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THE RELATIONSHIP BETWEEN NATURAL RESOURCES AND HUMAN RESOURCES IN ECONOMIC LIFE IN PASURUAN CITY

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ABSTRACT

This study explores the state of natural resources and human resources in Pasuruan City and their relationship in supporting the pace of regional economic growth. The city of Pasuruan has significant potential for the application of natural resources, especially in the fisheries, agriculture, industry, and tourism sectors. Its favorable geographical position also contributes to the development of the economic activities of the local community. However, the use of natural resources has not been fully maximized because there are various challenges, especially related to the low quality of human resources in some regions. Low education, skills, experience, and lack of training and application of technology are obstacles in the efficient and sustainable management of natural resources. In addition, environmental issues such as pollution and overexploitation of resources are also issues that need attention. This study applies a qualitative descriptive method by analyzing the state of natural resources and human resources in Pasuruan City based on various data sources and relevant discussions. The findings of the study show that the relationship between natural resources and human resources is very close, because the success of natural resource management is greatly influenced by the quality of human resources as the main manager. Therefore, it is necessary to make various efforts to improve the quality of human resources through education, training, technology utilization, strengthening business institutions, and sustainable natural resource management. With the improvement of the quality of human resources and good natural resource management, it is hoped that regional economic growth can increase and the welfare of the people of Pasuruan City can be achieved in a sustainable manner.

Keywords: Natural Resources (SDA); Human Resources (SDM); Economic Life.

INTRODUCTION

Natural resources (SDA) and human resources (HR) are two important factors that have a close relationship in supporting the economic growth of a region. The abundant availability of natural resources can be a great potential for economic development if supported by the quality of human resources who are able to manage and utilize them effectively. On the other hand, large natural resources will not provide maximum benefits if the quality of human resources is still low and they are not able to manage these resources properly. Therefore, the success of regional economic development is greatly influenced by the ability of the community to utilize the potential resources owned by their own regions.

Pasuruan City is one of the regions in East Java that has various kinds of natural resource potential, such as industry, tourism, agriculture, and fisheries. The geographical position of Pasuruan City located on the seafront provides a great opportunity to develop the fisheries and marine sector. In addition, the existence of industrial estates and small and medium enterprises also supports community economic activities. This potential makes Pasuruan City an area with great opportunities to increase economic growth through efficient use of natural resources.

However, in practice, natural resource management in Pasuruan City still faces various challenges, especially related to the quality of human resources. There are people who still have a low level of education and skills, so the use of natural resources cannot be carried out optimally. In addition, the lack of training programs, limitations in technology, lack of innovation, and low public awareness of the importance of sustainable environmental management are also obstacles in the development of regional economic potential. This situation results in some of the potential of existing natural resources that have not been able to have a maximum economic impact on the welfare of the community.

On the other hand, progress in the industrial and economic sectors in Pasuruan City also requires quality human resources and is able to adapt to technological developments and job market needs. Human resources not only function as a workforce, but also as managers, developers, and main actors in creating economic innovation in the region. Therefore, improving the quality of human resources through education, training, and community empowerment is crucial to support the efficient and sustainable management of natural resources.

The relationship between natural resources and human resources in Pasuruan City shows a close interaction in the economic aspects of the community. Efficient natural resource management can create job opportunities, increase residents' incomes, and encourage regional economic growth. On the other hand, the low quality of human resources can result in less effective natural resource management and can cause environmental damage due to excessive mining. Therefore, sustainable measures are needed to improve the quality of human resources and natural resource management so that the region's economic growth takes place in a balanced and sustainable manner.

In line with these conditions, this paper aims to examine the state of natural resources and human resources in Pasuruan City, the relationship between the two in the economic life of the community, the challenges faced in the management of natural resources by human resources, and steps that can be taken to improve the role of natural resources and human resources in encouraging economic growth in Pasuruan City. Through this research, it is hoped that an understanding of the importance of natural resource management and improving the quality of human resources will be obtained as an important element in sustainable economic development in the region.

RESEARCH METHODS

This study employed a qualitative descriptive approach to examine the relationship between natural resources and human resources in economic life in Pasuruan City. A qualitative descriptive design was considered appropriate because the study aimed to describe, interpret, and explain social and economic phenomena based on existing information, literature, and contextual data rather than measuring the relationship statistically. This approach allows researchers to obtain a comprehensive understanding of how natural resource potential and human resource quality interact in supporting regional economic activities (Creswell & Creswell, 2018).

The research focused on Pasuruan City as the study area. Pasuruan City was selected because it has various economic potentials supported by natural resources, including fisheries, agriculture, industry, coastal areas, and tourism. In addition, the city has strategic geographical characteristics that influence the development of community economic activities. Therefore, Pasuruan City provides

a relevant context for analyzing the relationship between natural resources, human resources, and regional economic development.

The data used in this study were secondary data obtained through documentation and literature review. The sources of data included journal articles, books, theses, previous research findings, government documents, statistical reports, and other relevant written sources related to natural resources, human resources, community economic activities, regional development, and environmental sustainability in Pasuruan City. Document analysis was used because it enables researchers to systematically examine written materials and identify important information relevant to the research focus (Bowen, 2009).

Data collection was carried out by identifying, selecting, and reviewing documents that were relevant to the topic of the relationship between natural resources and human resources in economic life. The selected documents were then classified based on several main themes, namely: the condition of natural resources in Pasuruan City, the quality of human resources, the relationship between natural resources and human resources, obstacles in natural resource management, and efforts to increase the role of natural and human resources in supporting economic growth.

The data were analyzed using qualitative descriptive analysis. The analysis process consisted of data reduction, data display, and conclusion drawing. In the data reduction stage, relevant information from various sources was selected and organized according to the research focus. In the data display stage, the information was arranged into descriptive categories to show the relationship between natural resources, human resources, and economic activities. In the conclusion-drawing stage, the researchers interpreted the findings to explain how the quality of human resources influences the utilization of natural resources and how both factors contribute to regional economic development (Miles et al., 2014).

To strengthen the credibility of the findings, this study used source triangulation by comparing information from various references, including previous studies, official documents, and other relevant literature. Triangulation was used to ensure that the interpretation of data was not based on a single source, but supported by different types of information. In addition, the researchers conducted careful reading and repeated review of the collected documents to maintain consistency between the data, analysis, and conclusions.

This study has limitations because it relies on secondary data and does not involve direct field observation or interviews with local communities, government officials, or business actors in Pasuruan City. Therefore, the findings are descriptive and interpretive in nature. Future research is recommended to use primary data through interviews, surveys, or field observations in order to provide deeper empirical evidence regarding the relationship between natural resources and human resources in regional economic life.

RESULTS AND DISCUSSION

The condition of human resources owned by the City of Pasuruan in supporting economic activities

The area of Pasuruan Regency reaches 1. 474 km² (147.401.50 Ha) which is equivalent to 3% of the total area of East Java Province. This district consists of 24 sub-districts, 24 sub-districts, 341 villages, and 1694 RWs. In terms of geography, Pasuruan Regency is an area consisting of mountains, hilly places, and lowland areas that cover about 40% of the total area, in addition to having coastal areas. The location of Pasuruan Regency is very important because it is located on the triangular path of the center of development of East Java Province, namely Surabaya – Malang – Jember. In addition, the existence of toll roads connecting to Surabaya, Juanda Airport, and Tanjung Perak Port further strengthens its strategic position.

The existence of natural resources in Pasuruan City includes quite a lot of variety and has a significant function in supporting the economic activities of residents. The geographical location of Pasuruan City located by the sea provides great opportunities in the field of marine and fisheries. Coastal areas are ecologically a meeting zone between ecosystems on land and sea. On land, it includes land that can dry up or be submerged in seawater, and is still affected by the physical characteristics of the sea such as tides, waves, and waves and seawater infiltration. Meanwhile, in the direction of the sea includes water areas that are influenced by natural processes from land such as sedimentation and freshwater flow from rivers, as well as the impact of human activities on land such as deforestation, waste disposal, expansion of residential areas, and increased agricultural activities.

In this area, most of the population earns from managing coastal and marine resources, either directly or indirectly. Therefore, from the perspective of how they earn income, communities in coastal areas are formed from various community groups, such as fishermen, farmers, and fish traders, shop owners, and small and medium industry players in capture processing (Kusnadi, 2006).

In addition to agriculture, Pasuruan City also has natural resources that can be used in the agricultural sector, although the available land is not too large. The existing land is used to grow crops such as rice and vegetables. These agricultural products help meet the food needs of the community and also support various economic activities in the local market. Therefore, the agricultural sector still has an influence on the regional economy even though it is not the main sector.

Pasuruan City is famous for having a rapidly growing industrial area, covering small, medium, and large-scale industries. The existing land is used to build factories, warehouses, and various other production facilities. Although the industrial sector is more dependent on labor and capital, the presence of land as one of the natural resources remains an important supporting factor. The development of this industrial sector has a good impact, namely increasing the number of jobs, encouraging economic growth in the region, and increasing people's income.

However, the condition of natural resources in Pasuruan City still faces several problems and difficulties. One of the problems is the limited area area, so the space to develop natural resources becomes increasingly narrow. In addition, industries that are highly active can cause environmental pollution, such as polluting water, soil, and air. If not managed properly, this condition can damage the quality of natural resources and make it difficult to continue using them for a long time. Excessive use of resources without paying attention to sustainability aspects can lead to a decrease in natural resource production, especially in the fisheries and agriculture sectors.

In general, the condition of natural resources in Pasuruan City can be said to be quite promising in supporting various economic activities, especially in the fields of fisheries, agriculture, and industry. Even so, there are several things that are still obstacles, such as a small area and the possibility of a decline in environmental quality that can interfere with the use of natural resources. Therefore, this situation shows that the role of natural resources in the economy of Pasuruan City is very important, but it still needs to be managed properly in order to continue to provide benefits for various economic activities of the community.

Quality of Human Resources in Pasuruan City in the Utilization of Natural Resources

The quality of Human Resources (HR) in Pasuruan City has a very close and interdependent relationship with the use of Natural Resources (SDA) in the region. Human resources play a role as the main factor that provides added value in development because of the ability of humans to manage natural resources and the surrounding environment to meet the needs of life. Effective use of natural resources depends on the ability of communities to cultivate their potential in creative and innovative ways. In Pasuruan City, the success of the Productive Village Program is influenced by the potential of natural resources and the quality of human resources. The challenge lies in the low quality of human resources in some areas, especially on the north coast, which hinders community productivity. This condition shows that the existence of abundant natural resources will not provide maximum benefits without being supported by good quality human resources.

The relationship between the quality of human resources and community welfare can be seen in the Coastal Community Economic Empowerment Program (PEMP). This program places improving the quality of human resources as a strategic step to utilize fishery resources optimally and sustainably. Although marine resources in Pasuruan such as fish and shellfish are quite abundant, the welfare of fishermen has not improved optimally due to obstacles to the quality of human resources. These obstacles include the low level of education, experience, and skills of fishermen, lack of knowledge about business development and product innovation, and the mindset of people who tend to choose to become factory workers rather than managing small businesses based on natural resources independently. As a result, the economic potential of the fisheries sector has not been able to be optimally utilized to improve the living standards of coastal communities.

In addition, the quality of human resources has a great influence on environmental sustainability in the use of natural resources. If the public's knowledge and understanding are still low, often natural resources are only used for short-term benefits without thinking about their impact on the environment. As a result, overexploitation can occur and ultimately cause environmental damage and reduced availability of natural resources in the future. Therefore, the quality of human

resources is important so that the community is able to manage natural resources more wisely and not only focus on current needs. The use of natural resources also needs to pay attention to sustainability so that the next generation can still feel the same benefits. With an understanding of the limits of the reasonable use of natural resources, the balance between economic needs and environmental sustainability can be maintained.

In the use of natural resources in Pasuruan City, there are a number of challenges that have a significant impact on the quality of its management, especially those related to the quality of human resources of the community. In some villages, the education level of the residents can still be considered low because many of them only complete their education up to the elementary school level. This situation results in a limited ability of the community to understand and develop their own regional potential.

The potential of the available natural resources is considerable if managed with the appropriate knowledge and skills. Limited access to information and technical training is also an obstacle as people struggle to apply new skills in real life. Overall, the wealth of natural resources owned by Pasuruan City requires investment support in the capacity and capabilities of human resources through education, training, and community empowerment so that these resources can be managed wisely, provide sustainable economic benefits, and remain sustainable for the future.

The Relationship Between Natural Resources and Human Resources in Economic Life in Pasuruan City

The relationship between Natural Resources (SDA) and Human Resources (HR) in Pasuruan can be said to be mutually necessary and inseparable in supporting the economic life of the community. Pasuruan has a lot of considerable natural potential and can be used for various sectors, especially industry and tourism. The location of the area is also quite strategic because it is located on the connecting route of Surabaya, Malang, and Probolinggo, so that economic activities in this area develop quite rapidly. In addition, the natural conditions of Pasuruan are also diverse, ranging from coastal areas, lowlands, to mountains such as the area around Mount Bromo which is famous for having abundant spring water sources. This natural potential is the reason why several large industries choose to operate in Pasuruan, especially the beverage industry that requires good water quality. Not only industry, but the tourism sector is also developing because of natural tourism such as tea gardens, safari parks, date palm gardens, and beaches that are able to attract many visitors and encourage economic activities of the surrounding community.

Even though it has abundant natural resources, this potential will not provide maximum results if it is not supported by good quality human resources. In this case, the community has an important role as the main manager and mover in utilizing existing resources. Human resources are not only actors of development, but also the main goal of development itself, which is to improve the welfare of the community. In Pasuruan, natural resource management is also still heavily influenced by local wisdom inherited by the community from generation to generation. An example can be seen in the dairy farming sector, where people still maintain traditional environmentally friendly ways of managing their businesses. This shows that local wisdom can help support economic development that still pays attention to environmental sustainability. In addition, the development of the tourism sector also opens up new economic opportunities for the community, such as lodging businesses, food sales, and various other small businesses related to the needs of tourists.

However, behind this great potential, there are still several challenges faced. One of them is the quality of local human resources which sometimes does not match the needs of the developing industry in Pasuruan. Many companies need a workforce with certain skills and education, while the abilities of some people are still limited. This condition causes local communities to not be able to fully enjoy the existing economic opportunities. Therefore, local governments continue to make various efforts to improve the quality of human resources, for example through education programs, skills training, improving health services, and compulsory learning programs. The goal is for people to have better abilities in managing and utilizing natural resources in their own area.

Overall, the relationship between natural resources and human resources in Pasuruan shows that both have an equally important role in regional economic development. Natural resources provide business potential and opportunities, while human resources are the parties who manage and develop this potential in order to provide real benefits to the community. If the quality of human resources continues to improve, then natural resource management will also become more optimal and able to create a wider economic impact, such as increasing employment, increasing community

income, and developing local businesses. On the other hand, if the quality of human resources is still low, then the great potential of natural resources may not be utilized optimally and is actually enjoyed more by outsiders than the local community itself.

Obstacles Faced in Natural Resources Management by Human Resources in Pasuruan City

The first obstacle is the low quality and expertise of human resources. Many government employees and communities do not have the technical skills to manage natural resources in an effective and sustainable way. For example, in environmental management, village fund management, and regional development administration, there are still mistakes due to lack of knowledge and ability. This situation results in the use of natural resources that are not optimal and development programs often run slowly.

The second obstacle is the lack of training and support. According to a journal on village fund management in Pasuruan Regency, there are still many village officials who do not fully understand the management system and the use of the budget properly. Limitations in training expose human resources to difficulties in keeping up with new technological developments and regulations in resource management. As a consequence, the management process has become less efficient and the development results have not met the expectations of the community.

In addition, shortages in facilities and infrastructure are also obstacles in natural resource management. Supporting facilities such as technology for environmental management, information systems, and tools for waste treatment are still not good enough. This situation results in inefficient human resource work and supervision of the use of natural resources becomes difficult to implement. In some circumstances, the lack of facilities has caused environmental and waste management in Pasuruan to not achieve maximum results.

Another problem faced is the low public awareness of the importance of protecting the environment and natural resources. There are still residents who litter, overexploit resources, and lack support for government programs in environmental management. This indicates that the quality of human resources is not only measured from formal education, but also from awareness and concern for the surrounding environment.

In addition to the human resource and community aspects, limited government funds also affect the management of natural resources in Pasuruan. The budget shortfall has resulted in training, supervision, and technology development programs for natural resource management that have not been implemented optimally. This has an impact on many environmental management and community empowerment programs that are not running well.

From these various problems, it can be concluded that natural resource management in Pasuruan City requires improvements in the quality of human resources through continuous education, training, and mentoring. In addition, support from the government is also important, such as the provision of facilities and infrastructure, increasing the budget, and socializing the community so that awareness in protecting natural resources and the environment increases. With quality human resources, natural resource management can be carried out more effectively, efficiently, and sustainably so that it can improve the welfare of the people of Pasuruan.

Efforts Made to Increase the Role of Natural Resources and Human Resources in Encouraging Economic Growth in Pasuruan City

One of the efforts made is through training and education to coastal communities. The training was carried out to improve the technical skills of the community in the production process, processing of fishery products, and product marketing. With the increase in human resource capabilities, the community is expected to be able to utilize fishery resources more effectively and produce products that have a higher selling value.

In addition to training, the use of technology is also an important effort to increase the role of natural resources and human resources. Technology helps the community in the process of processing fishery products, storing products, and digital marketing so that local products can compete in a wider market. Thus, people's productivity and income can increase.

Another effort made is to strengthen business institutions such as cooperatives and joint business groups. This institution functions to strengthen cooperation between communities, assist in the distribution of production products, and increase the bargaining position of business actors to the market. In addition, the government and the community also need to work together in developing the region's economic potential. The use of natural resources must be done wisely so as not to damage

the environment and can still be used by the next generation. Therefore, the community needs to be educated about the importance of protecting the environment and implementing sustainable resource management.

In addition to preserving the environment, increasing investment and developing regional leading sectors is also an important step in encouraging economic growth. By developing sectors that have great potential, such as the fisheries sector and MSMEs based on local resources, employment can increase and people's welfare can be better. Thus, efforts to increase the role of natural resources and human resources in Pasuruan City are carried out through improving the quality of human resources, training and community education, utilizing technology, strengthening business institutions, economic development based on local wisdom, and sustainable natural resource management. These efforts are expected to be able to increase community productivity and encourage sustainable regional economic growth.

CONCLUSIONS

Based on the results of the research, it can be concluded that the relationship between Natural Resources (SDA) and Human Resources (HR) in Pasuruan City has a very strong relationship in supporting the economic life of the community and regional development. Pasuruan City has considerable natural resource potential, especially in the fisheries, agriculture, industry, and tourism sectors which can be the main source of economic growth. Its strategic geographical location also supports the development of various economic activities of the community. However, the potential of these natural resources has not been utilized optimally because there are still various obstacles, especially the low quality of human resources in several regions. Low levels of education, skills, work experience, lack of training, and limited mastery of technology are obstacles in the effective and sustainable management of natural resources. In addition, environmental problems such as pollution and excessive exploitation of natural resources can also threaten the sustainability of the regional economy if not managed properly. This study shows that the quality of human resources is the main factor in the success of natural resource management. Quality human resources are able to manage regional potential more productively, create innovation, open up business opportunities, and improve community welfare. On the other hand, if the quality of human resources is still low, then the great potential of natural resources will not provide optimal benefits and even risk causing environmental damage. Therefore, various efforts are needed to improve the quality of human resources through education, skills training, technology utilization, community empowerment, and strengthening business institutions. In addition, cooperation between the government, the community, and the private sector is also needed to create better and sustainable natural resource management. With the improvement of the quality of human resources and wise management of natural resources, it is hoped that the economic growth of Pasuruan City can develop sustainably and be able to improve the welfare of the community equally.

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