

ANALYSING THE DYNAMICS OF HUMAN INNOVATION IN ADMINISTRATION

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ABSTRACT

Talking about innovation or novelty is certainly done through a process with stages based on standard operating procedures that have been set. What is meant by standard operating procedure here is a concept that describes or explains the work mechanism or work procedures carried out by humans through a process of cooperation between two or more humans so that the results achieved always display or find novelty. This research aims to explain the dynamics of human innovation in administration through language that is easy to understand. This research includes library research because this research is conducted to search, analyse, interpret and generalise from the facts of the results of thoughts and ideas written by innovation experts in administration. This research is descriptive qualitative with a secondary data analysis approach. The results of this research show that there are several novelties that humans must produce in administration, namely novelty in model or form, novelty in quality, and novelty in quantity. The results of this study can be used as a reference for anyone with an interest in discussing administrative topics. In addition, it can be a material for formal discussion in higher education.

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1. INTRODUCTION

The development and growth of human life is not something instantaneous, but through a process of thought or human action in a planned manner based on mature thinking and proficient action [1]. However, don't humans have a level of limitation as an obstacle in dynamics? Reality has illustrated that humans in navigating their lives always experience changes, both in terms of increase and decrease [2]. This condition must run naturally. Humans can only predict, but what determines success is the innovation developed by humans whether in accordance with natural changes [3]. In life, humans are a process that goes on continuously with no end because the interest in fulfilling human needs also knows no end [4]. Therefore, the human struggle never stops, whether it is done in cooperation or individually [5].

The diversity of human life is a reality that we cannot avoid, but must be avoided because it is part of the dynamism that until now is the best way to deal with dynamism by always preparing ourselves by giving birth to innovation [6]. Therefore, the efforts made must be made responsible for making improvements to work methods, work facilities, and so on [7]. Everything requires an understanding and seriousness, both with regard to the use of existing innovations and trying to find innovations that are considered more effective, efficient, and rational [8]. In line with these arguments, we can create the question, "what is meant by the dynamics of human innovation in administration?" If we look closely, the formulation of this question is not a new argument to our ears. It is always uttered from various occasions, especially those related to discussions or seminars in the academic world or other worlds related to the development of science and technology [9] and [10].

Before answering the question about the dynamics of human innovation in administration, we will first explain the definition of dynamics itself as a form of accelerated change that takes place continuously driven by thoughts and actions that lead to improvements and meaningful benefits in human life. Furthermore, what is meant by the dynamics of human innovation in the organisation is a process of movement carried out regularly, precisely, and quickly to find useful and useful novelties in an effort to achieve predetermined goals by using the resources owned effectively, efficiently, and rationally so that the

happiness of human life in general and humans who are bound in the form of cooperation in particular [3]. The dynamics in a person are created due to the process of awareness, especially in terms of goodness, or awareness in terms of badness [11]. Basically, humans in their conscience are always aware that right actions are good and wrong actions are bad [12]. Everything becomes a lever for the birth of innovation.

Speaking of innovation, it has been argued that the dynamics of human innovation always connotes the goodness of man himself. The question is, "Are the dynamics of human innovation that are good to themselves also good to others?" The answer to this question is similar to the question, "how do you feel?" The answer to this question encourages us to contemplate that the dynamics of human innovation can create good for themselves, but can harm others. Vice versa, that innovation may benefit itself and may also benefit others [13] and [14]. Awareness of the dynamics of human innovation will only be meaningful and reach the level of perfection if it is driven by the strength and sincerity of carrying out various activities that have been entrusted to us, then made a responsibility to be realised as well as possible according to the expectations desired before [3] and [15].

In accordance with the realities and realities that develop in the social environment, it is a human obligation as an inseparable part of administration to develop the dynamics of human innovation so that the form of cooperation that has been built can show its true identity in order to realise previous human expectations. Administrative innovation can be realised properly if the humans involved in it have high quality [16]. Administrative innovation is nothing but human innovation [17]. Human interaction in administration is a form of effort carried out together and equally carried out so that the expected results grow partially or simultaneously continuously and must follow the demands of the development of human needs which are increasingly diverse in type and increasingly complex dynamics, both those bound in the form of cooperation, meaning as members of the administration, and those who are not bound, meaning as members of society [3].

Not even 3 years ago, the author bought a book titled "Innovation and Human Creativity", written by Prof. Dr. Makmur and Dr. Rohana Thahier. In one of the chapters of the book, there is a topic that discusses the dynamics of human innovation in administration. The author is interested in reviewing it because lately the role of humans is considered less important along with the increasingly sophisticated technology. In fact, human resources are the most important aspect in utilising organisational resources, including technology. What happens if technology is used without positive awareness and human competence? Surely the life of the technology will not be long and administrative management will be a mess [18]. Therefore, the author will review the topic of the dynamics of human innovation in administration in a language that is easy to understand but detailed.

2. METHOD

This research includes library research, which is research that focuses on literature in the form of books, journals, and other publications [19]. This is because this research is conducted to search, analyse, interpret and generalise from the facts of thoughts and ideas written by thinkers and experts in administrative innovation, in this case Makmur and Rohana Thahier. The author does not focus on specific publication portals or online media in determining relevant reference sources such as referring to the Emerald Insight, ResearchGate, and Elsevier journal portals, but is more flexible. The search for journals, articles, books, and publications was mostly in the range of articles published between 2015 and now. Not all downloads were referenced, but only those that were highly relevant to the topic. In terms of its nature, this research is descriptive qualitative with a secondary data analysis approach.

3. RESULT AND DISCUSSION

Talking about innovation or novelty is certainly done through a process with stages based on standard operating procedures that have been set. What is meant by standard operating procedure here is a concept that describes or explains the work mechanism or work procedures carried out by humans through a collaborative process between two or more human beings so that the results achieved always display or find novelty. According to [3], the novelty is as follows:

A. Novelty of model or shape

As we know, it is generally human nature to always look for the best model or shape according to their own measurements. Basically, humans in determining the measure of novelty are seen in terms of models or forms whose assessment measure is that no one else has [20]. Throughout the strengthening of administrative development in search of novelty, it always leads to a model or form, for example the development of our state administration in Indonesia, during the Constitution before it was amended. We

recognise two types of sovereignty, namely the sovereignty attached to the highest state institution and the sovereignty attached to the highest state institution. This is one of the models in state organisation. Similarly, in human life, one of the measures of novelty is that most of it focuses on models or forms. For example, a beautiful woman has slightly yellow hair, a new house is one that has a different model from the old house, and so on.

B. Novelty in quality

As we know, the main goal that must be achieved in order to carry out human life is how to obtain a need with guaranteed quality and try to avoid falsification by humans [21] and [22]. Fulfilling the quality of life is actually a process that is carried out continuously so that we can find new ways of working that can guarantee the quality of the work achieved so that every user of the work results in a new way that can create satisfaction because of quality [3]. It is a human instinct that is bound to administration, both in the fields of state administration and commercial or private administration, that the results of their production always find novelty with quality. Whatever type of human need to sustain life will have high quality [23]. Fulfilment of quality needs means providing benefits in its use will be longer [24].

C. Novelty in quantity

In line with the discussion relating to novelty in quality, human nature always seeks novelty with quality assurance. Humans also have a habit of seeking novelty in relation to quantity. Humans are always of the view that being well-off is always linked to quantity. The perception is that a rich person is someone who has a large amount of wealth. A knowledgeable person is one who has a lot of knowledge. Therefore, novelty related to quantity, whether it is related to the amount of material owned or the breadth of scientific insight mastered, the main goal is that the material owned always increases in number and tries to prevent reduction [3]. Likewise, the scientific insights that have been known, also always go through a learning process so that the scientific insights they have are increasing.

4. CONCLUSION

Based on the arguments we have outlined, it is clear that the dynamics of human innovation are an inseparable part of the dynamics of administration. Humans without administration find it difficult to develop in a dynamic sense. Vice versa, administration without humans is only a name for services that cannot develop dynamically. Therefore, the main key to the word innovation in administration lies in the human abilities bound in it. In a sense, human ability is a human being who has the power to master science and technology, must also have the power related to skills or work proficiency so that every time he always creates something new. If we are dealing with nosy people who always ask, "what is the difference between the word novelty and the word new?". Novelty has a double meaning, something that exists is made new or creates a new one, while the connotation of new is that it has never existed before.

The results of this research are expected to be a reference for anyone interested in discussing similar topics. In addition, it can be a material for formal discussion in universities, especially the study programmes of public administration, management and business administration

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