



Analyzing Bibliometric With The Fields Of Resilience And Entrepreneurship In Indonesia

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ABSTRACT

Resilience theory in started of an examination has created into a wide, energetic and energizing field of ponder. Current strength hypothesis addresses people (both children and grown-ups), families, communities, working environments and approaches are connected with human creatures related to social terms and political conditions. There are a few zones of life that have not been touched in one way or another by resistance hypothesis, counting the military community. In this research, analyzing the resilience pretending to implemntation enterpreneur. This research using bibliometric method by the index of Scopus anda data analyse using the Vosviewer. In enhancing the strategy for developing resilience reveal that an economist uses the term 'standard human capital' to mean that human capital is a resource in people in the form of skills, knowledge and abilities that significantly affect their productive capacity and which determines individual employability. Human Resource Management or is a critical perspective related to resilience theory that is not only included in the company's philosophy but also in the strategic planning process. An example of human resource management is planning, organizing, directing and controlling the procurement, development, compensation, integration, maintenance and termination of labor relations with a view to helping achieve company, individual and community goals

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INTRODUCTION

Resilience theory, although it has evolved over the last 70-80 years, has established a revival in the last two or three decades (Bernier & Meinzen-Dick, 2014). A began of an investigation into the roots of childhood resilience has developed into a broad, dynamic and exciting field of study. Current resilience theory addresses individuals (both children and adults), families, communities, workplaces and policies are linked with human beings. There are several areas of life that have not been touched in one way or another by resistance theory, including the military community (Bernier & Meinzen-Dick, 2014). This document serves to review the wealth of literature on resilience and to provide a combined summary of this literature. 915 sources are cited in this document, published in 2020, and images from books, academic journals, masters and

doctoral dissertations, released government and military reports, training and family manuals, popular magazines and unreleased research reports.

Resilience studies have their roots in developmental and clinical psychology (Bhamra et al., 2011), in research that focuses on adapt and develop in response to experiences. This study found that resilience is a common phenomenon that results from normal or basic human adaptations (Bhamra et al., 2011). There are two theoretical approaches that support research on resilience as applied to individuals in the workplace: positive psychology and resource conservation theory.

The concept of resilience to stress and research on burnout have been included in the fields of positive psychology and positive organizational behavior (Luthans, 2002). Luthans (2002) mentions, Resilience is viewed as a response in circumstances where a person: 1) has experienced significant threat, harm, or self-harm; 2) Adjust positively. and 3) does not lose its normal function (Bonano, 2004). According to Luthans (2002), resilient individuals are resilient by finding opportunities, and with the conditions of time, energy, and resources needed to "get back" into balance. In addition, resilience supports individuals to use adversity as a 'stepping board' or as an opportunity for growth. Relatedly, Luthans et al (2008) note that resilience plays an important role in managing 'positive stress' and that resilience can be described as a response to adapting to both positive and positive events, promotions or new responsibilities on the job. work. The concept of capital that encourages efforts to increase resilience and to reward those efforts: initial efforts can be considered as investments, dealing with investment and human capital.

Flexibility is a term based on ego or affective paradigm which is defined as a general ability that includes the ability to adapt to paradigm changes (Wagnild & Young, 1993). Flexibility is often a focus with a focus on internal and external properties. Individual flexibility also results in the ability or ability in the adaptive model to determine any decision. Individual resilience ultimately means that each individual has a psychological and social structure in determining life habits and efforts that lead to different circumstances (Wagnild & Young, 1993). In this article, individual resilience is divided by MSMEs into two main factors, which are further divided into internal and external factors, which again become. To obtain a critical perspective on resilience theory it is necessary to implement it in a case. This research will be linked to the sustainability of micro, small and medium enterprises in Indonesia during the COVID-19 pandemic.

RESEARCH METHODE

Bibliometrics as a methodology of literature review has a special hand in analyzing. Bibliometrics are associated with the same literature links and have similarities in research. The description of a document is at least one document that is related to other documents and can be linked indirectly. The practical perspective is that references are listed together in a list of references and are named as bibliometrics pair (van Eck & Waltman, 2010). The number of documents simultaneously has the strength of the equation or couplings length. The more related documents, the greater the frequency of a bibliographic link, the higher the strength of the pairing between documents (van Eck & Waltman, 2010).

The description of the relationship between bibliographic or bibliometric pairs is based on three linkages of document subjects, namely the bibliographic pair, the citation, and the document subject (van Eck & Waltman, 2010). The collected data taken by literature review with the similiarity subject area based on Scopus (www.scopus.com). Related to bibliometric, the object widen analysis to the document subject. Scopus already shown by the algorithm and taken analyse by Vosviewer.

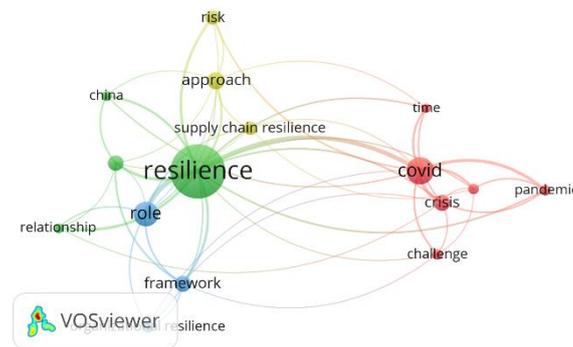


Figure 1: Vosviewer Overlay Visualization

After analyzing and reducing the data in narrowing down the articles that have been indexed in Scopus, they are analyzed by forming a mapping of related subjects by using Vosviewer. The mapping or Roadmap is formed based on the Vosviewer algorithm with the result that the biggest theme that has been determined as an independent variable is Resilience and new findings are Covid as a subject and an independent variable. The integration between variables is associated with several other variables, namely China, Relationship, Framework, Role, Supply Chain Resilience, Approach, Risk and linkages based on Covid, namely Crisis, pandemic, challenge, and time. The results formed into this Roadmap will determine the case study model in this research. The subjectivity in research has been determined and implemented based on the theory of resilience.

RESULT AND DISCUSSION

Implementing Resilience Theory by Small Medium Entrepreneurship Indonesia During COVID-19 Pandemic

Indonesia's current condition is on the defense side in a sustainable manner in economic development after the Covid-19 pandemic. The future of the country's economy after the Covid-19 pandemic has given rise to new problems such as many crises in life. The Covid-19 pandemic has attacked almost all economic sectors in Indonesia, from the bottom to the top (Djalante et al., 2020). Formed from the reaction of past experiences related to information from the environment to be able to describe what happens in the future so that it can form a plan and goals for the future (Widmier et al., 2002). Most of those who argue that a country will experience a major crisis are post-pandemic because the country is unable and has difficulty rebuilding circulation in the economic system long before the Covid-19 pandemic (Zhang et al., 2020).

This structural change also gives significance to the wave of migration in Indonesia even in the midst of the Covid-19 pandemic. The development of the micro business and industry sectors that took advantage of the Covid-19 pandemic turned out to be able to support individual economies but did not help the macro scale economy in Indonesia (Rajah & Grenville, 2020). The micro business sector tends to be more towards individual groups, so that business owners are entitled to the profits from these businesses without having to contribute significantly to the state. The state also plays a role in economic development during the pandemic, but it tends to be uneven due to the lack of statistical data and significant structural changes in terms of business systems and economic output in each region. Indonesian economic development has been carried out from generation to generation since the end of the monetary crisis in 1998.

The elements that support the development of the Indonesian economy are the foundation of the economic system in creating economic sustainability and running continuously following the conditions of the country (Rajah & Grenville, 2020). The main elements that support Indonesia's economic development, both domestic and international, such as industrialization, international mobility, and defense, are already in a vulnerable society (Giddens, 2012). The vulnerable groups mentioned by Ulrich Beck in the Covid-19 pandemic have had a tremendous impact in social, political and economic terms. The risk of post-Covid-19 pandemic feels unpredictable because individuals are currently saving themselves as one of the most vulnerable groups in society (Clarke & Beck, 1994).

This extraordinary consequence on the international side in the economic reality after the Covid-19 pandemic will be very different due to the global economic cycle which slowly stops and causes an economic depression (Cheema-Fox et al., 2020). The future prediction of the country has something in common with the post-war economic depression and a developing country towards progress such as Indonesia is a country that is prone to economic depression (Cheema-Fox et al., 2020). The occurrence of an economic depression caused the purchasing power of goods to decrease and the economic cycle between business actors was not carried out, which resulted in the stagnation of the country's economy accompanied by high rates of crime due to difficult economic conditions.

The development of Indonesia's Gross Domestic Product in the first quarter of 2019 to the first quarter of 2020 with a prediction that in the second quarter of 2020 when the pandemic enters the fourth quarter of 2019 towards the first quarter of 2020, a significant decrease of 2.00 occurs. Entering the second quarter of 2020, it decreased again by 1.80 and if GDP experienced a decline in the third and fourth quarters there would be an economic recession. The economic prediction after the Covid-19 pandemic with the status of Indonesia having distributed vaccines to the public will enter an economic recession and the process towards economic depression. This is caused by the uncertainty in the new society and exploitative industrialization (Cheema-Fox et al., 2020). It is possible that countries experiencing economic recession will force the wheels of the global economy by creating new economic systems and adaptations or implementing renewable and cheaper energy. Industrial thinking in looking at anthropogenic seems very low and short. This causes the community to be classified as vulnerable (Cheema-Fox et al., 2020). The current economic restructuring is urgently needed by combining the old paradigm and the new paradigm through the adoption of economic and trade models from other countries that are considered appropriate to the classification. This alludes to the development of the middle to lower socioeconomic class because it will have the greatest impact (Cheema-Fox et al., 2020).

In fact, the Indonesian state is capable of warding off issues and problems in the face of an economic recession and an economic depression. Indonesia's economic system often changes with each change of state leaders (Rajah & Grenville, 2020). The largest social transformation in Indonesia initiated in the New Order resulted in overlapping social and class structures. The great criticism of our current social transformation is felt by the existence of social inequality (Zhang et al., 2020). Simple examples are the massive repatriation of employees from major industries in Indonesia, job placement, and others.

Indonesia's social and political views after the Covid-19 pandemic have made people vulnerable to social resilience. The greatest fear is like the reforms in the New Order due to the economic crisis and causing political turmoil. Indonesia's social resilience is currently very low with the added implications of the Covid-19 pandemic. There are concessional offers in dealing with social inequalities that have occurred in Indonesia's economic development after the Covid-19 pandemic.

The planning in question focuses on the values possessed by the people who are involved in the organization. The basis of human resource management is the individuals in an organization. Mondy (2010: 4- 5) argues that human resource management is the utilization of individuals to achieve organizational goals. organizational managers are one of the catalysts of human resource management. Basically, all managers get things done by delegating tasks to their employees, this requires effective and efficient human resource management in completing a job. Of course, in human resource management there are various activities that involve every individual in an organization. Human resource management is all activities carried out starting from planning, organizing, directing, coordinating to controlling all values that are human strengths to be utilized for the benefit of human life itself (Pavoni et al., 2012).

In addition to theory, real practice in human resource management is needed to review the development of human resource management in organizations, human resource management according to Dessler (2011: 4) is a policy and practice in moving human resources or aspects related to management positions. in human resources which includes recruiting, screening, training, rewarding and assessing workers in an industry. Management is the science and art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve certain goals (Burke, 1985). This management consists of six elements (6 M), namely: men, money, methods, materials, machines, and markets. This men (human) element develops into a field of management science called Human Resource Management which is translation and man power management (Burke, 1985). Some of the management that regulates this human element is called personnel management. The similarity between human resource management and personnel management is that both are the sciences that regulate the human element in an organization, in order to support the realization of goals.

Human resource management (HRM) is a process for overcoming various problems within the scope of employees, managers and other workforce to support the activities of a company or organization in order to achieve

predetermined goals. As according to Stewart (2013) Human resource management (HRM) focuses on recruiting and recruiting the best employees and providing them with the compensation, benefits, training and development they need to succeed in an organization. However, strategic human resource management takes this responsibility a step further by aligning it with the goals of other departments and the goals of the organization as a whole (Burke, 1985). HR departments that practice strategic management also ensure that all their objectives are aligned with the mission, vision, values and goals of the organizations to which they are a part.

Understanding Human Resources (HR) development strategies is needed, especially in an era like today, namely the era of globalization. HR development is carried out with the aim of forming personal qualities by having skills, work abilities, and job loyalty to companies or organizations. In addition to developing the potential of human resources by forming personal qualities, it could also be by giving rewards or prizes to agents who excel, this is supported by San and Then (2012) in Armstrong (2000) the award strategy is a policy that provides specific directions for organizations to develop and design programs that will ensure rewards for performance results that support the achievement of their business goals (Garavan & McGuire, 2001).

According to Stewart (2003) strategic human resource management is the practice of attracting, developing, rewarding, and retaining employees for the benefit of employees as individuals and the organization as a whole. HR departments that practice strategic human resource management do not work independently within an organization; they interact with other departments in an organization to understand their goals and then create strategies that are aligned with those goals, as well as those of the organization (Yean & Yahya, 2013a). As a result, the goals of the human resources department reflect and support the goals of the entire organization. Strategic HRM is seen as a partner in organizational success, as opposed to the need for legal compliance or compensation. HRM strategically makes use of the talents and opportunities within the human resources department to make other departments stronger and more effective.

In enhancing the strategy for developing HRM, Peddikayil and Mathiri (2018) reveal that an economist uses the term 'standard human capital' to mean that human capital is a resource in people in the form of skills, knowledge and abilities that significantly affect their productive capacity and which determines individual employability. People with the right talents, skills and experience can understand the roles of their individuals and teams, as well as their responsibilities with respect to the vision, mission and goals of the companies

they work for. Compared to other resources, human capital can be easily adapted, because people behave and act according to the organizational context. This is the reason why academics argue that human capital is the most valued, powerful and beneficial asset for business firms (Murale et al., 2010). In addition, knowledge, skills and experience are transferred and exchanged from person to person, if there is a favorable organizational climate in the company.

In contrast to Moti (2001), HRM competencies support other components of talent management by managing performance where these competencies help provide the level of knowledge, skills, and types of behavior expected of employees who fill each position, develop careers, where employees map future goals. forward and the desired position, they can see the specific competencies needed to achieve it, plan for succession, where managers looking for candidates for the succession of a position can compare the competency requirements of that position, and search for candidates who meet these requirements, organize learning, where to improve competencies and to meet performance, career development, or succession goals, employees engage in learning activities related to those competencies, and arrange compensation where HRM performs compensation planning for their organizations. Time and time again, bonuses and promotions are directly linked to an individual's competency ranking. This may be difficult in an environment of inflexible public sector and workforce acquisition, where competencies set the right expectations for each position, and ensure that job descriptions result in more effective and successful hiring efforts.

Human resource development has a broad dimension that aims to increase the potential of human resources, as an effort to increase professionalism in the organization. Guided and planned human resource development accompanied by good management will be able to save other resources or at least the processing and use of organizational resources can be efficient and effective. Human resource development in a broad perspective has the goal of increasing the potential of human resources. The better the human resource development, the better the company or industry. Human resource development is an absolute necessity for an organization in facing current task demands and especially to answer future challenges (Yean & Yahya, 2013a). This condition of "conditio sine quanon" can be categorized as a form of investment, namely human investment. Although these development orientation programs are time-consuming and costly, all organizations have an obligation to implement them, and refer to the costs of these programs as investments in human capital. There are two main objectives in this regard, first, development is done for the menu tup "gap" between the skills or abilities

of employees with job requests. Second, the program can improve the efficiency and effectiveness of employees' work in achieving the set work goals (Yean & Yahya, 2013a).

Achieving this alignment of objectives must of course be pursued through a long-stage process, starting from planning to managing and maintaining human resource potential. Human resource development is a process of improving human quality or capability, which includes planning, development and management of human resources (Yean & Yahya, 2013a). In this case, human resource development has a wider scope in an effort to improve and increase knowledge, abilities, attitudes and personality traits, so that they can hold responsibility in the future (Yean & Yahya, 2013a).

On the other hand, human resource development is not only limited to internal human resources itself (namely, knowledge, abilities, attitudes, responsibilities) but also related to external conditions, such as the organizational environment and society. This is reflected in the demands for the development of human resources themselves which basically arise because of the following considerations: (1) employee knowledge that needs updating, (2) society is always developing dynamically by experiencing a shift in certain values, (3) equal rights to work, 4) the possibility of moving employees which is a reality in organizational life (Yean & Yahya, 2013a).

In particular, human resource development, which involves increasing all the internal potential of human abilities, is based on the fact that an employee will need a range of knowledge, skills and developing abilities to work well in a succession of positions encountered during a career. In this case it is a person's long-term career preparation (Henry, 2003). So that the scope of further human resource development is related to the career system applied by the organization and how existing human resources can access the existing system in order to support their work expectations (Henry, 2003).

Human resource management requires various elements in improving the human resource management system. According to Noe, Hollenbeck, Gerhart, Wright (2008: 4), human resources are policies, practices, and systems that affect employee behavior, attitudes and performance. The organizational management system is very influential on the development of human resource management. This is accompanied by changes in the behavior of each individual in working in an organization. The better and structured the organizational system is, it can be ensured that human resource management in the organization is running well

Implementing on Critical Paradigm of Resilience Theory in Indonesia's SMEs

Resilience theory emphasizes criticism in the development of modernity that is excessive and seems exploitative in Indonesia can be balanced with heterogeneous equations. The neoliberal economy that we have actually still emphasizes one group only (Béné, 2020). Equity, group priority, and social tolerance are needed to overcome the vulnerabilities that occur. The paradox that occurs in expectations and reality will enter into the process of social transformation which is experienced and enters the institutionalization stage. The Indonesian government has an obligation to be able to equalize and understand the level of individual status as a model for community risk.

The expected expectations must have in common with real implications in reality. Paradoxical resistance to social transformation and modernity will be a good opponent, especially since the Indonesian government system adopts power distribution and class liberalization (Béné, 2020). Furthermore, the reorganization of power and politics needs to be condified in general. Linking with the distribution of power and group liberalization. The leader's capability needs to be questioned in facing the socio-politics of national equity and transformation. The leader of the country must unconsciously understand the scale of the utilization of modernity development.

As a critique of development by making new market government policies, the government as policy makers and regulators should be able to provide equitable development in every region in Indonesia. Modernity has always been associated with urbanization (Cheema-Fox et al., 2020). Excessive urban development forces land narrowing as well as an urban bias. The accumulation of people in urban areas can result in high unemployment, homelessness and the emergence of crime rates due to difficult economic conditions.

The Covid-19 pandemic is claimed to be a disease that arose from animals to humans and spread rapidly throughout the country even though there are no animals in the country. The rapid movement of migration has made Indonesia one of the countries affected by Covid-19. The true statement that the narrowing of land and urban applications caused this pandemic to emerge. Although state and international institutions will later issue a statement that the pandemic is over, it is unlikely that this disease will continue and further pandemics are likely to emerge.

Likewise, the development of the Indonesian economy after the Covid-19 pandemic, in a sociological view, needs equity on a long scale. In general, long-term development begins with an even distribution of the population (Rahmadana & Sagala, 2020). Social inequality begins with regional inequality

due to urbanization and the effects of modernity. Even this uneven development only unilaterally benefits one city. Uneven development is due to the inequality of the population. Domestic migration of the population in Indonesia is shown to be very weighed in urban and rural areas. The classification of groups between rural and urban areas is still integrated with the inequality of society in them. Social inequality, even though before the pandemic, there was still no equality in the society that was divided in the territory of Indonesia (Noor et al., 2020). Post-pandemic predictions belong to a vulnerable society that domestic population migration will worsen due to the highest urban prosperity. Domestic migration under occupation in Indonesia will be the biggest issue because inequality does not only occur in one region but the target region. The resources and policies of decentralization need to be emphasized more deeply with large-scale equitable development plans (Noor et al., 2020). Since post-reform, decentralization is still in the domain of second-level regional development and views that centralized cities are still biased. The term *Java-Centric* still applies today and is likely post-pandemic.

Excessive resilience to industrialization and exploitation of natural resources on a large scale has become the biggest issue and trend in human resource management towards foreign workers (Béné, 2020). Government policies that seem to lead to social mobility are still low. Employment expectations and the service sector still benefit urban areas. Post-pandemic development can be an opportunity to form innovations and new governance models in adapting the rural economic system. Systematic development and regional division in Indonesia can be developed properly without the need for excessive industrial intervention (Rahmadana & Sagala, 2020). Clothing, food, shelter as basic needs can actually be fulfilled without the need to import excessive products through an international perspective. Counterfeit can be implemented but still follows the process of the wheels of the global economy by massively increasing domestic logistics needs and leading to export products and reducing the utilization of imported products. Production through the use of natural resources in accordance with the integrity of the increase in the human resources of the domestic community can become a new consensus model in making a new model of the economy and a solution to the new post-pandemic global economic cycle.

Views based on community risk, capital, and emphasis on government policies can be accumulated into a new economic development concept after the Covid-19 pandemic (Noor et al., 2020). Taking advantage of China's economic development model will provide a new solution as a recommended concept, namely Indonesia Consensus (Liu et al., 2020).

Reformation has left a legacy of opportunities for economic restructuring in the hope of creating sustainable economic growth and development and on a solid foundation (Yadav & Bhagat, 2015). Post-reform political and economic decentralization can be the first step towards creating change if its impact and influence is maximized. In the case of China, post-economic restructuring based on decentralization in the Post-Mao era has succeeded in bringing China towards significant and sustainable economic growth and development (Ning et al., 2013). Reflecting on the similarity of economic decentralization between Indonesia and China, the development of a foundation for economic development based on optimizing local potential so as to create a comparative advantage in each region in Indonesia is necessary as a first step. The need to optimize the potential of the post-reform decentralization system can be created by adopting the Chinese development model at the beginning of the Post-Mao era which is based on the potential for defense development or resilience.

Resilience emphasizes the responsibility of local / regional governments which in reality better recognize and understand the potential of the region. The local / regional government, in its implementation process, can implement a protection mechanism so that it can continue to be oriented towards its growth and development. Domestic market protection is something that needs to be implemented by the government so that in the development process, this is done before Indonesia opens and fully integrates its domestic market with global competition. On the other hand, the economic impact caused by the Covid-19 Pandemic has made us realize that state interdependence is a matter that is full of risks if an economic shock occurs on the global market. The resulting market contraction hampered the global trade line and even met paralysis, in this case, to restore Indonesia's economic condition in the Post-Covid 19 era, it is necessary to optimize the regional potentials owned, first protect so that the development created is not accompanied by with widening disparities between regions.

The logic of market-oriented economic development needs to be balanced by calculating the development disparity variable between regions. The potential risk of widening disparities in development between regions can actually be minimized with resilience because each region can freely maximize their regional potential, this is also supported by a system of economic and political decentralization that gives more authority to local / regional officials. However, resilience is not the final model of this development, this mechanism is only the first step towards sustainable development. This is a necessary first step because this mechanism can provide a stimulus to the domestic and local

markets and boost market productivity so as to further increase the potential and foreign direct investment (FDI).

CONCLUSION

Resilience theory is very difficult to separate from the influence or presence of actors who are members of an increasingly integrated global market. In an initial step towards a more advanced level of development and market integration, aesthetically and fully globally, the presence of government and its intervention through policy becomes an important variable. Resilience should be in a complementary relationship. The integration of domestic and global markets as one of the main components in the logic of this resilience theory needs to pay attention to the risks that can arise from pursuing a full hyperglobalization that we often encounter in current development strategies. Resilience basically opens up new opportunities for the domestic market to expand their market in the global market. But if this is not accompanied by the strengthening and development of the previous domestic potential, then a disaster will be encountered.

The development logic which as a whole is oriented towards capital accumulation and exploitation is actually like a time bomb leading to a disaster on the economy and social community. Society as part of the system becomes a risky order. Modernity and globalization actually need to be scrutinized and adapted as best as possible through an adjustment mechanism to local characteristics, so that people who are initially very vulnerable to their impacts can be minimized the risk. The rural-based development model and decentralization have proven successful in delivering China as one of the strongest economies today, their processes of internalization of globalization and market integration have been based on strengthening economic bases and domestic / local development.

Indonesia, as a country that has also adopted an economic decentralization system and is also affected by the economic impact of Covid-19, should re-optimize decentralization so that its development is based on rural areas that are relatively stronger against economic shocks. On the other hand, this development model can also create strong local economic bases and produce micro, small, and medium enterprises in international trade because each region is oriented towards developing their potential. Basically, if we reflect on the case of China, this development model is not the final model, but it is an initial step towards significant and sustainable development and economic growth and encourages the creation of post-Covid-19 economic

improvements which have succeeded in providing significant economic contraction.

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