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Original Article

A Study of Human Resource Development in the Quasi-Governmental Organizations: Evidence from Aceh, Indonesia

Taufik Taufik ^{a,b*}, Budi Setiyono ^c, Kismartini Kismartini ^a and Retno Sunu Astuti ^a

- ^a Doctoral Program of Public Administration, Faculty of Social and Political Science, Universitas Diponegoro, Tembalang, 50275 Kota Semarang, Jawa Tengah, Indonesia; kismartini@lecturer.undip.ac.id (K.K); retnosunu@lecturer.undip.ac.id (R.S.A)
- ^b Department of Public Administration, Faculty of Social and Government Science, UIN Ar-Raniry, Banda Aceh, Indonesia.
- ^c Doctoral Program of Social Science, Faculty of Social and Political Science, Universitas Diponegoro, Tembalang, 50275 Kota Semarang, Jawa Tengah, Indonesia; budisetiyono@lecturer.undip.ac.id (B.S)
- * Correspondence: taufik.fisip@ar-raniry.ac.id (T.T)

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Abstract: Today, effective human resource management impacts an organisation's success. A proper plan is required to obtain quality human resources and avoid the conventional norm. This study aims to analyse the practice of human resource capacity building in Aceh's Ulama Consultative Council (MPU) as a semi-governmental institution. This study applies a qualitative-descriptive approach using data collection techniques, including in-depth interviews, field observations, and documentation, such as official reports, scientific literature, journals, and other sources. The study showed that Aceh's MPU needs to improve its human resources development method. In creating top-notch, impartial, and high-integrity human resources, it is vital to change the selection process for Aceh's MPU members. There are many ways to improve natural selection based on the popular vote. If their voices are raised, members with high competence and integrity will be chosen for office. This issue can be resolved if the recruiting procedure is handled by experts (agencies) to create objectivity when choosing MPU Aceh members.

Keywords: HR capacity building; HR selection mechanism; Aceh's Ulama Consultative Council (MPU); High Integrity HR.



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1. Introduction

Human resource development (HRD) is an essential element for any organisation. Scholars have paid attention to the importance of HRD in increasing organisational performance (Troshani et al., 2011). Waheed et al. (2019) stated that there is a significant influence on human resources' quality in achieving organisational goals. In fact, Budhwar & Debrah (2001), Lippert & Govindarajulu (2006) and Lippert & Michael Swiercz (2005) stated that the success of an organisation depends on the effective management of human resources. Scholars have increased the emphasis on organisational strategy in selecting HRD practices. The era of competition has shown that human resource development

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Gerd Droesse



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environment and dispute settlement in air and space law They are discussed in this volume with unparalleled authority

The Law and Policy of Air Space and Outer Space Peter P. C. Haanappel, 2003-01-01 This is a policy oriented and comparatively oriented textbook on air and space law for students and practitioners It covers the history and development in air and space law their interrelationships with the law of the seas and the law of Antarctica institutions working in the field of air and space law sovereignty in national penal air law private international air law especially liability law and public and private space law Much attention is devoted to the law of air commerce bilateral air services agreements inter airline co operation the effect of competition antitrust and European Union law deregulation privatization and commercialization of air transport ownership and control of airlines and airline alliances multilateralisation of air transport and congestion and environmental controls The last chapter of the book briefly deals with the legal aspects of commercial outer space application Increasingly air transport both in fact and in law is becoming an ordinary industry like any other and is being treated as such Rapidly commercial outer space activities are being privatized and commercialized *International commercial aviation : from foreign policy to trade in services* Sigmar Stadlmeier, 1998 **International and EU Aviation Law** Elmar Maria Giemulla, Ludwig Weber, 2011-01-01 This book offers an extraordinary wealth of information from the ground up of the law governing and regulating air transport today with a strong emphasis on international aviation A team of distinguished authors in the field of aviation law provide a cogent synthesis from which sound legal opinions and strategies of legal action may be confidently built Among the many topics here in depth are the following definition and classification of airspace distinction between civil and state aircraft air navigation and air traffic control services airport charges and overflight charges structure of ICAO standard setting functions and audit functions of ICAO functions of the International Air Transport Association IATA policy and effects of deregulation and liberalization of air transport policy the International Registry for Aircraft Equipment air carrier liability regimes and claims procedure measures to combat aviation terrorism air piracy and sabotage and the Open Skies Agreements This publication cites significant legislation and court rulings including from the United States and the European Union where far reaching measures on market access competition and passenger rights have set trends for other regions of the world The special case of Latin America has a chapter to itself At a time when commercial aircraft have been used as lethal weapons for the first time aviation law finds itself in the front line of responsibility for maintaining global aviation security International Organizations Michael Davies, Richard Woodward, 2014-04-25 This text provides a pioneering and comprehensive analysis of over one hundred international organizations After introducing the broad historical and contextual settings the book covers the full range of international organizations including those th **The United Nations in Global Tax Coordination** Nikki J. Teo, 2023-03-23 The United Nations in Global Tax Coordination fills the decade long knowledge gap in international tax history concerning the UN Fiscal Commission which functioned as the overarching fiscal authority during the early post World War II economic order With

insights from political economy and international relations scholarship this critical archival examination chronicles the tenacious activism by post colonial developing countries to preserve source taxation rights and by the UN Secretariat in championing the development of equitable tax rules Such activism would ultimately lead developed countries to oust the UN as a forum for international tax norm setting The book includes a revealing prehistory of the wartime work of the League of Nations that questions the legitimacy of the Mexico Model the first model tax convention between developed and developing countries This expertly researched work is essential reading for understanding the roles of politics states secretariats and private actors in directing global tax coordination Membership in International Organizations Gerd Droecke,2019-12-19 This book proposes that fundamental concepts of institutional law need to be rethought and revised Contrary to conventional wisdom international organizations do not need to have members and the members do not need to be states and international organizations Private sector entities may for instance also be full members Furthermore international organizations do not need to possess international legal personality nor is their autonomy a corollary of their personality Moreover the notion of subject of international law also needs to be reconsidered and the very concepts and definitions of intergovernmental organization and international organization need to change and be defined in a wider manner In this publication the legal implications of membership are analyzed and a new analytical framework for international organizations is proposed The argument is propounded that the power of creation of new organizations has passed over to international organizations and other entities while an outlook on future development is also presented Dr Gerd Droecke is a recognized specialist in institutional law international administrative law complex institutional and financial policy matters and corporate governance issues with over 30 years of experience in working for international organizations in senior and management positions He was the Legal Counsel Acting General Counsel of the Green Climate Fund and assisted the World Green Economy Organization as General Counsel in its transition to a new type of intergovernmental organization ICAO David MacKenzie,2010-01-01 MacKenzie demonstrates that ICAO has assumed a leading role in the struggle to secure civil aviation against sabotage and hijacking while providing a forum for international concerns and disputes **Management** ,1968 Pricing and Capacity Determination in International Air Transport Peter Haanappel,1984-03-03 **NASA SP-7500** United States. National Aeronautics and Space Administration,1973 International Law Reports E. Lauterpacht,1987 International Law Reports is the only publication in the world wholly devoted to the regular and systematic reporting in English of courts and arbitrators as well as judgements of national courts **Las alas de España** Javier Vidal Olivares,2011-11-28 La història espanyola de la segona meitat del segle XX està marcada en els transports aeris per l'existència i l'activitat de l'aerolínia Iberia Aquest llibre constitueix la primera història empresarial d'Iberia l'aerolínia espanyola per antonomàsia Dos elements destacats de la primera poca d'Iberia van ser la utilització com un instrument del règim franquista en la seua política de relacions internacionals i el fort creixement que va experimentar per l'augment del turisme durant els

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