

ABSTRACT

Human Resources play an important role and constitute a determining factor for the success of the development. Therefore, human resources as an asset and as development resources need to be developed and promoted to achieve the quality, so that there will be a guarantee for an independence of a nation to face changes and challenges.

The dense population of the Indonesian people is a basic capital for the development. However, if they are not directed to be productive manpower, they will tend to hamper the development process. At present natural oil is still the main energy exported for the continuation of the National development. To maintain our status as an oil exporter, it is necessary for the oil industry to prepare qualitative human resources to guarantee the success of energy independence.

To meet the requirements for domestic needs for energy, it is necessary to diversify the energy by making use of other natural resources such as coal, natural oil, etc. saving use of energy, preparing human resources that can manage various energy factors in addition to natural oil and accelerating the discovery of new fields both on and offshores.

The oil and gas industry is a high risk activity and requires a

considerable capital and hi-tec, and therefore, in managing the oil and gas industry it is necessary to have educated, capability, skill, managerial capability, professionalism and broad outlook manpower.

The increase of domestic need for energy will result in the crisis of natural oil energy and that it is absolutely necessary to have substitute for natural oil. To overcome the problem, it is necessary to prepare human resources that can anticipate the use of other natural resources.

To guarantee energy independence, it is necessary to work hard and to arise hard working spirit, to create good work ethos condition by increasing human resources quality both in their capability and in skill. Efforts to realize qualitative work ethos will need good condition of working environment as well as opportunity to market the products of energy resource industry, and to achieve high productivity, it is necessary to promote human resources covering increase of their work motive, increase in disciplin, education and technology and also increase in physical and mental health.