

The Role of Educational Philosophy in Human Resource Development

M. Taufiqurrahman

¹ Program Doktor Ilmu Pendidikan, Universitas Pendidikan Ganesha, Singaraja, Indonesia
Email : taufiqurrahman@student.undiksha.ac.id

Abstract

This research aims to explore the role of the philosophy of education in developing more holistic human resources (HR). This research uses a qualitative approach with a library research method. The data analysis technique used is content analysis. The results showed that education is an important investment in creating a quality generation that focuses on developing skills, knowledge, and ethics. The philosophy of education, as proposed by John Dewey, emphasizes the integration of intellectual and emotional abilities to form character through experiential learning that encourages critical thinking. In addition, the philosophy of education requires a holistic approach, considering the way the material is delivered, the impact on students, and the long-term effects on society. Critical thinking, as an integral part of educational philosophy, plays an important role in developing competitive human resources in the 21st century by facilitating effective problem-solving and decision-making.

Keywords: *Philosophy of Education, Human Resources, 21st-century skills, Education.*

INTRODUCTION

The development of human resources (HR) is one of the most important indicators of a nation's progress. Competition in level in an increasingly competitive global environment, the quality of human resources is a determining aspect of a nation's success in achieving success in various fields such as social, economic, cultural and also in the educational sector. The strategy that can be used to improve human resources is to instill a good understanding of educational philosophy. The philosophy of education functions as a guiding philosophical foundation for practice education and individual character development (Jalaluddin & Idi, 2017).

Educational philosophy not only explains the goals and methods of education, but also shapes the methods of individual thought. Education inspired by a strong philosophical basis is able to produce creative individuals, adaptive, innovative, with integrity, problem solving ability and also have the ability to think critically. Therefore, in facing the very dynamic world developments of the 21st century, these skills are seen as very crucial (Zubaidah, 2016). Therefore, the internalization of philosophy into the educational curriculum really needs to be paid attention to. Apart from this, good education should also be adapted to cultural values and traditions of the public. So that it can help develop individuals to the maximum.

Apart from that, philosophy can also shape a person's character. Because education is

not only a means of transmitting knowledge but also building character and ethics (Setiawan et al., 2023). With philosophy, it can provide a framework for understanding moral and ethical principles that are important in everyday life. The application of philosophical principles in education can produce students who are not only academically intelligent but also socially responsible. Philosophy can also provide teachers with a framework capable of exploring and uncovering educational issues from a philosophical perspective (Novita Sari & Armanto, 2022). So, teachers can design deeper and more meaningful learning strategies.

Although philosophy plays an important role in human resource development, there are many challenges within its implementation. This is shown by many countries which focus only on cognitive aspects rather than building character and moral principles. Consequently, the aim of this research is to learn more about the ways in which philosophy is integrated in the educational context to achieve more holistic human resource development.

METHOD

Study This method uses a qualitative approach. Furthermore, this research is library research. Library research is research that collects data from various sources such as books, magazines, history, documents, etc. (Pringgar & Sujatmiko, 2020; Sari & Asmendri, 2020). Apart from these materials, a very important source

used in this research is journal articles. All of this material is used as a data source which is then analyzed. So in library research the data used is data seconds. After all the data has been collected, the data will be analyzed using content analysis techniques. This technique is used to find answers and analyze the content of the material being studied.

RESULTS AND DISCUSSION

Meaning of Philosophy

Philosophy is a term simple but it has a very broad, even unlimited meaning. In terms of terminology, there are several definitions that explain philosophy. The word "Philosophy" comes from the language of Greece, namely *philosophia*, which consists of two words, namely *philos* (like or love), and *Sophos* (wisdom, truth, wisdom and knowledge) (Suwarlan et al., 2023). Thus, in general, philosophy can be interpreted as a form of love or individual interest in achieving wisdom or truth.

Philosophy is also seen as an attempt to seek a comprehensive understanding of values and reality through a speculative approach. This reflects the natural urge in humans to understand themselves personally, the world in which they live and operate, and the sense of connection they have. As a view deep and critical about facts, humans and reality, philosophy functions as a guide to life, helping an individual navigate the direction of his life, as well as treating other people based on philosophical principles (Saragih et al., 2021). So, philosophy is seen as a miracle of life that is very difficult to imagine, even by experts with high imagination. Real philosophy is present at each aspect of human life. As time progressed, philosophy also developed through philosophical speculation about life. In this context, philosophical education always aims to build a better order of life and human existence. The meaning of this philosophy is parallel to the role of science and technology in human life, namely creating a more ideal and meaningful life (Effendi, 2020).

Philosophy is the main basis of all scientific disciplines that provide positive benefits for humans. Philosophical knowledge is deep and fundamental, it aims to find truth that

can be accepted and explained through the logic of human reason. In simple terms, philosophy is the result of human thought which seeks to understand and explore the truth in depth. Apart from that, philosophy can also be defined as a process that is broad, deep, comprehensive and systematic in an effort to search for the truth (Siahan, 2019). Truth in nature philosophy relatively, which means that truth continues to develop along with changes in time and human civilization. Judgment of truth is very important depending on the context of space and time. So, what is considered true by a society is not necessarily recognized as true by society in place of others. Likewise, an accepted truth in a Times can change over time.

Based on the description above, it can be concluded that philosophy is a very broad and deep science, which always tries to understand various problems that arise within the scope of human experience as a whole.

Meaning of Education

Education has various meanings depending on cultural perspectives. In Greek, the term pedagogy is defined as knowledge that aims to guide children (Azizah et al., 2020). In Arabic, education is known as *Tarbiyah* (Haudi, 2020). According to the Big Indonesian Dictionary (KBBI), education comes from the word *didik* or educate, which means caring for and providing training in the form of teachings or guidance especially regarding morals and intelligence. Education is a form of assistance provided by adults to individuals who have not yet reached maturity, with the aim of helping them towards maturity (Busthan, 2022). The assistance in question is realized in the form of mentoring, where educators as adults play a role in ensuring that students learn useful and positive things. This mentoring aims to really support the development of students. In this way, children's learning processes can be directed in a planned manner and not allowed to run without clear goals. So in general, education can be understood as a process of changing the attitudes and behavior of a person or group so that they become more mature through teaching, training, and various actions and learning methods.

Education has a close relationship with various aspects of human life and the surrounding environment. Therefore, the term education has a very broad meaning, so it is difficult to impose education in a single definition. Education aims to form people who believe and are devoted to God Almighty, have noble morals, and have good personalities (Azizah et al., 2020). Meanwhile, based on law no. 20 of 2023 which states that national education functions to develop abilities and shape the character and civilization of a dignified nation in order to make the life of the nation intelligent, aims to develop the potential of students to become human beings who believe in and are devoted to God Almighty, have noble character, are healthy, knowledgeable, capable, creative, independent, and become democratic and responsible citizens. Apart from that, educational theory aims to develop thinking about educational policies and principles based on philosophy. Apart from that, this theory also attempts to formulate a method of practice Education, which includes the process of implementing activities such as curriculum implementation and interaction between teachers and students, in order to achieve previously determined educational goals (Aryana, 2021).

Concept of Educational Philosophy

Philosophy plays an important role in the world of education, namely providing a basic framework in educational philosophy to realize the educational goals expected by a society or a nation (Djamaluddin, 2014). Educational Philosophy, in accordance with its function, acts as a philosophical foundation that underlies all educational policies and implementation. Apart from that, philosophy with its systematic, universal and in-depth approach to work, as well as its radical nature in analyzing various problems, has proven to be very relevant to various challenges in human life (Jalaluddin & Idi, 2017). Philosophy also functions as a link between various scientific disciplines that continue to develop. In this case, the philosophy of education is actually rooted in the science of education as a practical science, which aims to transfer life values. Apart from that, educational philosophy also functions to maintain and

develop behavioral norms that are taught to students, with reference to philosophy, traditions and parents (Anwar, 2017).

Therefore, the philosophy of education is able to strengthen its relevance in social life and make a greater contribution to improving human welfare. Education, as an important element in life, requires a strong foundation to guide thoughts, feelings and actions in building social and national life (Saragih et al., 2021). Thus, the formulated educational philosophy concept becomes a solid basis for the development of sustainable life values

Human Resources

Humans are the most superior creatures among all living creatures. Humans have abilities in the form of sense thoughts that make it possible to understand various phenomena, both abstract and concrete in nature. Processes become knowledge. This intellectual potential includes the ability to recognize, understand, analyze, and Reveal Back various things that are known. Apart from that, intelligence is also a big asset for exploring things that are still hidden or unknown before. So, human reason is an award which not only plays a role in processing data and storing it in a mental capacity, but can also provide moral and spiritual encouragement to individuals to do good and avoid bad (Lamuri & Laki, 2022).

Human resources (HR) are very important for the progress of an organization and even a nation. Without superior human resources, an organization or country will not develop for the better but will experience setbacks. HR is a long-term investment that must be maintained in an organization both at the largest level (country) and also at the smallest level (organization) (Abdullah, 2017; Maghfiroh, 2021). Human resources are the main and most important element in an institution, including educational institutions. Education requires quality human resources to carry out its functions in meeting the educational needs of society. Quality human resources are obtained through a development process that is always provided to improve human resources capabilities so that an institution can continue to develop and have competitiveness.

However, efforts to create superior and competitive human resources will be a false hope if the number of people out of school continues to increase from year to year. This number is a high problem crucial for the country, because it has the potential to widen social disparities amidst society. Conditions like this occur when children lose the opportunity to acquire important skills, knowledge and values needed to face various life challenges. An illustration of the number of children not in school in Indonesia in the last two years can be seen in Table 1.

Table 1. Non-School Rates

Level	SD		JUNIOR HIGH SCHOOL		SMA	
	2022	2023	2022	2023	2022	2023
Gender	2022	2023	2022	2023	2022	2023
Man	0,80	0,68	7,77	7,97	24,56	23,78
Woman	0,62	0,66	6,06	5,86	20,35	19,34

Source: BPS

Based on Table 1 above, the overall number of non-schoolers between men and women shows that more males do not go to school. At the elementary school level in 2022 and 2023 the non-schooling rate will be 0.80 and 0.68. At junior high school level in 2022 and 2023 the figures will reach 7.77 and 7.97. And at the high school level in the same year it was three times higher than the previous level, namely 24.56 and 23.78. Meanwhile, the rate of non-schooling for women at elementary school level in 2022 and 2023 is 0.62 and 0.66. At the junior high school level in 2022 and 2023 it is 6.06 and 5.86. Meanwhile, at the high school level in 2022 and 2023, it is 20.35 and 19.23. The factors that cause children to drop out of school vary widely, including the public's view that education is not the main need in life, the influence of the surrounding environment, low parental education, limited access to education, and the belief that education is not important (Mujiati et al., 2018).

The Role of Educational Philosophy in Human Resource Development

Developing human resources to be superior and competitive basically requires a

strong foundation, one of which is through quality education. However, with various challenges that arise, such as the high number of out-of-school students, this often becomes a problem factor barrier. So, in this context, educational philosophy acts as the main guide for understanding, formulating and implementing educational principles and values that are able to answer these challenges in depth and sustainably.

1. Formation of attitudes and character

Education is a strategic investment in building a quality future generation. Based on the philosophical view, every individual has the basic ability to think and feelings that can be developed through the process of thinking (Saragih et al., 2021). To face the challenges of an increasingly complex and dynamic world. Meanwhile, the current modern education paradigm emphasizes the development of practical skills and knowledge, as well as aspects of ethics and morality. This approach aims to create human resources who are ethical, have integrity, are competent and are ready to face global challenges.

John Dewey, who was a figure in the philosophy of pragmatism, believed that the philosophy of education was not practice separate teaching. He believes that education must integrate between the ability to think intellectually and emotionally to form a complete human character (Jarrah et al., 2020). John Dewey also emphasized the importance of experience-based learning, where students are actively involved in the learning process, explore independently, and develop habits. think critical and reflective (Estrada et al., 2021). From this, we are able to create individuals who are not only academically intelligent, but also have empathy and strong character.

However, on the other hand, Thompson interprets philosophy more broadly as an approach to a problem as a whole, without being fixated on just one particular subject. This approach requires educators to be able to view holistically and analyze its impact in educational aspects. Thus, in designing a pedagogical approach, an educator needs to pay attention not only

limited on the way the material is delivered, but must also pay attention to how the material can be understood by students, its influence on their thinking and emotions, as well as the long-term impact of the learning process on students and society at large (McLean et al., 2023).

Integrating these two views, educational philosophy can be seen as a representation of ideology education which is rooted in the character and outlook on life of an educator. Views like this are formed based on their experiences in the world of education, life in general, and are based on a deep understanding of various relevant scientific disciplines. Philosophy is not just a theory but is a basis for educators to create educational methods that are innovative and adaptive to changing needs and challenges (An & Oliver, 2021). By understanding various scientific aspects, an educator can create a teaching approach that not only produces good academic results, but also helps develop students' character, encouraging them to think critically, creatively and empathetically when facing various situations in life (González-pérez & Ramírez-Montoya, 2022).

2. Skills in think critically

Philosophy is a framework to pursue the truth, help humans grow and change by controlling yourself to avoid mistakes. In education, thinking philosophically contributes through reasoning patterns that encourage making the right decisions to overcome problems. Metacognitive thinking, such as for example High Order Thinking Skills (HOTs) are an important aspect in today's technological era challenge 21st century (Tuzlukova et al., 2017). Including problems in social, scientific and future life. Critical thinking is a form of reflective thinking, problem solving skills, decision making ability, ability to think creatively (Geng, 2014). Skills are needed so that Indonesian human resources are more competitive on a global level. So, in recent times think much research has been done critically in educational studies. This shows

the importance of making connections between concepts of an event and drawing conclusions from it. Research and conceptual theories in the literature show a close relationship between educational philosophy and critical thinking, because philosophy focuses on thinking activities. Besides that, part of philosophical activity is critical.

Critical thinking capacity is the skill to analyze information sources logically, reflectively, structured and productive. This includes the ability to differentiate between relevant and irrelevant information, identify and evaluate assumptions, and use various decision-making strategies in accordance with evaluation standards. Critical thinking is an important component in philosophy, especially from a psychological point of view, because psychological thinking is the axiomatic basis of philosophy. The cognitive dimension functions as a foundation in the development of psychology-based critical thinking theory. Critical thinking is an active process that involves a person's mentality, especially in the phases of induction, deduction, finding reasons, establishing agreement, and classifying and defining problems. If used to solve problems and build democracy in education, critical thinking will be very effective. These reasoning skills must be maintained consistently, so that students can make decisions quickly, decisively, and effectively when faced with problems. This ability is an important provision for students to compete in the era of globalization. Therefore, critical thinking has a big role in students' daily lives and is the key to producing quality learning.

CONCLUSION

Based on the data presented from the discussion of the role of educational philosophy in human resource development, it can be concluded that:

1. Education is an important investment to build a quality generation, with a focus on developing skills, knowledge and ethics. John Dewey says that education must integrate intellectual and emotional abilities to shape character, through experience-based learning that encourages critical thinking. Apart from that, educational philosophy also

requires a holistic approach, which considers the way the material is delivered, its impact on students, and the long-term effects on society. Educational philosophy is the basis for educators to create innovative methods that support students' academic and character development.

2. Educational philosophy functions as a framework for pursuing truth and helps humans grow by controlling themselves to avoid mistakes. Philosophical thinking contributes to making the right decisions in overcoming problems, and critical thinking skills, such as High Order Thinking Skills (HOTS), are very important in the technological era and to face the challenges of the 21st century. Critical thinking involves logical, reflective and creative analysis and is important for the development of globally competitive human resources. Educational philosophy and critical thinking are interrelated, with critical thinking an important component in developing understanding and effective problem solving in education and everyday life.

SUGGESTION

Future research could examine the application of educational philosophy to improve critical thinking skills in the classroom, with an emphasis on practical approaches, local relevance, and analysis of its impact on student character formation and readiness to face the challenges of the modern era.

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