

Professional Human Resource Development Project



A Panoramic View of Language Training Center

Outline of Loan Agreement

Loan Amount/ Loan Disbursed Amount	¥12,439 million / ¥12,351 million
Loan Agreement	December 1990
Terms and Conditions	Interest rate: 2.5%, Repayment period: 30 years (grace period: 10 years)
Final Disbursement Date	December 1998

Project Profile

The project was to reinforce human resource development organizations, and carry out training in Indonesia and abroad and overseas study courses to educate personnel, particularly civil servants, in fields such as public policy, development and the environment, economic and financial policy, industrial development and science and technology. The aim of the project was to develop those personnel having advanced knowledge and skill, and thereby encourage the country's economic development.

Results and Evaluation

The total number of trainees rose to approximately three times the planned figure. In particular, the number of non-degree trainees trained by the project was five times higher than the national plan. The project clearly helped to enhance the ability of personnel, in both qualitative and quantitative aspects.

Interviews of two of the agencies which sent staff for training found that the work of staff returning from training was highly regarded by both agencies, and that both were well aware of the importance of human resource development.

The staff trained under the project returned to their posts, which were in managerial positions within their departments, and were able to go about their work with an efficient and effective approach that incorporated a wider view of the country's progress. There were no major problems of brain drain or adverse effects on workplace environments. Amid social and economic developments such as decentralization which began in the second half of the 90s, the staff who received higher education under the project devised and implemented numerous related policies, and they are expected to go on contributing to the country's economic and social development.