



RESEARCH ARTICLE

Analysis of Economic Development Planning on Human Development

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Abstract

The purpose of this study is to examine the conceptual analysis of economic development planning to human development. The conceptual analysis in this study aims to provide an in-depth explanation of economic development planning to human development, using secondary data in the form of related books and journal articles. The research results from a conceptual analysis perspective show that economic development planning to human development shifts the focus of the development paradigm from capital-centric, oriented toward capital accumulation and gross domestic product growth, to human-centric, oriented toward expanding human capabilities and well-being. Economic development planning is an instrument of socio-economic engineering, while human development is its moral compass and ultimate goal. A well-thought-out development plan rejects the assumption that economic growth automatically trickles down. Instead, it consciously invests economic capital into human capital, creating a virtuous cycle in which qualified people will drive much stronger, innovative, and sustainable economic growth.

Keywords

Economic Development Planning; Human Development; Development Paradigm.

1 | INTRODUCTION

Economics plays a crucial role in shaping the direction of development and improving the quality of human life, because, in essence, economics is not just about numbers or market transactions, but rather about how society manages limited resources to meet unlimited needs (Mariani *et al.*, 2023). In the context of development, economics provides a theoretical and practical framework for governments and policymakers to design sustainable growth strategies, create jobs, reduce social inequality, and eradicate poverty. Successful development is no longer measured solely by high gross domestic product figures, but also by how effectively these economic dynamics can transform the lives of individuals within it (Halid *et al.*, 2023). Therefore, the human aspect is at the heart of any economic analysis of development, with the primary focus being on enhancing human capabilities, fulfilling basic needs such as education and health, and providing equitable access to economic opportunities. When investment in human capital is increased through appropriate economic policies, societal productivity will surge, automatically propelling development to a higher level. This close link between material growth and social well-being demonstrates that economics serves as a bridge that aligns the advancement of physical infrastructure with the improvement of human dignity and quality of life as a whole.

Economics, as an aspect of development and human development, moves far beyond conventional quantitative analysis to address the true essence of a prosperous and just society. At a deeper level, this discipline functions as a social architect, formulating how the allocation of scarce resources can be converted into real opportunities for each individual to develop optimally. Development is no longer viewed narrowly as the mere accumulation of physical capital or infrastructure modernization, but rather as a process of substantive expansion of human freedom. Through the lens of development economics, experts and policymakers are invited to analyze how market structures, fiscal policies, and monetary regulations can be designed to break down the structural barriers that have imprisoned vulnerable groups in a vicious cycle of poverty. The inextricable link between economics and human development is clearly reflected in the concept of human capital, a perspective that positions investment in people as the primary driver of long-term progress. When economics is applied to designing equitable education financing systems and affordable healthcare, the essence is enhancing the inherent capacity of every citizen. Healthy, well-educated individuals are not merely efficient factors of production for industry, but rather independent, innovative agents of change capable of determining their own direction in life. Therefore, the success of economic development is measured by the breadth of choices open to individuals to live lives they value and find meaningful. Furthermore, a deep understanding of economics in this area also demands a critical understanding of income distribution and intergenerational equity. High economic growth becomes less meaningful if the fruits of that progress are concentrated in the hands of a small group, while the majority of society remains economically stagnant. Modern development economics actively seeks solutions to create inclusive growth, a condition in which every level of society contributes to the development process and equally benefits from it. Furthermore, the human aspect of economics also encompasses the protection of the economic rights of future generations, realized through wise environmental management so that the exploitation of natural resources today does not sacrifice the living space and well-being of humans in the future. Overall, economics, as an aspect of development and humanity, affirms that the ultimate goal of all production, distribution, and consumption activities is the enhancement of human dignity. All complex theories regarding market equilibrium, macroeconomic growth, and financial stability must ultimately lead to one fundamental question: the extent to which these policies are capable of reducing human suffering and increasing their happiness. By placing humans at the center of all analysis and objectives, economics transforms from a mere material science into a moral and practical guide that guides civilization toward a more prosperous, equal, and sustainable social order.

Economic development planning and human development are two intertwined pillars in formulating the future direction of a nation (Kuncoro, 2018). Fundamentally, economic development planning serves as a blueprint for national resource management, deliberately designed by the government to address market failures, structural inequalities, and capital constraints. Through this approach, fiscal, monetary, and sectoral policy instruments are integrated to create stable and sustainable economic growth. However, the orientation of modern development has shifted from simply pursuing gross domestic product growth to expanding the capabilities of its primary agents: humans themselves. Human development is the soul of this planning, where the primary focus shifts to improving the quality of life, including fulfilling the basic right to good health, access to inclusive and quality education, and ensuring a decent standard of living. When development planning places people at the center of all policies, investment in the social sector is no longer seen as a budgetary burden, but rather as the most profitable form of long-term investment (Wardana, 2016). The synergistic combination of mature economic planning and a focus on human development will create a mutually reinforcing cycle of growth. A healthy and educated society will directly increase labor productivity, encourage technological innovation, and strengthen the nation's competitiveness on the global stage. Conversely, effective economic planning will provide sufficient fiscal space for the government to continue funding health facilities, expand scholarships, and build digital infrastructure that is evenly distributed throughout remote areas. Failure to align these two aspects often gives rise to the phenomenon of false economic growth, where skyscrapers stand majestically but are accompanied by high poverty rates and widening social disparities. Therefore, the true success of a development planning economy is no longer

measured by how fast the wheels of industry turn, but by how much the planning is able to provide freedom for each individual to choose, develop, and live a meaningful life. The purpose of this study is to examine the conceptual analysis of economic development planning to human development.

2 | BACKGROUND THEORY

2.1 Economic Development Planning

Economic development planning is a branch of economics that specifically examines the strategies, policies, and instruments used by governments to direct structural change to improve public welfare in a sustainable manner (Suparmoko, 2020). This field arose from the realization that free market mechanisms often fail to allocate resources fairly and optimally, especially in developing countries that still face a vicious cycle of poverty, income inequality, and limited capital. Through careful planning, governments strive to align various regional economic potentials with national macro targets to create inclusive growth. This process involves not only quantitative aspects such as increasing gross domestic product, but also qualitative transformations that include institutional modernization, improving the quality of life, and strengthening human resource capacity to compete in the digital and global era.

2.2 Human Development

Human development is a comprehensive paradigm that positions humans not merely as tools in the production process, but as the ultimate goal of all development efforts (Kuncoro, 2018). This approach shifts the conventional focus from purely economic growth to expanding the choices, capabilities, and freedoms of each individual to live a life they deem worthwhile. Through this lens, a nation's progress is no longer measured solely by its gross domestic product figures, but rather by the quality of life of its people. The essence of human development lies in creating a conducive environment where people can develop their full potential optimally, productively, and creatively for the common good. Three main, interconnected pillars serve as a solid foundation for measuring and driving the success of human development in a region. The first pillar is health, represented by the opportunity for a long and healthy life from birth. Excellent health is an absolute fundamental asset, as without it, humans will experience significant limitations in carrying out social and economic activities. The second pillar is education, which opens the door to knowledge and skills through inclusive and sustainable learning access for all. Education serves as a primary catalyst in developing critical thinking, independence, and the ability to adapt to increasingly dynamic changes. Meanwhile, the third pillar relates to a decent standard of living, ensuring that every individual has equitable access to economic resources and the fulfillment of basic needs for their well-being.

3 | METHOD

The purpose of this study is to examine the conceptual analysis of economic development planning in relation to human development. The conceptual analysis in this study aims to provide an in-depth explanation of economic development planning in relation to human development, using secondary data in the form of related books and journal articles. Conceptual analysis is the primary instrument for unraveling the interconnectedness of two major domains: economic development planning and human development. In this context, the research is not directed at testing statistical hypotheses or manipulating empirical variables in the field, but rather at dissecting, constructing, and synthesizing existing theoretical ideas. This approach aims to produce a comprehensive explanation of how policies, strategies, and resource allocation in economic planning can be intentionally directed towards improving human capabilities, well-being, and quality of life holistically (Kurdhi *et al.*, 2023). To achieve this depth of explanation, this research relies on secondary data sourced from theoretical and empirical scientific literature, specifically represented by textbooks and related scientific journal articles (Tambunan and Pandiangan, 2024). The use of these data sources demonstrates that the researchers conducted a critical literature exploration to identify common threads, contradictions, and cutting-edge thinking that can bridge macroeconomic theory with the reality of human development.

4 | RESULTS AND DISCUSSION

4.1 Results

4.1.1 Economic Development Planning and Human Development

Economic development planning and human development have a very close two-way causal relationship and cannot

be separated from a country's policy guidelines (Kuncoro, 2018). Essentially, economic development planning functions as an architect, designing strategies, allocating resources, and determining sectoral priorities to achieve sustainable growth. However, all macroeconomic plans will lose their essence if they do not lead to improving the quality of human life itself. Human development plays a key role in providing the foundation that determines the success of such planning, because humans are not merely objects that receive the impact of development, but rather the main actors and driving forces of the economy. When development planning successfully integrates community capacity-building programs in a structured manner, it creates a cycle of inclusive and sustainable growth.

This close relationship clearly demonstrates how investment in the basic human dimension directly impacts national economic productivity. Visionary development planning will prioritize education, health, and nutrition as absolute budget priorities. Physically healthy individuals with a high level of education will possess significantly stronger capabilities and competitiveness in the job market. This increase in individual capabilities automatically boosts national workforce productivity, stimulates technological innovation, and attracts higher-quality foreign investment (Tambunan *et al.*, 2024; Pandiangan *et al.*, 2023). Conversely, without sound economic planning to create jobs and stabilize the market, the potential of well-educated individuals will be wasted, fueling the phenomenon of intellectual unemployment. Therefore, development planning serves to provide a conducive economic ecosystem, while human development provides qualified actors to fill that platform.

In the long term, successful human development, facilitated by an appropriate planning system, will break the intergenerational cycle of poverty and reduce social inequality. When lower-class communities have equal access to the results of development planning, their incomes will increase and their purchasing power will strengthen. This increased purchasing power, in turn, will stimulate domestic market growth, providing a solid foundation for the national economy. Through this synergy, a high human development index will serve as a guarantee that planned economic growth will not simply produce empty figures on paper, but will instead translate into tangible results of freedom, prosperity, and expanded life choices for every citizen. In conclusion, economic development planning provides direction and means, while human development provides the soul and ultimate goal of any progress targets to be achieved.

The economics of development planning, in its deeper dimensions, acts as a strategic governance system that converts financial capital and natural resources into high-value human capital. This process involves the creation of fiscal policies deliberately directed at addressing market failures in providing public goods, such as public health facilities and quality educational institutions. Without careful planning interventions, pure market mechanisms tend to neglect long-term investments in people because the financial benefits are not immediately available. When development planning consciously allocates state revenues to build a just social ecosystem, the foundation of human development begins to be strengthened. This policy ensures that every individual, regardless of their economic background, has an equal opportunity to develop their full potential (Pandiangan *et al.*, 2025).

This linkage develops into a concept of mutually reinforcing capital accumulation, where human development acts as a primary catalyst for the growth of a modern, knowledge-based economy. In a dynamic global economic landscape, a country's comparative advantage no longer rests on an abundance of raw materials, but rather on the intellectual capacity and creativity of its population. Responsive development planning will align education and vocational training curricula with the direction of future industrialization. When people are equipped with high-level technological skills, critical thinking, and adaptability, they become agents of innovation capable of increasing the added value of the production sector. The increased efficiency and innovation generated by these qualified individuals then result in higher gross domestic product growth, ultimately providing the government with greater fiscal space to fund the next development planning cycle.

Philosophically and structurally, human development also serves as an indicator of the validity and sustainability of the planning's economic effectiveness. An economic plan is deemed a failure if macroeconomic growth is not aligned with a reduction in hunger, improvements in life expectancy, and increases in average years of schooling. A population experiencing overall improvements in well-being will foster strong political and social stability, an absolute prerequisite for the successful implementation of long-term development plans. Conversely, planning that solely pursues material goals without regard for the distribution of human capabilities will create structural inequalities that are prone to triggering social conflict. Therefore, the integration between economic planning and human development creates a policy harmony, where economic progress is measured by how much human capacity is expanded, and human progress is fully supported by inclusive economic planning.

4.1.2 Analysis of Economic Development Planning to Human Development

A conceptual analysis perspective show that economic development planning to human development shifts the focus of the development paradigm from capital-centric, oriented toward capital accumulation and gross domestic product growth, to human-centric, oriented toward expanding human capabilities and well-being. These shifting factors are.

1) Digital Transformation and Job Readiness

The current modern era is marked by the acceleration of digital transformation, which is fundamentally changing the industrial landscape, organizational structures, and the way people work worldwide. Digital transformation is no

longer simply the adoption of new software or the automation of administrative tasks, but rather a complete overhaul of work culture, business models, and professional interactions through the integration of cutting-edge technologies such as artificial intelligence, big data analytics, cloud computing, and the internet of things. This massive change creates new, pressing demands for job readiness, where the workforce is not only required to possess basic technical skills but also to be able to adapt to a dynamic and constantly evolving digital ecosystem. Job readiness in the context of the digital era encompasses a much broader spectrum of capabilities than just conventional computer literacy. The workforce of today and the future is required to possess cognitive agility, complex problem-solving skills, and critical thinking to transform digital data into strategic insights (Gultom *et al.*, 2024; Hamzah *et al.*, 2025). In addition to hard skills such as mastery of specific technologies, soft skills such as effective virtual communication, cross-cultural collaboration in remote teams, and mental resilience to constant change are key determinants of career success. Therefore, job readiness is now defined as a combination of digital proficiency and the psychological flexibility to continue lifelong learning. The biggest challenge in bridging digital transformation with job readiness is the widening skills gap between industry demands and the available labor supply. Formal educational institutions often struggle to update their curricula as quickly as technological advancements themselves, leaving new graduates often unprepared for the realities of a digital industry. This phenomenon demands strong synergy between the education sector, government, and industry players to create a responsive, inclusive, and sustainable training ecosystem. Without appropriate interventions, digital transformation risks polarizing the job market, where digitally ready individuals will thrive while those left behind will face economic marginalization. Ultimately, the success of digital transformation at the national and global levels depends heavily on the quality of the human capital that drives it. Investment in cutting-edge technological infrastructure will be wasted if not balanced by an equal investment in developing the human capacity of the people who operate it. Facing a future filled with technological uncertainty, building resilient work readiness means cultivating a growth mindset where individuals view technological change not as a threat that will eliminate their roles, but as a golden opportunity to increase added value, creativity, and efficiency in their professional fields. Digital transformation has evolved far beyond the mere adoption of hardware and software; it has become a radical restructuring force that is changing the very core of global industrial civilization. As exponential technologies such as advanced artificial intelligence, neural networks, natural language processing, and robotic process automation integrate into daily operations, conventional work architectures are collapsing and being replaced by fully automated and data-driven ecosystems. This phenomenon is creating a paradigm shift from an economy based on physical labor and linear routines to an economy based on knowledge and digital creativity.

2) Sustainability Aspects

Sustainability is a holistic paradigm that integrates various dimensions of life to ensure the survival of future generations without sacrificing the needs of the current generation. Essentially, this concept rests on three closely interconnected pillars: the environmental, economic, and social dimensions (Suparmoko, 2020). In the environmental realm, sustainability demands concrete actions to preserve the global ecosystem, minimize the carbon footprint, and manage natural resources wisely to avoid exceeding the Earth's carrying capacity. These efforts include the transition to renewable energy, effective waste management, and protecting biodiversity from extinction. However, this environmental dimension cannot stand alone without the support of economic sustainability. Sustainable economic practices must be able to create inclusive growth, stimulate green innovation, and encourage production efficiency that does not damage the environment. Companies and countries are required to shift from the traditional linear economic model of simply taking, making, and disposing, to a circular economic model that emphasizes the recycling and reuse of basic materials. Complementing these two pillars, the social dimension places humans at the center of all development efforts. Social sustainability addresses the creation of justice, equal rights, social well-being, and respect for human rights. This involves providing equitable access to education, adequate healthcare, and secure employment for all levels of society without exception. When a policy aligns environmental sustainability with socially just economic growth, harmony can be achieved. The greatest challenge in implementing sustainability today is changing the consumerist mindset of modern society and uniting global commitments that often clash with short-term political interests. Therefore, sustainability is no longer merely a trend or a voluntary choice, but rather an urgent necessity and collective responsibility involving synergistic collaboration between governments, the private sector, and every individual to keep the earth a habitable place (Tambunan *et al.*, 2025). The in-depth application of sustainability requires a more comprehensive understanding of how the dynamic interactions between natural and man-made systems must be managed in a balanced manner. From a more radical ecological perspective, sustainability goes beyond simply halting the rate of environmental damage to actively restoring degraded ecosystems. This requires a deep understanding of the environment's carrying capacity and carrying capacity, where every resource extraction activity must be carefully calculated to avoid exceeding nature's rate of recovery. On the other hand, total decarbonization is an absolute goal that demands a radical overhaul of the industrial and transportation sectors through the adoption of clean technologies, the phasing out of fossil fuels, and the implementation of rigorous environmental audits across every global supply chain. Without this deep ecological commitment, the climate crisis will continue to trigger catastrophic disasters that threaten the stability of all aspects

of human life. From a micro- and macroeconomic perspective, deepening sustainability aspects is realized through a total transformation of business governance based on environmental, social, and good governance principles. Future investments are no longer measured solely by financial returns, but also by the resulting ecological impact and social contribution. The concept of internalizing external costs is crucial, where companies must be fully responsible for the costs of environmental damage caused by their operational activities, such as air pollution or water pollution, rather than burdening society.

3) Multidimensional Inequality

Multidimensional inequality is a complex phenomenon that describes a situation where inequality is no longer simply measured by a person's income or financial expenses. This concept broadens our analytical horizons to see that poverty and social disparities actually manifest in various aspects of basic human life simultaneously. When we talk about multidimensional inequality, we are highlighting how certain groups experience systemic barriers to accessing quality education, adequate healthcare, clean water, safe sanitation, and job opportunities that promise upward social mobility (Halid *et al.*, 2023). The interconnectedness of these dimensions creates a vicious cycle that reinforces each other. For example, a child born in an environment with poor sanitation and minimal healthcare is more likely to experience chronic health problems, which in turn disrupts their learning process and ultimately limits their opportunities for decent employment in the future. Furthermore, multidimensional inequality also includes a lack of security, minimal political representation, and social marginalization that makes certain groups feel excluded from the national development process. Conventional approaches that focus solely on monetary indicators often fail to capture this stark reality, as individuals can be financially above the poverty line yet still live in highly vulnerable conditions due to their isolated residences without electricity or adequate communications. Geographical factors, gender discrimination, and ethnic background often serve as catalysts that exacerbate this inequality, creating a deeper divide between the privileged and the marginalized. Therefore, addressing multidimensional inequality requires comprehensive, integrated public policies. The government cannot rely solely on cash transfer programs but must also implement structural interventions that address basic infrastructure improvements, equitable education quality, and inclusive social security to achieve true social justice for all levels of society. Multidimensional inequality, by its very nature, reflects the depth of social injustice that cannot be addressed through short-term economic interventions alone. When the analysis of well-being shifts from gross domestic product or per capita income to an evaluation of human life expectancy, it becomes clear that the accumulation of life's obstacles interlocks the fate of certain groups (Wardana, 2016). Those living in the grip of multidimensional inequality often face the reality that their quality of life is forcibly diminished by a system that is not yet inclusive. In the education sector, inequality is no longer simply a matter of a child's ability to pay school fees, but rather a gap in quality between digitally-driven urban schools and those in rural areas lacking competent teachers and basic facilities. As a result, diplomas earned through this unequal system remain unequally valuable in the modern job market, perpetuating a social class structure from one generation to the next, with no real opportunity for upward mobility. This situation is exacerbated by vulnerabilities in the health and residential environments that are the foundation of human productivity. Communities at the bottom of multidimensional inequality are often forced to settle in areas with poor environmental quality, close to industrial pollution, or remote areas completely untouched by adequate basic health services. When they fall ill, the lack of access or expensive transportation to a hospital can deplete all their savings or even force them into debt.

4.2 Discussion

Analysis in economic development planning has profound and systematic implications for the course of human development in a country. When a government or planning authority develops a strategy based on sound economic analysis, the focus of development is no longer simply on abstract gross domestic product growth figures, but rather shifts to improving the real quality of life of individuals. Through economic planning instruments, the allocation of public resources can be deliberately directed to strengthen basic human pillars, such as access to quality education, equitable healthcare, and improved public nutrition. Without comprehensive planning analysis, budget distribution tends to be inefficient and poorly targeted, ultimately widening social inequality and trapping vulnerable groups in a vicious cycle of poverty (Kuncoro, 2018).

Furthermore, the implications of this approach create a strong bridge between economic productivity and the expansion of human capabilities and freedom to choose their own paths in life. Long-term economic planning analysis will view investment in the human sector as a key social and intellectual capital, not simply as an expenditure item or burden on the state budget. When the jobs created through planning align with the increased competency of the workforce, society no longer positions itself as mere objects or spectators in the development cycle but transforms into active agents driving innovation and inclusive growth. The domino effect of this synergy results in a high human development index, where life expectancy increases, literacy rates and average years of schooling soar, and a decent standard of living is enjoyed sustainably by all levels of society.

Economic analysis of development planning plays a crucial role as a blueprint that determines the direction, pace,

and sustainability of improvements in the quality of human life. When a country adopts comprehensive planning analysis, policy interventions are no longer reactive or merely pursuing superficial, short-term macroeconomic growth targets. Instead, sound economic planning accurately maps the causal relationship between the allocation of physical capital and social returns in the form of increased human capabilities. A fundamental implication of this approach is a structural transformation in state budgeting, where non-physical sectors such as the public education system, primary healthcare facilities, and social safety nets are integrated as key components of strategic investment. Thus, planning analysis acts as an intergenerational poverty breaker by ensuring that every individual, regardless of socioeconomic background, has an equal starting point to develop their full potential.

More broadly, the implications of this analysis also touch on the expansion of substantive freedom and life choices within society. Inclusive economic development planning automatically designs an adaptive labor market ecosystem capable of absorbing the educated and healthy workforce created through previous social investments. This synergy prevents the phenomenon of intellectual unemployment and misallocation of talent, which often trigger social frustration and political instability. When economic analysis successfully aligns the availability of quality jobs with increased human competency, national productivity will increase exponentially (Suparmoko, 2020). The long-term impact is the creation of a resilient, independent, and highly competitive society globally, ultimately manifesting in a significant increase in all dimensions of the human development index, from longer life expectancy to a much more decent and dignified standard of living.

5 | CONCLUSIONS AND FUTURE WORK

The research results from a conceptual analysis perspective show that economic development planning to human development shifts the focus of the development paradigm from capital-centric, oriented toward capital accumulation and gross domestic product growth, to human-centric, oriented toward expanding human capabilities and well-being. Economic development planning is an instrument of socio-economic engineering, while human development is its moral compass and ultimate goal. A well-thought-out development plan rejects the assumption that economic growth automatically trickles down. Instead, it consciously invests economic capital into human capital, creating a virtuous cycle in which qualified people will drive much stronger, innovative, and sustainable economic growth.

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