

# IMPROVING INDONESIA'S HUMAN RESOURCES QUALITY TO SUPPORT NATIONAL DEFENSE: LESSON LEARNED FROM SOUTH KOREA

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**Abstract** - The success of South Korea in developing its country, especially after the Korean War in the 1950s, has fascinated the world. A country that was once considered poor and divided north and south after the war, turned into a country that should be respected internationally. The success of this country in carrying out social-political reforms made the policies carried out by the government succeed. Strengthening the industrial sector in its economic activities has yielded extraordinary benefits. Cultural diplomacy made by the government, make Korean culture known and liked by people in almost every part of the world. Economic increase and the appropriate policy choices, advancing the field of education and research in the country. The development of education and research makes the country's defense sector stronger. The success of the domestic defense industry to meet the needs of domestic defense equipment makes the country able to withstand threats from North Korea, even able to become an exporter of defense equipment. The purpose of this article is to see how Indonesia can learn from South Korea, especially from the social-political, economic, cultural, educational and research fields, and also defense. This was done in order to be able to improve the quality of Indonesia's human resources to support national defense. The results of this study indicate that to improve the quality of Indonesian human resources in the field of defense, Indonesia can learn not only from the South Korean defense field, but also in the fields of social politics, economics, culture, as well as education and research.

**Keywords:** konfusianism, Industrialization, Hallyu, Research and Development, and Defense Industry

## Introduction

South Korea is located on the Korean Peninsula which stretches 1,100 kilometers from north to south, dividing the post-war Korea into South Korea (Republic of Korea), with the capital in Seoul and North Korea (Democratic People's Republic of Korea), with the capital in

Pyeongyang. South Korea's territory covers 45% of the entire Korean Peninsula. South Korea is bordered by North Korea to the north, to the east is bordered by the East Sea (Sea of Japan) and across from Japan, and the Yellow Sea as the border to the west. In addition to the main islands (there are 3,200 other islands).<sup>2</sup>

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<sup>2</sup> Korea Culture and Information Service, *Facts About Korea*, (Seoul: Ministry of Culture, Sports, and Tourism, 2009), p. 14.

South Korea has quite a number of large and small rivers. These water sources play an important role in shaping the Korean lifestyle and the industrialization process in the country. The two longest rivers in South Korea are the Nakdonggang river (521 kilometers) and the Hangang river (481 kilometers). The Hangang River flows through the capital city of Seoul and plays an important role as the pulse of life in densely populated areas in South Korea, as it did when the days of ancient kingdoms developed along the river banks. The Korean Peninsula is surrounded by open seas on its three sides. This makes the sea also has an integral role in the lives of Korean people, including developing the ability to build ships and navigation capabilities.<sup>3</sup>

The latest total population of South Korea (as of this research was made) based on the Worldometers website which does the most recent calculation is 51,250,816 inhabitants. South Korea's population is equivalent to 0.66% of the total world population. South Korea is ranked 28th most populous country in

the world. The population density in South Korea is 527 per Km<sup>2</sup>. Based on the 2019 data, 81.6% (41,805,375 residents) of the population in South Korea are urban communities. Meanwhile, the total land area in South Korea is 97,230 Km<sup>2</sup>.<sup>4</sup>

South Korea's population grew about 3% per year in the 1960s, but declined to 1% in the following decade. At the beginning of this millennium, precisely in 2008, the development of South Korea's population declined further to 0.31% and is expected to decrease further to 0.02% in 2020. Industrial development that was more intense was carried out around the 1960s-1970s coupled with the occurrence of large-scale migration of villagers to the city, especially to Seoul. This resulted in a number of metropolitan areas in South Korea experiencing an increase in population. Even so, in recent years many residents of Seoul have begun to move to satellite areas around Seoul, because the economic growth there is increasingly equitable.<sup>5</sup>

In modern times, Koreans are not very familiar with how other nations have greatly changed. This is because

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<sup>3</sup> *Ibid*, pp. 16-17.

<sup>4</sup> Worldometers. South Korea Population. Retrieved from <https://www.worldometers.info/world->

[population/south-korea-population/](https://www.worldometers.info/world-population/south-korea-population/) on 29 January 2020.

<sup>5</sup> Korea Culture and Information Service, *op.cit*, pp. 19-20.

Koreans face a lot of misery, challenges, and severe difficulties with their closure. The continuation of the last kingdom in Korean history, the Joseon Dynasty (1392-1910), had to be stopped due to the Japanese invasion and colony during the period from 1910 to 1945. To perfect its national goal, which was to become a mainland state, Japan sought to unify the Korean Peninsula with the Islands Japan.<sup>6</sup>

Unfortunately, after independence in 1945, the Korean Peninsula was divided into two parts by the Allies, as a result of World War II. A very unfortunate thing indeed, because once again the Korean people failed to unite. At the beginning, the Koreans strongly opposed this effort because they were originally composed of the same ethnic group, with the same language and history. The idea of defending the two Korea nations was initiated by two major powers created after the war ended, namely the Western Bloc (United States) and the Eastern Bloc (Soviet Union). The consequence is a 3-years civil war (1950-

1953) between North and South Korea.<sup>7</sup>

This research will discuss about Indonesia's relations with South Korea with the aim to take lessons learned from the fields of socio-political, economic, cultural, educational and research, as well as defense. The South Korean government recognizes Indonesia as a sovereign state since 1949. Indonesia's relations with South Korea then established at the consulate level starting in 1966, then in 1973 official diplomatic relations between Indonesia and South Korea opened in the era of President Soeharto's administration.<sup>8</sup>

In the next era of government, namely President Soeharto, Indonesia was more pro-Western and anti-communist. These conditions have made diplomatic relations with South Korea closer. South Korea opened a consular-level representative office in Jakarta in December 1966. On the other hand, Indonesia opened its first consulate general in Seoul in 1968, and Pak Harto appointed Soekanto Sayidiman as the first Indonesian Consul General.<sup>9</sup>

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<sup>6</sup> Mukhtasar Syamsuddin, dkk (ed), *Sejarah Korea Menuju Masyarakat Modern: Beberapa Peristiwa Penting*, (Yogyakarta: INAKOS dan Pusat Studi Korea Universitas Gadjah Mada, 2010), p. 3.

<sup>7</sup> *Ibid*, pp. 3-4.

<sup>8</sup> Je Seong Jeon dan Yuwanto, *Era Emas Hubungan Indonesia-Korea: Pertukaran Kultural Melalui Investasi dan Migrasi*, (Jakarta: Kompas, 2014), p. 2.

<sup>9</sup> *Ibid*, p. 4.

Although it was just a Consul General, however, during that time when the position was filled by General L.B. Moerdani, a general close to President Soeharto, it was only in September 1973 that the status of the Indonesian Representative was upgraded to an Embassy. L.B. Moerdani acted as Ad Interim Chargé d'Affaires, whereas since then diplomatic relations between the two countries have begun to be well established. A year later, General Sarwo Edhie Wibowo was appointed as Indonesia's first Extraordinary and Plenipotentiary Ambassador to South Korea.<sup>10</sup>

Until now, the South Korean government has always been behind Indonesia to fully support the integrity of the sovereign territory of the Republic of Indonesia, and to welcome democracy applied in Indonesia. This makes the relations between the two countries run smoothly so far, especially Indonesia also always supports the reunification process that is being pursued between South Korea and its neighbor, North Korea. In fact, Indonesia is ready to become a mediator and facilitate peace talks between the two brotherly nations

if they want it. Likewise, in the various sectors of cooperation, such as trade, investment, energy, mineral resources, infrastructure, development, information technology, agriculture, fisheries, forestry, employment, travel, technology, corruption prevention, terrorism prevention, defense industry, and use of nuclear power peacefully, relations between the two countries are very closely intertwined.<sup>11</sup>

Seeing the history and development of relations in various sectors between the two countries, coupled with South Korea itself as a country that is very interesting for further research, author is interested in trying to see various fields in South Korea that could help improve Indonesia's human resources. This research will discuss how Indonesia can learn to improve its human resources through several fields, such as the socio-political field, the field of education and research, the economic field, the cultural field, and the defense field from South Korea. It is expected that this increase in Indonesia's human resources can support a formidable national defense effort.

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<sup>10</sup> *Ibid*, p. 4-5.

<sup>11</sup> *Ibid*, p. 7.

## Literature Review

The author uses the theory of diplomacy, specifically economic diplomacy, cultural diplomacy, and defense diplomacy. The following is the definition of diplomacy from several experts. According to Ernest Satow, diplomacy is a tactic to carry out official relations between sovereign governments. Correspondingly, Barston defines diplomacy as the management of inter-state relations or inter-state relations with other international relations actors.<sup>12</sup>

Additionally, according to Barston, in diplomacy, the state through official representatives and other actors seeks to convey, coordinate and secure national interests, which are carried out through correspondence, informal talks, lobbying, visits, and other related activities. The task of diplomacy is not only conflict management, but also managing change and maintaining it by persuading continuously in the midst of ongoing change.<sup>13</sup>

Cultural diplomacy is a concept of public diplomacy practices, in which

there is an attempt by the government to communicate with people in other countries by using culture as a medium of communication. Cultural diplomacy also means the process of cultural exchange between individuals from different countries. Culture is therefore used as a tool by a society to present itself to the world community, to show how much power it has, and to understand other societies. Culture is a very valuable asset for a nation because culture can enhance its reputation in the eyes of the international community.<sup>14</sup>

Defense diplomacy is defined as an effort to build or strengthen perceptions in the common interest. Defense diplomacy is further defined as an effort to provide military power in a number of activities undertaken by the Ministry of Defense to eliminate hostility, build and maintain trust, and assist in the development of a professionally armed forces (democratically accountable), which can thus make a significant contribution to conflict prevention and resolution efforts.<sup>15</sup>

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<sup>12</sup> Sukawarsini Djelantik, *Diplomasi antara Teori dan Praktik*, (Yogyakarta: Graha Ilmu, 2008), pp. 3-4.

<sup>13</sup> *Ibid*, p. 4.

<sup>14</sup> Geoff R. Berridge dan Alan James, *A Dictionary of Diplomacy*, (New York: Palgrave, 2001), p. 19.

<sup>15</sup> Andrew Cottey dan Anthony Forster, *Strategic Engagement: Defense Diplomacy as a*

## **Methodology**

This research is a qualitative research, which is a research procedure that produces descriptive data in the form of written or oral words from the person being observed. Descriptive research method was chosen to explain the problem in this research as this method is a research method that makes a description of events to describe systematically, factually and accurately about the facts, properties and relationships between the phenomena that are being examined. Descriptive research is a form of research aimed at describing phenomena that exist, both natural phenomena and man-made phenomena. Phenomena can be forms, activities, characteristics, changes, relationships, similarities, and differences between one phenomenon with another phenomenon.<sup>16</sup>

## **Analysis and Discussion**

### **Learning from the Socio-Political Field**

In social life, many things we can learn from Korean society. The early historical record of Korean life was repressed by an authoritarian system of government. To

prevent the emergence of individualism, people's freedom to determine their own lives is very limited.

The teachings of Neo-Confucianism are applied as a value system of building the structure of life that requires every Korean to control his emotions, enthusiasm, intellect, and personal ambitions. This has been done since the reign of the Chosen Dynasty in 1392. The ideology is firmly planted in the souls of every Korean society as a form of strength from Han or unrequited revenge. Starting from the era of feudalism, there are several kinds of han, for example han for political betrayal, han for poverty, han for suffering, all of which have befallen the Koreans so that they have to persevere to face them all their lives. Han is a form of the longing of Korean society to rise from the bad situation created by religion and a repressive political system.<sup>17</sup>

For Korean society, Confucianism plays an important role as a tradition that is able to revive the Korean people so that they can become one of the great powers of the world economy. The teachings of Confucianism are integrated

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*Means of Conflict Prevention*, (London: Routledge, 2010), p. 8.

<sup>16</sup> Sukmadinata, *Metode Penelitian Pendidikan*, (Bandung: Remaja Rosdakarya, 2006), p. 72.

<sup>17</sup> Syamsuddin, et.all, *op.cit*, pp. 58-59.

into the ethics of Korean society, which they always implement in daily life. Confucianism that teaches discipline, awareness, and responsibility has become a teaching that is practiced by the Korean people. When they get the chance to make improvements, for example through education, then they will try to achieve their main goals based on the spirit of worship of Confucianism.<sup>18</sup>

Following the Confucianism understanding, the implementation of norms and ethics in the life of modern Korean society is based on *Him*, which means power or life force. *Him* is inherent in every Korean, even their character cannot be separated from it. From and through *him*, Korean society has a strong desire to achieve success in life. *Him*, when combined with high pride, makes the Korean nation succeed in getting the best education and jobs, then also trying to produce the best works. This *Him* core of power not only has the potential to build the character of Koreans, but also provides a strong

and solid foundation for the rise of the Korean economy.<sup>19</sup>

After seeing how the social field, now we will see things we can learn in the field of politics. One of the political decisions that Indonesia can learn from South Korea is the decision to make a mini capital city in Sejong. As a new capital, Sejong was established in 2005 in the South Chungcheong region and North Chungcheong province. The purpose of establishing this new capital city is to reduce traffic congestion in Seoul (also the largest city in South Korea), as well as how to bring a surge of investment in the central region of the country. The South Korean government moved government offices to Sejong since 2012. However, many still exist in Seoul, such as the National Assembly, President's Office, and many other important government bodies that still operate there.<sup>20</sup>

In 2002, the policy to relocate the capital to another location was initiated by President Roh Moo-Hyun. He issued a Special Law on the Equalization of

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<sup>18</sup> *Ibid*, p. 61.

<sup>19</sup> *Ibid*, pp. 61-62.

<sup>20</sup> "Pengalaman Korea Selatan Pindah Ibu Kota Beda dengan Indonesia", 30 August 2019, retrieved from

[https://internasional.republika.co.id/berita/px1e81382/pengalaman-Korea Selatan-pindah-ibu-kota-beda-dengan-indonesia](https://internasional.republika.co.id/berita/px1e81382/pengalaman-Korea-Selatan-pindah-ibu-kota-beda-dengan-indonesia), on 14 January 2020.

National Development to encourage the relocation of the capital, even though he faced many challenges from the opposition because it was feared that it would cost too much so that it could have an impact on the economy in Seoul and South Korea as a whole. An agreement came to force between the government and the opposition, which was to keep giving the capital status to Seoul, but Sejong would become a new place for several central government offices that were originally in Seoul. Sejong also held the status of a Government Autonomous City. As for the Presidential Palace, the parliamentary office, the Ministry of Defense and the Ministry of Foreign Affairs have been decided to remain stationed in Seoul.<sup>21</sup>

Since it was founded in 2005, Sejong has been inhabited by approximately 280 thousand inhabitants. It is expected that in 2030, the population will reach 500 thousand of South Koreans citizens. When this is reached, there will be an even distribution of development throughout South Korea, especially for residents of

Seoul who are already dense, so that they are willing to move to Sejong. In order to captivate people to move, business centers have also been built in Sejong to promote the economy. From restaurants, shopping centers, museums, theaters, libraries, schools, universities, to research and science centers have also begun to be built in Sejong. Famous universities in South Korea, such as Korea University, Korea Advanced Institute for Science and Technology (KAIST), and Hongik University also exist in this city.<sup>22</sup>

Sejong City has a special office with an Intelligent Transport System (ITS) that monitors the smooth flow of traffic and the smooth flow of public transportation, as well as CCTV and other high-tech equipment to maintain the security of the city. Sejong City was built with the concept of sustainable city and environment friendly. The construction of artificial lakes, large pedestrian areas and green areas in various regions were seen as an effort of the city to add to the beauty and comfort of residents. It happened because Sejong was built with a long and careful planning, and has

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<sup>21</sup> Rifana Indira, "Menilik Sejong Kota Otonom Pemerintahan Korea Selatan: Quo Vadis Perpindahan Ibu Kota?", 31 March 2018, retrieved from <https://kumparan.com/rifana->

[indira/menilik-sejong-kota-otonom-pemerintahan-korea-selatan-quo-vadis-perpindahan-ibu-kota](https://kumparan.com/rifana-indira/menilik-sejong-kota-otonom-pemerintahan-korea-selatan-quo-vadis-perpindahan-ibu-kota), on 28 Januari 2020..  
<sup>22</sup> *Ibid.*



good supervision in terms of security and transportation access. Sejong has access to adequate bus transportation, as well as bicycles for rent to introduce a healthy lifestyle for its residents. Green areas in the city of Sejong can even reach more than half the area in that new city.<sup>23</sup>

Sejong is a good example as a comparison for the plan of moving the capital from Jakarta to East Kalimantan. The plan of moving the capital to East Kalimantan is likely to be followed by an exodus of around 200,000 State Civil Apparatus (ASN), as well as 25,000 Indonesian National Army (TNI) and Indonesian National Police (Polri) officers. Not only that, approximately 850,000 members of their families will also leave Jakarta to the new capital, with an estimate that each employee and apparatus has one wife and two children. In addition to government officials, business people or the economists are also expected to participate, so that the estimated number can reach 400,000 inhabitants.<sup>24</sup>

Learning from the political

conditions in general, South Korea can become an emerging power in Asia through the use of geopolitics, and also geo-economics. Since the 1990s, they have been trying to increase economic power and instill political influence in the world because they believe that economic success is a political asset. South Korea's involvement in the G20 shows their existence as a country with good economic growth, a representation of regional economic progress, and has a crucial role in the global economy.<sup>25</sup>

In facing an intensive competence in the global market, South Korea realizes that involvement in the world political constellation is crucial to safeguarding and promoting the interests of the national economy. For this reason, they combine geopolitical, geo-economic and domestic political factors. Geographical position is an opportunity for them to act as regional power. South Korea can maximize economic benefits in developing countries through geopolitical powers.<sup>26</sup>

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<sup>23</sup> *Ibid.*

<sup>24</sup> Okezone, 30 April 2019. Pindahkan Ibu Kota, Presiden Jokowi Tiru Korea Selatan. Retrieved from <https://economy.okezone.com/read/2019/04/30/470/2049902/pindahkan-ibu-kota->

presiden-jokowi-tiru-korea-selatan, on 29 January 2020.

<sup>25</sup> Sindy Yulia Putri, *Ada Apa di Balik Bantuan Luar Negeri Korea Selatan ke Asia Tenggara?*, (Depok: PT RajaGrafindo Persada, 2018), pp. 22-23.

<sup>26</sup> *Ibid*, p. 23.

### **Learn from the Economic Field**

The South Korean economy experienced stagnation and poor people's lives before the 1960s due to Japanese occupation and the Korean War a few years later. The South Korean government began to revive during the time of President Park Jung-hee, who came to power since 1961. President Park's strategy, namely through the industrialization strategy proved successful. Within a few decades, the South Korean economy experienced a significant increase and quickly became a highly respected modern industrial country in the international world. South Korea's Gross Domestic Product (GDP) increased 420 times from 2.3 billion US dollars in 1962 to 989 billion US dollars in 2008. As a result, South Korea became the world's 15th largest economy and 4th in the Asia region after China, Japan and India. South Korea has become one of the exporters of high-quality manufacturing products, such as cars, ships, electronic goods and other machinery.<sup>27</sup>

The process of economic development and industrialization in South Korea is a model that other

developing countries want to emulate, including Indonesia. People often ask, why is Indonesia's economy less developed compare to the South Korean economy, even though Indonesia is rich in natural resources. The shortage of natural resources in South Korea does not hamper economic development and industrialization, instead it favors the development because the South Korean government focuses its development strategy on economic infrastructure and human resources. This strategy suits South Korean society which is dynamic and aggressive in the world of education.<sup>28</sup>

We can draw lessons from this South Korean case. Actually, during the administration of President Soeharto Indonesia had tried the economic development strategy that South Korea carried out. The Indonesian economy during the period of 1970-1997 has developed rapidly and people's lives have improved. Industrial transformation has also supported its economic development. However, since the economic crisis in 1998, Indonesia's economy has declined. Moreover, the major riots which mainly hit the capital of

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<sup>27</sup> Syamsuddin, et.al *op.cit*, p. 75.

<sup>28</sup> *Ibid*, pp. 75-76.

Jakarta made a multi-dimensional crisis occur in this country, not only the economic crisis. This was hampering Indonesia's economic recovery, so the problem now is no longer in the government, but has become a socio-political problem.<sup>29</sup>

This is different from the case of South Korea which collects gold to pay off foreign debt. In this comparison, the integration of people in Indonesia is still less concrete to implement economic development strategies such as in South Korea. South Korean society has never experienced social unrest at home when there is a threat from abroad, instead they unite to face it. According to the author, this element can be a lesson for Indonesia, as well as how the South Korean government does have an important role in determining policies that are right for the country.

According to the author, the strong state model can be emulated by Indonesia, but from the context of society cohesiveness, South Korea can be more successful than Indonesia, making it difficult to apply in Indonesia. Apart from our heterogeneous country, the current democratic climate which

according to the author is "too far" makes harmony and the integration of elements of society with elements of the state difficult to make. If only there was a positive and sustainable synergy between those two elements of the nation, the Indonesian economic sector could develop rapidly like South Korea. Moreover, they also experienced the same crisis in the late 1990s, only to recover faster. Indonesia can become an emerging economic power as long as people can work together with the government to develop the nation. In accordance with the theme of independence in 2019, superior Human Resources Indonesia advances, then the integration of society and government is the key to successful development of a country, just like the lessons learned that we can learn from South Korea.

Author believes a lot of things can be learnt from South Korea, including the spread of its products. Why have South Korean products spread to various parts of the world? Samsung, LG, Hyundai, beauty products, and many more are "scattered" throughout the world. Even though South Korea is a country that is technically still at war with North Korea

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<sup>29</sup> *Ibid*, p. 76.

(because the status of ceasefire still applies), and not much natural resources are available, especially compared to our country?

South Koreans realize that they must change. They cannot stay silent because war might happen at any time. Even though, they are aware that their resources are limited, yet they keep on trying. In contrast to Indonesia, which is spoiled with its many resources, Korea is very independent and active in developing its potential. The threat from North Korea made South Korea rise and develop industrial patterns, as mentioned earlier.

Furthermore, entering the 1970s South Korea developed into Original Equipment Manufacturing (OEM) for Japanese manufacturers. For example, by producing tires for the needs of Honda cars from Japan, or for supplying spare parts of those cars. After that, slowly and little by little, South Korea began to produce its own electronic goods. This courage is quite brave considering they have to compete with the world markets controlled by great countries. Even though the quality of

South Korean products is still below that of electronic goods from Japan or the United States, however this step needs to be emulated in order to make Indonesia more advanced.<sup>30</sup>

Evidently, starting in the 1990s, it was precisely electronic goods from South Korea that experienced rapid progress and development. Samsung brand is certainly very famous for our ears every now and then, even in the world. The South Korean electronics company even dares to say that 70% of Indonesian people use Samsung branded gadgets. Samsung is also able to compete with Apple company from the United States, which has top-notch quality and certainly no doubt. How did South Korea succeed in doing this step? The South Korean government mimics Japanese-style politics dumping in its industrial policy. The politics dumping like this has already succeeded in exporting Japanese products throughout the world. South Korea uses a strategy like this, which is in the beginning South Korean products are offered at cheap prices abroad, even cheaper than Japanese. After the

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<sup>30</sup> Maman Mahayana, dkk (ed), *Budaya Hallyu Korea*, (Yogyakarta: INAKOS dan Pusat Studi Korea Universitas Gadjah Mada, 2013), p. 144.

product is considered sold and saleable in the market, the price will then be increased. This policy is able to increase their economic income.<sup>31</sup>

South Korea is acting fast in developing the country's industrial potential. If South Korea does not act quickly, then North Korea will attack. Why are so many Japanese products losing to South Korean products now? In fact, many news reports that many electronic companies in Japan are out of business, bankrupt, and bankrupt. Many employees are laid off in a mass. Japan suffered losses of up to billions of dollars. On the other hand, this is also the success of South Korea's economic and trade diplomacy strategy that is able to raise its reputation in the eyes of the global community. Economic activity places the same emphasis on economic and political activity. Both rich countries and developing countries alike consider Foreign Direct Investment (FDI) and exports as essential to increasing their national interests.<sup>32</sup>

As an interesting example to observe, is the Foreign Aid (BLN) distribution policy. When President Myung-bak took office, South Korea

established the Korean ODA (Official Development Assistance) Model as a guide for distributing the Foreign Aid. The aim of ODA is to systematically share experiences on development success, related to poverty reduction, human resource capacity building and sustainable economic growth, for partner countries of South Korea.<sup>33</sup>

The ODA model consists of 159 Foreign Aid programs. These programs are under four pillars, namely economic growth, social development, governance, and cross-sectoral issues. The South Korean government tries to adapt the Foreign Aid program to the economic and political conditions of the recipient countries, including adjusting it to international contexts and regulations. The model will be updated through continuous quality control, so as to increase the effectiveness of their Foreign Aid.<sup>34</sup>

According to the author, Indonesia must act quickly to achieve the advanced and superior quality of human resources. Acting like South Korea is what we must emulate. We have been too absorbed and spoiled by the joy of living in a world full of natural resources, to the point of

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<sup>31</sup> *Ibid*, p. 145.

<sup>32</sup> Djelantik, *op.cit*, p. 228.

<sup>33</sup> Putri, *op.cit*, p. 33.

<sup>34</sup> *Ibid*, pp. 33-34.

falling asleep in the cradles of beautiful dreams that make us lazy to wake up. They have even been able to provide foreign assistance (donors) routinely, similar to the policies of developed countries.

If we talk about national defense, a formidable national defense also needs strong economic support. Improving the economy of South Korea makes this country able to develop its defense industry. The independence of a country's defense industry depends on the extent to which the country's economic capability is able to sustain its defense policy. Strengthening the economy is directly proportional to the strengthening of the defense sector, which is characterized by the modernization of defense equipment. Lesson learned from South Korea that should be a valuable lesson for Indonesia.

### **Learn from the Culture**

Globalization occurs in all aspects of human life, including social and cultural fields. Being aware of this phenomenon, the South Korean government can intelligently promote their culture called Hallyu to the global world with the aim of

increasing its appeal. Therefore, the globalization of Korean culture has not only had an impact on its domestic environment, but also affected other countries, such as Indonesia, especially in the past decade. On this basis, we can learn how South Korea has succeeded in popularizing its culture throughout the world so that it becomes an excellent lesson learned for Indonesia.

Hallyu began to be known since 1996 when a Korean boy band and pop talent became popular among teenagers in China. After the land of Bamboo Curtain (Tirai Bambu), it begins to spread also to the East Asian, Southeast Asian and Pacific regions. The wave of Hallyu develops and spreads massively as a Korean pop boyband figure who has an attractive appearance, flexible dancing, and minus the vulgar and sex-like appearance that are in accordance with Asian culture. This type of Korean music has its own term, namely Korean Pop (K-Pop). Choe Yong Sik, a Korean Herald staff reporter, even wrote an article in 2001, in which K-Pop music explained: "... Korean pop music, which often incorporates dynamic rhythms, powerful dances, and more often than not, lyrics deemed progressive or rebellious

enough to appeal to young local fans...".<sup>35</sup>

Around the 1990s the South Korean government gave large-scale scholarships to artists from various fields of art to study in the United States and Europe. The awarding of this scholarship aims to increase the knowledge of artists about the art they practice. By providing scholarships to study in countries that are more experienced in modern art, namely the United States and Europe, the South Korean government at that time encouraged the actors of art to improve themselves in the arts. The result of this scholarship is the emergence of various experienced art artists.<sup>36</sup>

Furthermore, President Kim Young-sam announced the *seggyehwa* policy during the Sydney Declaration of November 17, 1994. *Seggyehwa* itself is a policy that is implemented as a reaction to the phenomenon of globalization, especially economic globalization, which has already taken place widely. There are five objectives in *Seggyehwa*, such as to make South Korea a world class country, rationalize all aspects of life, maintain national unity by eliminating inter-class

differences, strengthen Korea's national identity as a basis for successful globalization, and increase a sense of community with fellow human beings. Three aspects in its country which need to be reformed in accordance with this policy, are the socio-political, economic and cultural aspects. Socio-political aims to reform South Korea a more democratic country. As previous democracy did not work optimally, because in the past the country was governed militarily. Economic reforms are implemented to support globalization. For examples, the policies, it is to increase the number of exports. Then, cultural development is implemented in order to preserve Korean culture by not imitating foreign cultures abruptly. In fact, to make Korean culture a universal culture which is acceptable to the whole world. The culture industry is considered to be in line, it may even provide income for economic and industrial development in South Korea.<sup>37</sup>

According to the author, it can be said that Indonesia needs to learn from South Korea how to promote its culture. From the power of *hallyu* culture, South

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<sup>35</sup> Mahayana, et.al, *op.cit*, pp. 59-60.

<sup>36</sup> *Ibid*, p. 65.

<sup>37</sup> *Ibid*, pp. 65-66.

Korea could become a democratic and developed country. Thus, this field could support the South Korean defense sector in the face of external threats. The international image of the country is strong, and this is all because of the widespread information about South Korea throughout the world, through the cultural sector.

An example of how K-Pop could become a global "culture" that has a significant impact on South Korea, it is an actual proof of how Indonesia should build strong and advanced human resource quality in order to support national defense against external threats, both military and non-military. Being a strong and developed country is not only measured by using quantity parameters, such as the number of defense equipment, but also considering the quality of its people. Lesson learned is that improving the quality of human resources may also be done through the field of culture, utilizing the means of globalization.

### **Learning from the Field of Education and Research**

Education is part of the cultural system that exists in a country. The mindset of the community is formed from the existing education system in the country, so that it may provide insight in how to live their daily lives as citizens. South Korea feels that education is the main thing in order that the social system of its people may be formed optimally. In the efforts to achieve a certain social status could be seen from how the people there compete to get it, of course through the quality of education provided by the South Korean government. Education in South Korea is also useful to instill a sense of identity and national sovereignty in every citizen, as well as to develop an attitude of patriotism. 12 years of basic education (up to high school) is required for all South Koreans without exception, due to this country is able to become the country with the highest literacy rates in the world.<sup>38</sup>

Due to pursue maximum quality

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<sup>38</sup> Serambimata, "Inilah Rahasia Pendidikan Korea Selatan Menjadi Yang Terbaik Di Dunia", 6 Oktober 2014, retrieved from

<https://serambimata.com/2014/10/06/inilah-rahasia-pendidikan-korea-selatan-menjadi-yang-terbaik-di-dunia/>, on 13 January 2020.



education, study hours in South Korea are determined around 16 hours a day. School will start at 07.40 and finishes at 19.30, including on Saturdays. The average school student in school for approximately 11 hours. Schools in South Korea may also prioritize the use of foreign languages in schools, such as English, German, Chinese, Spanish, etc. Therefore, after graduating from school, many of them are studying at renowned universities throughout the world. And not only school hours, after school hours many of them are still following tutoring. In addition, student would also continue studying in the hall or other places in the school. Even a school bus could even take them home around 10:30 p.m.<sup>39</sup>

Quoting from research that has been conducted by The Social Progress Imperative, the best education in the world actually exists in South Korea, defeating Japan which has been considered to have the best early childhood education system. South Korea's national education budget is very high, for example in 2014 it reached 150 trillion Rupiah. From the 1990's their

education budget alone has reached 20% of the overall state budget.<sup>40</sup>

One of the successes of South Korea is the result of the reform of the educational curriculum since the 1970's. This reform coordinates the learning techniques in the classroom and also the use of science and technology. The teachers there, working on five matters, such as: (1) teaching planning, (2) student diagnosis (3) guiding students learning with various programs, (4) evaluating learning outcomes. (5) there is an "equal accessibility" policy for secondary schools in order to eliminate the entrance examination exams for students. For this reason, education is the most appropriate way to make economic improvements. From the above explanation it could be drawn a red thread correlation of government support for education and business as a key to advancing the nation and state. The superior quality of all graduates creates a superior workforce and is accommodated by the industrial sector that it is absorbed as workers. The workforce in South Korea is

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<sup>39</sup> *Ibid.*

<sup>40</sup> Pundi, "Belajar dari Korea Selatan", 19 February 2018, retrieved from

<http://pundi.or.id/2018/02/19/belajar-dari-korea-selatan/>, on 13 January 2020.

accommodated by their domestic industries, such as Hyundai and Samsung, which now have been proven capable of expanding to other countries.<sup>41</sup>

Most parents and teachers in South Korea encourage their children to work as engineers or doctors. Certain positions or positions could show a better status in South Korean society. South Korean culture is one of the things that makes the education system in South Korea the way it is today. Interestingly, an important consideration to become a leader is which university they have attended, not their personalities nor work experience. For this reason, high school graduates in South Korea will try their best to enroll and also graduate at the best universities in the country, even though the opportunities are low. This is the reason they want to study furiously with very long study hours while still in school.<sup>42</sup>

This could show that South Korea is also using the education sector as part of its country's diplomatic efforts to the international world. As a nation that continues to learn, the authors argue

that the Indonesian nation could learn from any country that may be an example to make Indonesian education better. Adopt various methods and education systems from anywhere in the world. Taking all the positive things to be integrated into the Indonesian education system to be able to catch up with other countries who continue to innovate.

In the field of research (Research and Development / R & D), it is expected where in the future it will produce an invention or output that has an important function to assist the running process or system. In South Korea, research funding is the most important allocation in the government budget by emphasizing the funding and directed towards economic development. The policy proves that the management of research funding is an important step to get an optimal result in developing appropriate technology, as according to the author's opinion.

Diplomacy is nothing more than an innovation. It is generally recognized that diplomacy is the management and effort to facilitate change in the context of international relations, which is

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<sup>41</sup> *Ibid.*

<sup>42</sup> "Korea Selatan, Pendidikan Terbaik Yang Menuai Banyak Kritik", 25 January 2019, retrieved from

<https://skoline.co.id/2019/01/25/korea-selatan-pendidikan-terbaik-yang-menuai-banyak-kritik/>, on 13 January 2020.

obtained through ways of adaptation and innovation. If the implementation of diplomacy is as this understanding, then it is true that diplomacy is nothing more than an innovation. This is reinforced by the argument, the adaptation to change could produced different types of innovation.<sup>43</sup>

Furthermore, as explained earlier regarding the superiority of the South Korean industry which we may learn to build a national economy, we should also understand how the industrial process developed from the beginning. The beginning of the industry certainly may develop comes from research and development, or better known as Research and Development (R&D). Industry is not possible to be able born instantly and quickly. One of the industries that play in the field of electronic development is the LG Group Company. The development of LG products is also followed by the development of other products in different industries. As part of the Chaebol (Korean conglomerate group) industrial movement, LG along with Samsung, Hyundai and Daewoo are very attractive to the public, both at home

and abroad. The South Korean government saw this opportunity by paying attention in disbursing funds for technological progress, especially in the R&D field. When compared to the accumulation of R&D funding as implemented at several companies in South Korea, the amount of R&D funding allocated by the government is less than the private sector. This condition may occur because South Korea not only relies on research funding on the national treasury, but works together to collaborate with the private sector wherever possible.<sup>44</sup>

To develop the national industry, the most important factor undertaken by the private sector is to develop science and technology. From the description related to the allocation of R&D funding, we may conclude that the South Korean economy is developing because it is driven by business wheels, one of which relies on the private sector. The independence of the private sector to develop its business has given good results on the ability of financing management, technology development and production management. Enabling medium or small-scale companies or

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<sup>43</sup> Djelantik, *op.cit*, p. 236.

<sup>44</sup> Mahayana, et.al, *op.cit*, p. 4.

industries to collaborate with large scale companies or industries. Collaboration will produce positive things if a medium or small-scale company or industry can take the opportunity to explore the activities and innovations implement by large scale companies or industries.<sup>45</sup>

The development of R&D in South Korea is sourced from knowledge of technology imports. Through the technology imports, Korea will be able to study the technology with the aim of seeing work processes, improving and discovering the potential of the technology. The existence of technology imports in South Korea can positively increase the role of domestic R&D development. Thus, it could be said that technology import is also an activity implemented by Korea through the allocation of R&D funding. The ability to absorb technological knowledge is followed by implementation to develop the technology independently, which has brought South Korea into a country that is able to compete with other countries in the world. The large utilization of R&D development will give more benefit as long as the technology as R&D output itself has material value

for the benefit of the wider community.<sup>46</sup>

### **Learn from the Field of Defense**

Analyzing, and then studying from the defense field in Korea will not be far from its connection with North Korea. The continuing threat from his 'older brother' made South Korea invest heavily in defense and security to protect itself from possible attacks from the north. According to the author, the end of the Korean War in 1953 did not necessarily end the conflict between the two. The separation of the two into an independent country became the starting point for a fire on the Korean Peninsula. These two countries with one nation always have conflicts which allow the Korean War to occur in volume two. This is certainly making South Korea anxious regarding territorial shares with North Korea. South Korea uses various methods to protect itself from the threat of North Korea. Even if they don't protect themselves, supposedly South Korea will make efforts to balance the power between the two. This balancing of power may be in the form of an alliance or an increase in defense

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<sup>45</sup> *Ibid*, p. 6.

<sup>46</sup> *Ibid*, pp. 7-8.

capacity. This is what South Korea is trying to do by making an alliance with the United States and increasing defense capacity. When it comes to making a defense alliance, Indonesia officially does not allow it because of the principle of foreign policy: free and active. However, increasing defense alliance with the major countries of the world, such as the United States, China, and Russia, according to the author actually opens up an opportunity for us to improve the quality of national defense.

Since a few years ago, South Korea has been trying to increase its weapon selling in order it can become one of the major exporters of the world's weapons industry, even though the country is constantly under threat from its neighbor, North Korea. According to the Stockholm International Peace Research Institute (SIPRI), the weapon industry in South Korea accounted for 2.2 percent of the selling in the top 100 global weapons manufacturers during 2016. Weapon selling by companies engaged in this field in South Korea reached 8.4 billion US dollars or Rp 113.7 trillion, an increase of 20.6 percent compared to previous

years. The end of the nuclear threat from North Korea has not yet made major investments in the country. With only aiming to create their own weapon industry in order to meet domestic needs in the event of a war with North Korea, they are now able to become one of the major exporters in the field of weapons. Their fast-growing industry is even able to compete with weapons products from the US and Europe, it makes South Korea is now a major weapon producer, before they used to depend greatly on weapon imports from the US and Europe, such as Brazil, India and Turkey.<sup>47</sup>

The image of this so-called ginseng country which is seen as a non-threatening and non-assertive country helps South Korea gain potential trade partners in the defense sector. South Korea's trading partners are mostly countries that do not want to be entangled in the flow of global hegemony competition between the US, Russia, China, etc. South Korea has become a model for developing countries that eager to have a defense industry with advanced technology (development trajectory). South Korea

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<sup>47</sup> Kompas, "Korea Selatan Incar Posisi Eksportir Utama di Bidang Persenjataan", 11 December 2017, retrieved from <https://internasional.kompas.com/read/2017/1>

[2/11/10183761/korea-selatan-incar-posisi-eksportir-utama-di-bidang-persenjataan?page=all](https://internasional.kompas.com/read/2017/1/2/11/10183761/korea-selatan-incar-posisi-eksportir-utama-di-bidang-persenjataan?page=all), on 19 January 2020.

helps other countries by becoming partners to help developing their own industry and technology and defense. The growth of South Korea's defense equipment exports has finally completed the rise of this country as one of the middle powers in the world. Being a global player in the context of defense equipment exports may also be developed by Indonesia. However, if we imitate the steps of South Korea, firstly, our domestic defense industry should be independent before we are able to show off at the international level.

In addition, Indonesia could also learn from South Korea related to how they utilize their defense industry as part of their diplomacy abroad. The goal, in addition to providing deterrence aspects for North Korea, it can also invite other countries in the world to conduct defense cooperation with them. Under the leadership of the Ministry of National Defense (MND), the defense industry has grown significantly in size, product diversity and technological progress in recent years. MND sets standards, facilitates public partnerships with the private sector, and promotes relevant

educational programs, and guides product development and increases support for research and development of the South Korean defense industry. For example, South Korea established more than ten specialized defense research centers in many of its universities, with certain specializations, such as nanotechnology, modeling and simulation, unmanned technology, underwater surveillance, and others. This policy has been implemented by the government since the 1990s, so naturally this decade they will get the benefit.<sup>48</sup>

Around more than 50,000 people depend on their lives in the national defense industry. South Korea's defense industry becomes the second-tier industry behind the first-tier players such as the United States and Western European countries in terms of advanced technology. South Korea has reached a high level of independence because it fulfills 70 percent of its defense product needs through domestic production. Part of this success is due to having excellence in research and development. As a result, exports also continued to increase cause that to grow to more than

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<sup>48</sup> Tom Abke, "Industri Pertahanan Korea Selatan menjadi lebih mandiri", 31 Agustus 2017, retrieved from [\[magazine.com/id/industri-pertahanan-korea-selatan-menjadi-lebih-mandiri/\]\(http://apdf-magazine.com/id/industri-pertahanan-korea-selatan-menjadi-lebih-mandiri/\), on 28 January 2020.](http://apdf-</a></p></div><div data-bbox=)

3.5 billion US dollars in 2016. In addition, civil and military cooperation in South Korea went very well with many domestic defense producers building their own research and development centers.<sup>49</sup>

Furthermore, defense industry companies in South Korea collaborate with national institutions to improve global competitiveness by focusing on resource allocation, industrial reform, and the export process. Some companies, such as LIG Nex1, Hanwha, Firstec, and Victech, work closely with state-owned defense businesses and also MND. The defense industry is a core industry that contributes to the security and economic sectors. MND strives to ensure that the electrical power requirements for defense industry factories are always fulfilled. While energy needs become a prominent problem when the country advances reform programs which will make the military more dependent on new technology. Companies such as LIG Nex1, can make defense products ranging from missiles and torpedoes to radar, avionics,

and electronic communications, and will focus on making South Korean defense product exports a priority.<sup>50</sup>

The government's policy could be able to make South Korea's defense exports more competitive from a price standpoint. On that basis, officials Ministry of Defense currently are discussing with the Korean Export-Import Bank to provide financial support for defense exports. The South Korean government has sought to improve the global competitiveness of its defense industry since 2010, with positive results. Government assistance eases the defense compensation requirements of foreign companies, also promotes greater competition among Chaebols, and fosters small and medium sized defense companies that may efficiently produce components for combat systems. Such measures, together with large amounts of research and development investment, can push the country's exports to exceed the previous record of IDR 49.73 trillion in 2019.<sup>51</sup>

South Korea's superiority in the field of defense again is a proof of the success of

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<sup>49</sup> *Ibid.*

<sup>50</sup> Felix Kim, "Industri pertahanan dan pemerintah Korea Selatan bekerja sama untuk meningkatkan daya saing", 13 September 2019, retrieved from [\[magazine.com/id/industri-pertahanan-dan-pemerintah-korea-selatan-bekerja-sama-untuk-meningkatkan-daya-saing/\]\(http://magazine.com/id/industri-pertahanan-dan-pemerintah-korea-selatan-bekerja-sama-untuk-meningkatkan-daya-saing/\), on 28 January 2020.](http://apdf-</a></p></div><div data-bbox=)

<sup>51</sup> *Ibid.*

its defense diplomacy in the eyes of the world. The world now sees that South Korea is no longer a weak country that lives in the shadow of its nuclear threat in the north. South Korean defense diplomacy is able to raise the profile of his country into a respected country. The thing that certainly can be followed by Indonesia, especially by the Ministry of Defense as its leading sector in order to the development of a strong national defense can be realized.

### **Conclusion**

In the social field Confucianism teaches an understanding where is deeply embedded in the souls of Koreans. Confucianism is a tradition which plays an important role in reviving Korea as a country capable of leading the world economic power. We can learn from South Korea in politics, especially from their political policies making a mini capital in Sejong. The aim is to reduce congestion in Seoul and encourage investment in the country's central region. Sejong is a good example as a comparison for the plan to move the capital from Jakarta to East Kalimantan. The movement of the capital city itself estimated there will be around 200,000 State Civil Apparatuses (ASN) and 25,000

Indonesian National Army (TNI)- Indonesian National Police (Polri) who will eventually move. From the number of ASN's, the TNI and Polri who will move expected to bring along family members to move to this new capital city.

The role of the state in the development of the South Korean economy is huge, and the key to the success of the "developmental state". This underlies the reason why South Korea's economic development is progressing rapidly. Since experiencing the crisis in the 1990's, South Korean people have launched a "gold gathering" campaign to pay off foreign debt. An activity which symbolizes the integration of the community with the government to fight external threats. As a result, South Korea repays its foreign debt sooner than its schedule and immediately restores its economy. The policy of the Kim Dae-jung government at that time to accelerate economic recovery was the policy of the development of the Information Technology (IT) industry. As a result, IT will become the main industry of South Korea in the future and become one of the strategic industries in the country's economy.

Continually, in the field of culture, the South Korean government



intelligently successful to promote their culture called hallyu to the global world with the aim of increasing its appeal. South Korean cultural diplomacy went very well to popularize its culture, at the same time the profile of the country was also raised on the international scene.

In the field of education, one of the goals of education in South Korea is to instill in everyone a sense of national identity and respect for national sovereignty, as well as instill patriotism. If we don't become superior humans, we will die. That's the principle held by the South Koreans. No wonder this nation can move forward as its government policies focus on developing the world of education. Then, reform of the educational curriculum in Korea, implemented since the 1970's. Education is the best way to make economic improvements. From the above description it can be drawn a red correlation between government support for education and business as a key to advancing the nation and state. The superior quality of their graduates creates a superior workforce and is accommodated by the industrial sector to be absorbed as workers.

Then, the field of research in South Korea is the forerunner of an advanced

industry. State and private collaboration connected very well to advance the research sector in South Korea. Research and Development / R & D in the future will produce an invention that has an important function to assist the running of a process or system. In South Korea research funding is the most important allocation in the government budget by emphasizing that the funding is directed towards economic development. The policy proves which the management of research funding is an important step to get optimal results in developing appropriate technology.

Finally, in the field of defense, enhancing the domestic defense industry is something that Indonesia should be able to emulate. South Korea's success in becoming one of the major players in world defense equipment exports is due to successfully developing the independence of its defense sector. The growth of South Korea's defense equipment exports completes its rise as a middle power. South Korea's perception as a status quo country, non-threatening and non-assertive, helps itself to be seen as attractive as a partner for defense cooperation, especially with countries that do not want to be entangled in the dynamics of the main

forces. To be able to become a global player in the context of defense equipment exports may also be developed by Indonesia by imitating the steps of South Korea. However, the independence of the domestic defense industry should be realized first.

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