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National H.R. Management Policies and Benefits for MSME Managers in the Indonesian Tourism Sector in the 21st Century: Systematic Review of International Publications

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Abstract---Studies on human resource management (HRM) in various small and medium enterprises (SMEs) have increased in Indonesia. This project aims to examine the policies and benefits of innovative national H.R. governance in several documents that discuss MSMEs in the country, focusing on how executives, H.R. managers, managers, and business employees support the 21st-century tourism sector. We examine all related data regarding how innovative H.R. governance is to be productive in their respective tourism support businesses. There is great hope that their SME management will later recover national economic growth depending on their creative economy. Therefore, we have collected data through electronic searches on Google Scholar-based data sources. Our study pattern starts with the coding system, sharp interpretation, evaluation, and concluding whether the results are valid and reliable or not. As a result, we find that at the policy level of the national human resource management, it is relevant to the goals of MSMEs, especially the tourism sector, even though the benefits have not been fully felt by the activists of tourism supporting MSMEs in Indonesia.

Keywords---H.R. policy, MSME activator, tourism sector, and study studies.

Introduction

Reform in Indonesia, including in the human resource sector, which is increasingly total, still finds weaknesses and assertiveness (Irianto, 2011). Reforms, including those in the tourism sector, are too broad to handle up-front liners. So that it seems that tourism is not able to produce tourism products that are highly competitive in the international market was essential. The bureaucracy's ability is still far from adequate, both for planning tourism programs, regulations, and even sectoral coordination (Era, 2017). Even though the progress of the tourism industry sector is the starting point for improving the national economy where all small businesses support tourism themselves, it is essential for any tourism product offered to the market that the product is generated by an analysis of supply and demand and environmental variables. This should also be directed at increasing resources at the bureaucratic level and developing supporting human resources. The tourism sector is experiencing rapid development and has even become a fulcrum of hope, especially in studying the country's foreign exchange. So there is no doubt that efforts to prioritize the improvement of human resource management in business support for the tourism business are encouraged in Indonesia, starting from improving and enhancing services in state policies (Wiryanto, 2018).

The state policy towards the development program service sector is like sharing promises to the community, especially driving tourism supporting business entrepreneurs (Hardiyansyah, 2018). This shows that it is wrong to expect too much from the tourism industry to solve problems on the front lines if it is not as energetic as the field application in industrial hands. A good policy usually aims to create quality services following the international context tourism industry standards of developed countries with a clear goal of producing tourism products that meet market needs. Because the purpose of this development is for the tourism sector to be more competitive in the global market, people who enjoy tourism will know and want to come to a rich country in tourism natural resources. Then the policy must be clear because the goal is to fulfill the call of the international tourism market (Piszczyk & Berg, 2020; Jain, 2016). The basis for developing tourism policy is government control of the central government. Tourism policy is at the local level. According to the author, the most severe problem that hinders the performance of government officials is the lack of tourism administration, including making the proper rules and policies, which is a fact. Especially now, when the world is facing the impact of COVID-19, which is the main obstacle to the success of world tourists because the pandemic response policy is very counterproductive to the regulations of tourism. In other words, the authors see that the tourism policy system has not been well organized and developed long before the pandemic hit the tourism industry. The author's views are based on personal experience. So it is not wrong if a study such as a revisit sees the extent to which government policies will be beneficial for tourism development efforts by managing MSMEs as tourism support (Anantanorn et al., 2015).

Accelerating tourism-based sector

The Indonesian government hopes that the tourism sector can play a role as a source of national foreign exchange and foreign exchange (Haryanto, 2014). The tourism sector plays a role in increasing government revenue and positively impacts several countries. The number of domestic tourists reached 108.1 million in 1997 and is expected to increase to 100.4 million in 1999 (Öztürk et al., 2019). The government provisions above cannot be separated from the development of the tourism industry. In 1997 the number of foreign tourists who visit Indonesia totaled 6.6 million, and in 2003 that figure was estimated at 6.46 million with an expenditure of IDR 7.1 trillion (the U.S. \$ 6.46 billion). The tourism industry has experienced a decline after the attacks on WTC and is likely to be even more significant in the coming years, according to the World Tourism Organization (WTIC) (Smith, 2006).

Now the above estimates are correct since the pandemic destroyed all activities related to data. In 1992 WTIC estimated Indonesia had 127 million workers or about one in fifteen workers in the world in fifteen years. The world has one in ten jobs available for one in ten jobs in tourism. The tourism industry is the driving force for the foreign exchange earning economy, the foreign exchange generator for the economy, and the economic driver for the tourism industry. However, it has a crucial role in national economic development and is a medium for preserving cultural values. The number of jobs created in the tourism sector will reach 11.1 million in 2003, consisting of 1.9 million direct employment opportunities (Baum, 2013).

The international traveler sector dramatically affects the rate of national tourism trends. In this regard, various international agreements as policies have become essential factors in tourism development (Suryadana, 2013). Because the impact of foreign travelers in this country will increase the number of jobs created from time to time, increasing in the coming year after the pandemic. The tourism industry was one of the most significant contributors to Japan's economic growth in the 2000s. According to a Japanese Ministry of Economic, Trade, and Industry study, the economy grew by 7.8 million jobs after that and is expected to grow by 20 million jobs by 2020 (Gupta & Barua, 2016; Leslie & Russell, 2006).

The growth rate for the tourism industry in Japan is projected to increase by 15 million jobs over the next five years. A trend is quite prominent in tourism activities, namely, demands for the standardization of products and services. It must be admitted that the policy bureaucracy is one of the stakeholders in tourism development (Pradana, 2019). The success of national tourism development is highly dependent on the ability of the regional bureaucracy to manage tourism resources. The effectiveness of the tourism bureaucracy can be seen from the extent to which the bureaucratic apparatus can carry out its duties carried out by the agency (Simanjuntak et al., 2017). The tourism policymaking bureaucracy has a strong power both theoretically and practically in the promotion of tourism services. So this study wants to examine the context of policies made in other countries in different contexts.

The more eco-tourists, the greater the number of tourists, the more value extracted from the tourism industry (Noho et al., 2020). The quality of human resources is believed to directly determine the quality of products and services and the growing demand for tourism services in the global tourism market. The higher the value of the tourism product, the higher the demand in the international tourism market, the better the sales prospects for tourists in the region. The number of people visiting the country will increase, and therefore more tourists will be in the

country so that more tourism services will be available to the local economy (Yuwana & Setiawan, 2011). The more comprehensive tourism services are available, the bigger the tourism product market will be. The greater the demand for the service. Bureaucracy is often constrained. If they do not get treatment right away, then that is a problem, the official said. Many bureaucratic officials do not have an educational background, expertise, or expertise in the tourism sector. The tourism bureaucracy is also an obstacle in optimizing business goals for tourism support managers (Kurniawan & Managi, 2018).

On the other hand, the development of domestic tourism, if it does not immediately play a role in policymaking, then becomes a problem (Novitasari et al., 2015). The future will end in increasing demands for quality. The question is, is, in the midst of these changes and pandemic conditions, the bureaucratic apparatus is ready to become possessive professionals. The next challenge is the demand for a change in role for the government. The collectivity of various actors plays a vital role in shaping and controlling the tourism industry (Nagel, 2013). Not only informing but also controlling and obeying the regional tourism bureaucracy. The role must not be dominant. It must be done by the authorities, which is done through consensus with stakeholders. The problem is getting more and more complex with the trend by trend. The demand for more people to go to the beach is increasing, but it is not easy to get there. The more people who leave, the more they need beaches and beaches, the greater the need to develop them. The tourism industry must be able to attract more people (Abdillah, 2016).

In this new context, bureaucracy and policies are required to master the substance and the ins and outs of tourism and accommodate the various interests of the parties. In 2010, the Indonesian Ministry of Tourism, Arts, and Culture conducted a capability study in 196 districts and cities. The question to be answered in this research is how our regional tourism bureaucracy can formulate the right tourism policy, carry out the process, and be effective and efficient (Simamora & Sinaga, 2016). In the Indonesian version of this article, we are happy to explain that the author refers to a study conducted by the central government and not to the Indonesian Ministry of Tourism. The tourism bureaucracy, especially the regional tourism bureaucracy, must mobilize tourism resources, promote products, and carry out socialization (Bentley & Page, 2008; Petersen et al., 2015). The median educated staff is 51 and 52 in the local tourism agency, and the education level of D3 is equivalent to that of staff in the tourism agency. The indicator of Diparda's ability includes the institutional capacity to mobilize tourism resources and promote products. From the questionnaire again, it can be seen that regions with high or low capacity are scattered in various regions in Indonesia (Hendrita, 2017). The indicators are based on the full Guttman scale, and three ability categories are compiled.

Tourism in Indonesia is closely tied to policy patterns, including Limited support facilities and supporting infrastructure (Amirudin, 2018). This policy should be an essential factor for tourism development. This is necessary to encourage the development of tourism activities. This problem can be seen in that government policies cause these problems in promoting tourism in the Maldives. The importance of providing tourism facilities and infrastructure to encourage the growth and development of the tourism industry in the region Utama & SE (2015), was essential. The goal is for tourism to become a source of income for the government and the Maldives people. The government wants to encourage tourism to advance the country's economy and encourage job creation and growth in the tourism sector. He wants to make the country more competitive in the global tourism market and attract tourists (Satriana & Faridah, 2018).

In response to the policy and spirit of development, this country wants to promote its tourism industry to improve the economy and create jobs for its citizens (Raharjana, 2012). He understands the state's role in developing tourism with the people through a study of local community participation in building a tourist village on the Dieng Plateau. Therefore the government also wants to create tourism-related economic growth and employment for young people in the country and help the economy grow and develop the economy in the coming years. The tourism industry is one of the main drivers of growth in Maldivian, but it is still struggling to reach its full potential, according to the Government (Kundur, 2012). This Kundur Study is divided into five parts: tourism, government, government agencies, human resources, financing, tourism, and tourism promotion. The first part focuses on government agencies and tourism. The second part discusses tourism promotion in various countries that is the third part discusses the development of the tourism industry. The fourth part discusses the tourism industry in the state of its country. The last section discusses the development and development of tourism infrastructure in the city. It concludes with a description of the city's economic development strategy and development strategy for the next five years (Hosterman & Smith, 2015).

National tourism policy

Tourism policy is a structure that reflects the challenges faced and has succeeded in adjusting the wishes and desires of the community with strategies, innovations, service products, and long-term priorities and targets for tourism growth (Zulkarnain & Abdullah, 2014). In another sense, the tourism industry policy is also to increase public awareness of the opportunities for tourism growth at all levels of society. To align preparation steps and tourism growth in Indonesia, cooperate with related agencies, government agencies, legislators, the national private sector, and community groups. In addition, the government also has specific steps to increase Indonesia's tourism foreign exchange. Speed up completion of infrastructure projects. Encourage investment. Develop standard tourism management procedures (White, 2021). To optimize the benefits of tourism for stakeholders while minimizing negative consequences, prices, and other related impacts, tourism policies were developed to provide clarity to visitors and the public about tourism growth.

Returning to the origin of the understanding of these tours will highlight what people understand about the world of tourism. The meaning of the word tourism comes from the Sanskrit word part, which means complete, all, or all of the words for travel and travel. The word tourism can be interpreted as a whole journey starting from departing from one or several places and stopping at a place than returning to the original place (Hannam & Knox, 2010). In-Law No. 9/2010, tourism is defined as tourist objects and attractions in the form of human-made objects and natural resources. The law in article 49 has the following criteria: that an area can be used for tourism activities, as well as for activities related to arts, science, literature, and the natural beauty of the area (Yoety, 2008). It can also be interpreted as a place where tourists can enjoy the sights, sounds, smells, and sensations of the natural environment, such as museums, parks, and natural history sites.

It is a form of tourism related to the concept of development to facilitate business and work and encourage business opportunity work in the region. It also includes tourism to make money by developing the tourism industry and tourism as an essential part of the national economy. The term "tourism" can be translated as anything that attracts people to the area and to the place where it is located and can also mean anything that attracts tourists to a place. It has the root word par, which in Sanskrit means "full, all, or all" or "means full, the word travel, which is the same as the word for travel and is also the name for the word "part," which in English means complete and travels, and also means full.

The world is getting in need of refreshing as a result of the increasingly busy work. According to Holden (2016), factors encourage humans to travel. Tourism contributes to the balance of payments. The economy not only needs many times as many times but many times also many times more as well. The effect of multiplication can be felt in the economy within economy within any economy within the tourism sector. Tourists need to eat and drink, but not entirely quiet drink, not quite drink, and not exceptionally be drunk. The effects of travel can be seen in the city, the desire to change the atmosphere, and free time. The economic effect of travel is felt in all areas of the world. The impact of travel in the U.S. is felt by those who travel to the city and other parts of the country and those who live in the tourism-based economy in the areas where it is most profitable. The tourism industry is the second-largest industry in the world after the auto industry. It is the third-largest economy after the automobile. The industry is estimated to be worth an estimated \$1.2 trillion.

Indonesia is the fastest-growing country in the world in terms of tourism. The country has more than 100 million people and is home to some of the world's most popular tourist attractions (Paramarta et al., 2021). Indonesia is one of the fastest-growing economies globally, with a high growth rate in the tourism sector and a fast-growing economy. It also has a low poverty rate and a high level of corruption. According to Jaelani (2017), with the halal tourism industry, Indonesia has significant prospects. The national economy is the second-largest in the country after the United States, after the Philippines. The economy is projected to grow at around 8% per annum until 2020, and the economy is expected to grow by 7.5% by 2020. The growth rate is the highest of all major economic sectors of the country, with the highest tourism rate in the Asia-Pacific region, followed by the Philippines, Malaysia, and then Russia. The only country with a population growth rate of more than 7% in the last decade. It had the highest number of tourists in the 2000s.

The number of visitors to Indonesia in the past year was the highest since the 2000s (Soeroso & Susilo, 2014). The island of Java in Indonesia is a popular tourist destination with around 5.1 million people with national parks, national parks, and national parks. It is one of the most popular tourist destinations globally with its national parks, national park system, and national park services. It also has a national park for a national sports team, a national football team, and a national football team. The park is also home to the Indonesian national baseball team, the Javanese Shark, and the Java Sea Swimming Pool, which has the largest penthouse pool in the world (Urbina, 2019). It has one of the most popular beaches in Indonesia, with more than 1,000 swimming pools. It is also the only place

in Indonesia that has a national sports team. It was founded in 1997. The number of foreign tourists to Indonesia has increased dramatically in recent years, with the number of tourists visiting the country has increased by 50 percent since the early 2000s and is expected to increase by 30 percent in 2014 (Katircioglu, 2014).

They are developing a development plan that is not lacking support from society due to low awareness. So far, there have been many DTWs which is not been developed due to various limitations. The funds are not used for painting, but the thing. This matter can be seen in the example of the Barito River, with the Programjarmoating Market (PPA). In the community PPA is given funds for painting his canoes, the funds are used for painting the thing, not for the painting of the people. The funds are to be used to create jobs rather than for the development of the project itself. The project will not be completed until after the project has been completed. The plan will be based on the concept of the New Order era, which began in the 1990s. The goal is to develop the economy by developing the nation's infrastructure. It is a project that needs to increase quality in terms of quality, not just quantity.

Tourism contributions

Indonesia's current socio-economic situation and conditions indicate that more and more environmental damage is due to tourism (Mosbah & Saleh, 2014). It is also suspected that this is the impact of mistakes and overpower of the workforce in the tourism sector, which often separates it from the continuity of a healthy living environment. If tourism can be managed properly, this will open new markets for agricultural production. The tourism industry can be a source of growth for many citizens as many countries have succeeded in getting incomes from tourism. It can also provide jobs for people who wish to work in the tourism industry. This is an excellent way to showcase Indonesian national expertise and attract people to countries of origin outside the country. Because the word "tourism" is a term used to refer to the practice of traveling to another country to show people how exciting it is to be in another country. It means that people want to go somewhere and see something that can be seen, not just seen. It also means saying that there is something to be seen, not just something that must be observed. The term "tour" can be used to describe the experience of being in a country popular with tourists, and not just to show people how to make money. It can also mean showing how well-known a country is in the region or showing the potential that tourism will display for the economy, attracting more people to the country and showing them where to go (Mosbah & Saleh, 2014).

These three conditions are elements of tourism. A tourist attraction is something attractive to the community. The place where people come to visit it can be interesting. The people's way of life is a way of life: sunny weather and dry weather. The sun is hot, and the rain is incredible. The water is flowing. The wind blows. The sky is blue; the sun is shining. The air is clean. Happy people. The view is beautiful. The area is peaceful. This is a great place to go on vacation. The only thing more important is the company of people who like to come and visit. The best thing to do is to be with people who like to be around other people like Indonesian, who like the same things as Indonesia and are in the same place as other places. The most important thing is to feel comfortable around other people in similar situations and experiencing something visitors feel good about Indonesian.

Tourism-sector collaboration

The definition of coordination is the process of mixing targets and targets to achieve goals. The word "coordination" is used to describe the process of working together to achieve common goals (Jiang & Ritchie, 2017). This can be translated as "the basis for achieving coordination" and the "outcome" of such a process. The term "organization" can also refer to a set of rules or a system of rules and procedures for working together. The definition of coordination goes back to the 19th century when the word was first used to coordinate a team of workers. This is a term that means "combining" or "working together" in a process that aims to achieve a goal or objective (Graci, 2013). This means working together as a group of people working together in a coordinated effort to achieve a goal, a process called a "common goal" or goal of action. It also means coordinating the results of cooperation.

They avoid important opinions or feelings of an essential aspect of a tourism support business organization unit (Graci, 2013). There is a unity of need between government policies towards promoting tourism and their support for MSME managers between all activities at the individual and the level of tourism activist groups. There are various kinds of resources that can be used to achieve goals. One of them is to get the concept of advancing tourism through policies and coordination and collaboration between businesses based on policy coordination. The aim is to make the most of the situation and avoid conflicts between state officials or between units or existing units and organizations (Dredge & Gyimóthy, 2015). This is expected to result in a better understanding of coordination and more efficient use of the resources available to the community. Teamwork ideas can be based on a person's ability to

work well with others and cooperate in a team. It can also lead to the creation of more optimistic feelings about community and a sense of belonging in the group, and feelings of accomplishment for goal achievement and success (Erkuş-Öztürk & Eraydm, 2010).

Method

Studies on human resource management (HRM) in various small and medium enterprises (SMEs) are increasing. This research will support the policies and benefits of innovative national human resource regulations in many reports that discuss MSMEs in Indonesia, focusing on how managers, human resource administrators, managers, and company employees serve the 21st-century tourism market. We looked at all the relevant evidence and looked at how effective H.R.'s governance was. In their respective tourism support businesses. There is much optimism that their SME management will be able to rebuild national economic development based on their innovative economy in the future. As a result, we collect information by performing electronic searches on a Google Scholar-based database. The coding scheme is followed by clear interpretation, assessment, and determination of whether the findings are true and accurate. We followed the qualitative data review experts with a descriptive design review (Pechlaner & Volgger, 2012). In his study on how to promote cooperation in the tourism and hospitality industry to explain practices relevant to knowledge through the use of GABEK qualitative research strategies.

Result and Discussion

In all the publications we have found, the first is Hermawati (2020) finding. She initiated a transglobal study to manage the intensity of the travel industry managed in the travel industry area to attract MSMEs through coordinated H.R. implementation and quality marketing. His study plans to examine the impact of transglobal government administration on the nature of work-life (QWL), workplace inclusion, hierarchy of citizenship (OCB), and H.R. assets on the implementation of travel industry areas miniature, small and medium enterprises in the country. Investigations found that H.R. execution influenced reliable advertising and supported the seriousness of the travel industry. The travel industry that displays ideas and applications responsible for implementing the travel industry market ideas coordinated into the H.R. and advertising methodology was essential.

The exploration found that tourists need to understand advertising procedures to control the intensity of the sustainable travel industry in Eastern Indonesia. This inspection involved 800 workers and 600 tourists (both local and foreign). The investigation was conducted in 16 potential urban tourism industrial areas and 200 UMKM tourism industrial areas in East Jakarta. It is geared towards using the target and basic test procedure of the primary model. The consequences of this exploration suggest that the variable QWL (M1) directs the impact of trans authorities around the world on H.R. execution. The same study can also be seen from a different tourism context but has the same goal: advancing the tourism industry through policy studies. They are Edgell Sr & Swanson (2013) with their study of tourism industry policy and planning studies of the past, present, and future.

Next, our findings from the publication by Garavan et al. (2016), examined the precursors of increasing practice authority in SMEs, a continuing impact of HRM systems and practices. Their paper investigates increasing initiatives in small and medium enterprises. They examined the determinants of acceptance of organizational improvement exercises in setting up SMEs that anticipate board human assets (HRM) - system suitability, human assets (H.R.)/initiative talent, and the presence of holes in the authority's ability to influence the existence and power of administrative progress exercises. We track that each of the three factors is explicitly identified with the two appropriation proportions. The owner director's mentality towards advancing intervening in the suitability of the HRM system - the appropriation relationship was essential. The hypothetical and practical consequences of our findings were assessed. We found something similar from Nurlaela (2015), paper namely a study of the expertise in compiling policies and reports on small businesses and their impact on the effectiveness of musical instrument business SMEs. This means that business support policies are significant from public authorities.

Furthermore, evidence of how the SME policy guidelines from Faisal & Naushad (2020), is interested in examining the outline of a policy for sustainable HRM training among SMEs in Saudi Arabia was essential to work. Continuous Human Resource Management has emerged as a critical driver for organizations in the 21st century. For SMEs, this gives strength to not only development but also a way to carrying capacity. Their study is critical because most SMEs need a formal and undeniable HRM policy division. Information for the inspection was gathered from the director of human assets/owner of the board organization's office, located in the Riyadh region of Saudi Arabia. The consequences of this investigation will benefit SME owners/owners and academics. The current check uses the Analytical Hierarchy Process (AHP), a multi-role dynamic tool to assist objectives. Baum (2018), also examined the

same thing, namely a study on sustainable HRM as a driver in tourism policy and planning. He sees this as a serious matter about the sin of omission if the tourism industry is not equipped with the right and planned policies between promoting tourism but not neglecting the environment.

Giaque et al. (2010), found the relationship between HRM training and the hierarchical responsibilities of information workers. Reality is obtained from Swiss SMEs. This paper investigates the impact of a human asset board exercise on Swiss small to medium-sized businesses. Drawing on information from an overview of more than 198 information workers was essential. This investigation demonstrates the importance of looking at exercises through national policies on HRM. The results show that policy assistance in the form of authoritative, procedural fairness, and the association's position can influence the responsibilities of information workers so that the world of tourism and travel can be synergistic.

Othman & Rosli (2011), prove that the travel industry, which is part of tourism, affects the execution of private companies: Empirical evidence from the Malaysian islands. This paper presents the observational effect of an investigation into the influence of the travel industry on independent companies on four main tourist island islands in Malaysia. The examination found that the travel industry, as predicted by the appearance of tourists and tourist clients, strongly influences the monetary and non-monetary conduct of private enterprises. This legitimizes the efforts of public authorities to promote and foster the travel industry in general and the travel industry island in particular. This coaching and development is part of the policy to promote tourism in the country of Malaysia, and it also legitimizes the government's efforts to promote and encourage business. Senga, the people, can enjoy solutions and conditions from the state. Kusluvan & Kusluvan (2000), also observed this kind of coaching, where the populist dimension is part of an effort to create superior human resources for tourism and the hospitality industry in many countries.

Furthermore, the findings of Pearlman & Schaffer (2013), studied the problem of work in the hospitality and travel industry. Investigation of the arrangement that Louisiana is pursuing. The hospitality and travel industry is tormented with high turnover. This article distinguishes the potential recognized benefits of an incumbent worker training program that include reduced preparation costs, reduced financial costs, higher maintenance of workers, and commitment. It should energize the neighbors and tourism elements to focus on the protracted system of executives' human assets. A similar study came from Scott & Cooper (2010), who examined how innovation for sustainable urban tourism approaches several thoughts on best practices and policies from public authorities.

The same is the case with Katunian (2019), the study of maintainability as another methodology for increasing human resources in the travel industry. Maintainability can be applied to the advancement of human resources in the travel industry through policy support and other valuable principles for beneficiaries, namely MSMEs, especially the travel business. Economic improvement can be considered at many levels; cultural, authoritative, and personal. Various meetings, for example, travel industry organizations, governments, public institutions, educational foundations, and associations around the world, take part in improving the human resource economy through guidance and coaching. Theoretical investigation, pooling, and speculation are logical strategies used to reach the reasons expressed. The reason for this article is to examine the hypothetical presumptions of treatment as another methodology. A similar study was also carried out by Stephenson & Ali-Knight (2010), where they guided Dubai's tourism industry and its societal impact through social implications and sustainable challenges.

Furthermore, Tohid Ardahaey & Nabiloo (2012), the study raises how to strengthen human resources and their duties in the travel industry properly through the support of state policies and operational guidelines. This exploration is intended to consider the work of strengthening human resources in advancing the travel industry. It is also suggested that policies and faculty should have current distance learning and expert classes for all most likely to carry out their assignments. The results of the exploration show that current associations worldwide have a strong tendency to engage their faculty. Meanwhile, Wikhamn (2019), also sees an innovation and sustainable HRM and customer satisfaction that must be initiated by the authorities to ensure uniformity and fairness of business treatment.

The last review comes from Gustavo (2013), the paper that promotes the board pattern in the travel and hospitality industry in the face of the 21st-century climate. This paper is centered around the significant, fair, and square changes of the travel industry and the climate of small hospitality. It displays fundamental changes and patterns on the interest and supply side. This paper presents a set of options and patterns on travel and industry councils' important displays and operations neighboring organizations. It accepts policy action investigations as a source of perspective to examine business patterns and advertising choices. This concludes with an assessment of the current status of the travel industry around the world. Although slightly different techniques, the same model also comes from He et al. (2019), who focus on increasing the capacity of millennial human resources to become well-being and ability to carry out tasks in the world of tourism and the hospitality industry. With the help of directed

policies, the interactive effects on H.R. governance and responsible leadership of the country can be helpful in the world of tourism for the advancement of the country's economy from the creative tourism sector.

Conclusion

In this final section, we summarize the results of our study to identify the policies and benefits of state human resource management for MSME activists in the Indonesian tourism business department in the modern era. In general, based on the results of a review of dozens of publications, we at this moment inform more people that our study has answered this research question with valid and reliable findings. Among other policies, the government seeks to improve the understanding of all layers of tourism driving through MSMEs regarding the benefits of tourism in national development. Through this policy, the image and quality of national tourism services will be better. Because without a national policy, Indonesian tourism will be blurred for prospective tourists from abroad. Then with this policy, the state can direct the way tourism development is carried out in each region. Likewise, with good state policies, it can coordinate with related ministries, government agencies, local governments, national private parties, and community organizations to harmonize steps in tourism planning and development in Indonesia, which, among other things, supports the human resources of UMKM supporting tourism.

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