basis and guideline for measuring the readiness of Bekasi Regency Educational Institutions to face the era of society 5.0: Problem solving and value creation. A society where building values is important, everyone can have different abilities not only in the academic field, and everyone can feel the same opportunities wherever and whenever (Nastiti, 2020).

In essence, to get to Bekasi Regency educational institutions that are ready to face the era of society 5.0, education in Bekasi Regency is no longer focused on the final result but what moral values are obtained through education. Then, everyone must have equal opportunities for education, which means equal distribution of learning facilities and facilities

in Bekasi Regency, including the technology used by students. Students are no longer taught theory, but also have to find out with critical reasoning. The three highest skills needed are the ability to solve complex problems, critical thinking, and creativity. Active listening skills required by 2015, are predicted to disappear from the ten abilities. Preparing educational institutions in Bekasi Regency towards the era of society 5.0 means having to prepare human resources. The quality human resources needed are obtained through a learning and training program to prepare and develop the quality of human resources in accordance with social transformation. There are 2 types of HR development, namely: HR development in a formal way and in an informal way.

First, formal human resource development, namely human resources assigned by institutions to attend education or training, both those carried out by these institutions and educational and training institutions. Human resource development in a formal way is carried out because of current or future job requests. That way, this type of development can meet the needs of HR competencies that are empirical needs and predictive needs for the existence and sustainability of the institution. Second, the development of human resources in an informal way is the development of the quality of human resources individually based on their own understanding and willingness to improve their quality in relation to their duties. There are many methods that can be used by HR to improve their abilities, but this type of development requires a strong intrinsic drive (Hasibuan, 2007).

The government's efforts to prepare human resources for educational institutions in Bekasi Regency can be done in several ways as follows.

*First*, creating education and training for educators. To improve human resources in educational institutions in Bekasi Regency, education and training based on theory and listening are no longer part of increasing human resources towards society 5.0, education and training must make educators the center object. Such training and education can be carried out as follows: (a) *On the job*, (b) *Demonstration and Example*, (c) *Classroom Methods*, (d) *Role Playing*.

*Second*, creating learning models for students. As previously explained, the three highest skills needed are complex problem solving, critical thinking, and creativity. Mastery of the three main abilities needed in the future is the responsibility of the world of education. The children who are now in school are the owners of that future. The future with the construction of Society 5.0, will be tumultuous, uncertain, complicated, and completely obscure. Students are not sufficiently equipped with a pile of knowledge, but also a way of thinking (Rizky, 2019).

The government through the team creates learning models for students that support the introduction of critical thinking, problem solving, and forming creativity. For example, making games that are educational and can help students think critically, solve problems, and be creative. For example, making puzzles as teaching aids for students to develop their thinking. These games can be given to schools through educators who attend education and training.

The government can also hold competitions initiated by the district government, such

as competitions that can hone students' thinking. Through this competition, rewards can be given to students who succeed in winning the competition. Rewards or awards given by the government will motivate students to achieve more so that students will be better prepared to face society 5.0.

*Third*, holding scientific contests in the field of technology and information. Society 5.0 is closely related to mastery of technology. The Bekasi Regency Government can hold contests in the field of Information Technology for educational institutions. The contest is held in addition to being a forum for students who have abilities in this field, the government also attracts the best talents in the field of mastering information technology to become part of the development team in the field of government when they graduate from educational institutions. This indirectly becomes a recruitment arena for seeds that have potential in this field.

The use of information technology in the future will be very massive. It is not impossible that Bekasi Regency will follow in the footsteps of West Java province to build a smart city. Smart city development will depend on mastery of technology and information. So the government must begin to recruit talented talents in these fields, one way is by holding scientific contests in the field of technology and information.

In the end, the efforts that can be made by the government to improve the quality of human resources for learning institutions in Bekasi Regency cannot be separated from the science of HR management. Efforts that can be made by the government include recruitment, rewards, as well as education and training. The efforts that must be initiated by the government will not work if there is no support from the community. For this reason, community participation in improving human resources is very necessary so that educational institutions in Bekasi Regency are prepared to face society 5.0.

## **Conclusion**

With various problems such as the lack of facilities that support the creation of society 5.0 based learning, and the quality of the teaching staff who are not supportive, it can be concluded that educational institutions in Bekasi Regency are not ready to face society 5.0. However, education in Bekasi Regency will definitely reach the society 5.0 standard even though it will take a long time. Various supports have been carried out by the Bekasi Regency government to improve the quality of human resources so that they are ready to compete in the era of society 5.0, such as providing a large budget for education, and collaborating with automotive companies in Bekasi Regency, to hone HR skills in Bekasi Regency.

Efforts that can be made by the government to improve the quality of human resources towards society 5.0 are by improving the quality of educators through education and training, giving rewards to students who excel, and attracting talents through the implementation of competitions in the field of technology and information for educational institutions in Bekasi Regency. These efforts can be realized if carried out together with the help of the community.

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