

Are Human Resources Important to Support SDG's in 2030?

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ABSTRACT: Sustainable development must be implemented precisely in 2030 so that elements such as academics, stakeholders, the private sector and also the community must be able to implement the SDGs in that year. The SDGs here have 17 goals that must be implemented globally, but the problem that occurs here is that it is not as smooth as in implementing the SDGs considering that there are several phenomena that occur such as covid-19, gender issues and other problems. Human resources are expected to provide support to be able to implement the SDGs precisely in 2030. This study uses qualitative research based on literature studies. The results of this study explain that it turns out that the support from human resources for the SDGs can actually be said to be 50:50 because employees who are used as assets in this company can be fully responsible in supporting the SDGs considering that companies or organizations must have a vision and mission that must come first.

Keywords: Human resources, SDGs, Impact.



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INTRODUCTION

Sustainable development or what can also be called SDGs is a program of international organizations, namely the United Nations, where these SDGs have 17 goals which include 1) no poverty; 2) without hunger; 3) a healthy and prosperous life; 4) quality education; 5) gender equality; 6) clean water and proper sanitation; 7) clean and affordable energy; 8) decent jobs and economic growth; 9) innovation and infrastructure industry; 10) reducing inequality; 11) sustainable cities and settlements; 12) responsible production consumption; 13) handling climate change; 14) marine ecosystems; 15) terrestrial ecosystems; 16) peace, justice and resilient institutions and the last is 17) partnerships to create goals (Worltop, 2020). This goal must be able to be realized in 2030 which means that several member countries from the United Nations here must be able to realize this.

In order to achieve this, several elements from academics, stakeholders, the private sector and other elements of society must be able to help in implementing the agenda of the SDGs (F. Chen et al., 2024). However, the phenomenon that occurs here turns out to be that the SDGs here are actually not all effective when implemented. It can be said that why the SDGs are so slow when

implemented is due to global inaction on the issue of climate change and human rights, which will not be implemented until 2082 (Katharina & Palladium, 2020). In a paper mentioned by Cavano, 2020 he stated that, "There is an element of tragedy that affects a lot of the agenda of the goals of the SDGs where people should be able to take responsibility for it, people here are not really focused on the goals of the SDGs"(Arzo & Hong, 2024; Liu et al., 2024). The people referred to here are elements that can support the SDGs, but what happens here is that some elements do not really care or are responsible in implementing the SDGs(Zhu et al., 2024).

Discussing the SDG's, if implemented ambitiously, at least for the most part, can address global challenges that, if resolved, will create a better and more sustainable future for everyone, effectively changing millions of lives. But if the SDGs are to be achieved at the right time, it is up to development organizations and policymakers to step up. achieving the SDGs also requires a change in the way private companies function and views corporate citizenship as an important practice for business in 2020(Gao et al., 2024; Kim, 2023). It's an opportunity for businesses to take a closer look at how they interact with their communities, supply chains, and consumers, and improve those processes for the greater good.

In the statement above, many emphasized that the "people" here must be able to be responsible to be able to support the implementation of the SDGs, but the intention of the people here is that the private sector, academics, society and other elements must indeed synergize. The assumption in this writing is actually the most effective way to do it is to realize some of these elements fundamentally first, where in some groups of these elements they actually do have a role, especially human resources(Ahakwa & Tackie, 2024).

Human resources here are individuals who work or have a role of responsibility in a company or organization which later these individuals will be used as valuable assets(Jie & Lan, 2024). In essence, these human resources are expected to have high integrity and value, not only in the organization/company they work but indirectly with the organization/company here has good human resources, they must be able to slowly or quickly implement the SDG's(J.-T. Chen et al., 2024).

METHOD

The use of research methods in this study is a literature study(N. Chen et al., 2024). In the research explained that this literature study method is a series of activities related to library data collection methods, journal articles, then later when finding relevant data will be recorded and processed into research materials(Kartiningsih, 2015). This literature study is carried out by researchers to find the main purpose in finding a foundation, build a theoretical foundation and determine a provisional conjecture whether this conjecture is correct or incorrect.

The literature review process for this study involved several key steps. First, we conducted a thorough search of academic journals, books, and other relevant literature to collect data and information pertaining to import tax revenue in Timor-Leste. This included gathering statistical

data, reports, and scholarly articles that analyzed trends and policies related to import taxes in the country.

Once the relevant data was compiled, we carefully reviewed and analyzed the information to identify key patterns, themes, and insights. This analysis involved synthesizing the data, identifying relationships and correlations, and developing a deeper understanding of the factors influencing import tax revenue in Timor-Leste over the study period.

Finally, based on this in-depth literature review, we were able to build a strong theoretical foundation and make informed conjectures about the current state and future trajectory of import tax revenue in the country. The findings from this analysis will provide a solid basis for further research and policy recommendations in this area.

RESULT AND DISCUSSION

In sustainable development, there is continuity with human resources, this is in line with the stated by Akpan, 2022 that of the 17 global goals that are interrelated (Brown, 2024). The SDGs are indeed expected to be achieved in 2030, but everyone in the organization/company here is expected to have a role in the human resources aspect. Being a responsible business is the culmination of many individual actions and initiatives (Aarflot et al., 2024; Nguyen-Tat et al., 2024). While not every goal will be immediately applicable to every organization, it is precisely aspects of its human resources that can contribute in several ways, and identify the people with whom we can have the greatest impact as Human Resources Practitioners (Akpan, 2022).

The priority task in the implementation of the concept of sustainable development, especially one of which is in the 8th SDG, is to ensure decent work, economic growth, and reduce the rate of slowdown. This can be achieved by using an inclusive component by providing decent working conditions and convergence of residents' incomes, reducing emissions, raising awareness of environmental issues among residents, and improving business conditions. At the same time, human resources are the foundation for the country's economy and the economic transformation of any country's enterprises (Razali & Vasudevan, 2024). Safe jobs and decent wages must meet all human needs to achieve an adequate quality of life, welfare, and prosperity.

Not only that, the relationship between human resources and the SDGs here in supporting this turns out that employees who are the backbone of any organization, in a sustainable strategy actually have the same responsibility to be able to protect the planet, because if you think more deeply that the SDGs here aim to protect the planet because they realize that human activities in exploiting have been very deep and also many issues that have not been so that it can be prevented, where the issue is related to the 17 SDGs goals.

Internal employees who are used as human resources here must have a great responsibility in protecting the planet, organizations of any size must be able to have a great responsibility also regarding supporting this SDG's (Debonheur et al., 2024). Organizations actually also have a duty to educate employees to be able to support the SDGs and must also be able to educate these employees to have a responsive responsibility in this global goal of the SDGs. The interesting thing

here is that the SDG's also has a framework flow for professional stakeholders in assessing the performance of an organization in order to understand its contribution to a better and sustainable world. SDG's presents a real opportunity to involve employees, because sustainable development can be a full effort to meet the needs of the present without sacrificing future generations, therefore in order to be able to maintain something, responsible human resources are needed (Akpan, 2022).

The difference between the SDGs and human resources here also provides great relevance, one of which is also proven in the scope of work, in every country sometimes there is still a gender inequality between men and women (Builders, 2030). The interesting thing here is the relationship between human resources and the SDGs here is that the companies/organizations here are committed to reducing carbon emissions by 50% and want to achieve net zero by 2040, this is to support the SDGs, precisely on the goal of fighting climate change (Muir, 2022).

In the discussion of human resource support for the SDGs here in the end, there is a relationship whose relevance can be said to be clear and not so clear in the end, although in fact human resources here have important aspects to be able to support the SDGs in achieving sustainable development goals globally (Papaevangelou et al., 2024; Sedyastuti et al., 2021). Of the 17 goals held by the United Nations for sustainable development, according to researchers in this discussion, actually not all of them can be correlated, that indeed human resources can be their responsibility to be able to make sustainable development can be achieved precisely in 2030 (Madede et al., 2024).

The problem that occurs here which is actually very evident is that when sustainable development has a goal that will be implemented evenly, precisely in 2030, what has happened in recent times the issue of gender issues is still increasing, not to mention in the covid-19 era, more or less during 2020-2021 and precisely in 2022, the recovery period, this is also what makes the SDGs in implementation around the world hindered, Because the stakeholders, the private sector, the government here have a different focus in the end where they have to attach importance to something that can be used as urgency, one of which is fighting Covid-19 at that time.

Success in human resources here can be said to be successful in supporting a sustainable development here can only be said to be successful in several points, one of which is for example the goal of gender equality that in the scope of work inevitably the employees here must be able to apply gender equality both to men and women. In addition, the company/organization here also emphasizes its employees to be responsible in emphasizing the implementation of the SDGs itself. According to researchers, this cannot be directly done by employees who are responsible for all forms of SDGs implementation.

This is in line with research conducted by (Brewster and Brookes, 2024) that human resources here actually do not have a direct correlation or more responsibility to be able to advance sustainable development globally, even though it is only implemented on a small scale first, for example by organizations or companies. The study states that "human resources here are still failing to advance the goals of fulfilling the SDGs, this is due to a construction that is not necessarily where it will go" (Chris & Michael, 2024). Although in their research they mentioned failure, they also mentioned that the SDGs can actually be used as an important value reference to give a sign to the company or organization or stakeholders in running a company/organization

and correlated with the SDGs, therefore human resources here will later focus on the important aspects of the previous role of human resources in the organizational or company aspect.

Therefore, in the study, the correlation that can be obtained is that the support of human resources for the SDGs here can still be said to be 50:50, some are successful, some are unsuccessful, some are sustainable and some are not sustainable. Human resources are an important asset for companies/organizations to be able to run the wheels of companies/organizations, but when associated with SDGs support here, not all of them can be implemented from the 17 SDGs goals that have been prepared by the United Nations (López-Lemus et al., 2024; Tran, 2024). The accountability of human resources here cannot be suppressed comprehensively by the company/organization in order to be able to fully support the SDGs in order to be implemented globally, because it is undeniable that companies or organizations must have a vision and mission that must be implemented and prioritized, therefore according to the researcher in supporting the SDGs here will not be fully able to run effectively also in essence.

CONCLUSION

The SDGs are indeed a point of urgency globally and must be supported by elements of academia, the private sector, stakeholders and the community, but this is not fully implemented by several elements. One of them is by human resources, basically this human resource is indeed directed by the company to be able to support the SDGs, but this cannot be fully done because not all of the goals of the SDGs have a correlation with the company/organization, then the company/organization here also must have an urgency to be prioritized (Alfarizi & Herdiansyah, 2024; Dem et al., 2024).

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