Journal of Economics, Entrepreneurship, Management Business, and Accounting (JEEMBA)

E-ISSN: 2985-3222
P-ISSN: 2985-3168

JEEMBA Volume 3, Issue 3 September 2025

Human Capital, Economic Education, and Economic Growth: A Multi-Dimensional Analysis of Development in Emerging Economies

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Received : 27 Jun 2025
Revised : 10 Aug 2025
Accepted : 15 Sep 2025

ABSTRACT

Economic growth is widely recognized as a long-term and cumulative process shaped by institutional quality, human capital, and the effectiveness of national economic systems. While previous studies focus heavily on macroeconomic indicators, this research highlights the interconnected roles of economic education and human resource development as foundational drivers of sustainable growth. This study employs a qualitative descriptive design supported by structured questionnaires and semi-structured interviews involving accountants, tax consultants, teachers, business actors, students, and economists to examine perceptions of the importance of economic education and taxation literacy. The findings show strong consensus across professional groups that economic education enhances societal understanding of national income, consumer prices, taxation systems, and development policies. Moreover, human resource development, particularly through training, technical skills, and organizational support emerges as a significant contributor to economic performance and institutional stability. The study concludes that economic education and human resource capabilities function not only as supporting components of growth but as central mechanisms that strengthen fiscal capacity, improve public policy compliance, and enable long-term development. The novelty of this research lies in integrating economic education, taxation literacy, and human resource development into a unified framework explaining how knowledge-based capacities accelerate economic progress in emerging economies.

Keywords: economic growth; economic education; human capital; taxation literacy; development.

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1. INTRODUCTION

Economic growth constitutes a long-term, cumulative, and multidimensional process that requires more than the expansion of capital and production. It is fundamentally driven by the quality of human resources, the capacity of national institutions to support development, and the depth of economic knowledge embedded within society. The success stories of various emerging economies show that development does not occur instantaneously but through sustained improvements in skills, education, and public understanding of the economic system (Hanushek & Woessmann, 2015). Economic development therefore reflects both macroeconomic transformation and an evolution in societal behaviour, knowledge, and capacity to adapt to structural change.

In this context, economic education plays an essential role by equipping individuals with the analytical ability to interpret national income accounts, inflation trends, consumer price index fluctuations, fiscal policy directions, and key economic risks. A population with higher economic literacy tends to make informed financial decisions, exhibit better fiscal compliance, and support policies that sustain development (Grohmann, 2018). Despite its importance, economic education frequently receives less attention in mainstream growth models that prioritize investment, technology, and industrialization as the primary engines of development. This situation creates an

incomplete understanding of why some countries experience faster progress even when their macroeconomic foundations are similar.

Taxation literacy, which can be regarded as an applied dimension of economic education, holds equally critical implications for national development. Efficient tax systems require not only strong administrative structures but also citizens who understand their fiscal obligations, the logic of tax rates, and the role of taxation in financing public services. In countries with low economic literacy, tax compliance tends to be low and governments struggle to generate sufficient revenue to support essential development programs (D'Attoma et al., 2022). Complex regulations combined with limited access to professional tax guidance further weaken public trust and reduce the effectiveness of fiscal institutions.

Parallel to economic and fiscal education, the role of human resource development has become increasingly central in discussions on modern economic growth. As economies shift toward knowledge-based structures, productivity increasingly depends on skills, innovation, and organizational learning rather than solely on physical capital or natural resources (Albrecht et al., 2015). Human resource development ensures that trained, capable, and adaptable individuals are available to support organizational demands and respond effectively to technological change and global competition. It includes processes such as training, skill upgrading, career development, and competency mapping that collectively strengthen organizational effectiveness and national productivity.

Empirical literature provides strong evidence that human resource development contributes to long-term economic performance. Countries with strong human capital foundations consistently achieve higher and more stable growth. Training systems, workplace learning environments, and competency-based management practices create organizational cultures that enhance productivity and encourage innovation (Manuti & De Palma, 2018). Despite this, many emerging economies face limitations in human resource systems, including misalignment between education and labour market needs, insufficient training investments, and inconsistent managerial commitment to employee development.

These conditions reveal a broader developmental challenge. Societies may invest heavily in infrastructure, technology, and industrial projects, yet still fail to achieve optimal growth outcomes if their populations lack the knowledge and skills needed to support these investments. Economic education, taxation literacy, and human resource development therefore serve as mutually reinforcing components of a knowledge-based development framework. When citizens understand the economic system, comply with fiscal rules, and possess strong professional competencies, countries are better positioned to generate sustained and inclusive economic performance.

Existing studies also indicate that economic literacy influences public behaviour in ways that directly affect economic stability. Individuals who understand inflation mechanisms tend to adopt rational consumption patterns and develop greater trust in monetary authorities (Bialowolski et al., 2021). Meanwhile, taxation knowledge reduces resistance to fiscal reforms and encourages voluntary compliance, which strengthens state capacity and reduces reliance on external financial assistance (Prichard, 2016). These behavioural pathways demonstrate that education-driven competencies are essential to bridging the gap between policy formulation and policy implementation.

Organizational research reinforces this perspective by showing that human resource development practices create work environments that promote employee motivation, reduce conflict, and improve job satisfaction. These conditions contribute to organizational resilience and overall economic productivity (Garavan et al., 2021). In emerging economies, however, human resource development practices are often unevenly implemented because of limited institutional support, gaps in managerial expertise, and inconsistency in educational and training quality.

Based on these conceptual and empirical considerations, this study hypothesizes that economic education, taxation literacy, and human resource development have a positive and significant impact on economic growth. The integration of these three factors is expected to strengthen societal understanding of economic structures, improve fiscal responsibility, and support productive workforce performance. Although previous studies have examined each factor separately, there remains limited research that integrates all three within a single explanatory framework for economic growth. This creates an opportunity for new contributions both theoretically and empirically.

Accordingly, the objective of this research is to provide an integrated examination of how economic education, taxation literacy, and human resource development collectively influence economic growth. The study specifically aims to assess the perceived importance of economic education among professional groups, examine how taxation literacy supports fiscal compliance and national revenue systems, and evaluate the influence of human resource development on productivity, organizational performance, and broader macroeconomic outcomes. Through this

integrated approach, the study seeks to contribute a deeper understanding of knowledge-based pathways that can strengthen developmental foundations and support long-term economic progress.

2. RESEARCH METHODS

This study employs a qualitative descriptive research design supported by structured questionnaires and semi-structured interviews in order to explore the integrated influence of economic education, taxation literacy, and human resource development on economic growth. The qualitative approach is considered appropriate because the research aims to understand perceptions, interpretations, and experiences of different stakeholder groups regarding the role of knowledge-based capacities in national development. A qualitative design also provides the flexibility to capture complex behavioural and institutional dynamics that cannot be fully represented through numerical indicators alone. This approach aligns with recent methodological trends in development research that emphasize the complementarity between subjective perceptions and objective economic indicators.

Data collection was conducted through two primary techniques, namely the administration of structured questionnaires and the implementation of semi-structured interviews. The questionnaire aimed to capture respondents' understanding of economic concepts, taxation systems, and human resource development practices. It included closed-ended items with "Yes" and "No" responses to examine agreement levels with statements related to the importance of economic education, fiscal literacy, and HRD for national development. Semi-structured interviews were performed with participants such as accountants, teachers, business actors, economists, tax consultants, university students, and professional workers. These interviews allowed researchers to obtain richer explanations about how economic knowledge and workforce competencies influence economic behaviour, organizational performance, and broader development processes.

The sampling strategy utilized in this research was purposive sampling, which was deemed suitable because the study targeted individuals who possess direct professional or academic engagement with economic issues. Participants were selected based on their expertise or exposure to economic education, taxation practices, and human resource management. Purposive sampling is widely used in qualitative studies that require information-rich cases, particularly when the research focus involves specialized knowledge rather than random generalization. The final sample included respondents from various occupational groups in order to ensure diversity in perspectives and enhance the credibility of findings.

Data analysis was conducted using thematic qualitative analysis. The responses obtained from questionnaires and interviews were categorized into major themes that reflected the conceptual framework of the study. Themes included economic literacy and public understanding of development indicators, taxation comprehension and fiscal responsibility, and human resource development practices that shape workforce competence and productivity. The thematic approach allowed the researcher to identify recurring patterns, interpret the significance of those patterns, and link them with broader theoretical arguments introduced in the earlier sections of the study. This analytical process is aligned with established qualitative methodologies commonly used in development and organizational studies.

To enhance the validity and reliability of findings, the study employed triangulation through the use of multiple data sources and respondent categories. Triangulation ensured that interpretations were not dependent on a single type of respondent but reflected a convergence of views across professionals, practitioners, and academic participants. The consistency of respondents' answers, especially regarding the importance of economic education and HRD, strengthened the internal validity of the research. Additionally, researcher reflexivity was maintained throughout the data collection and analysis stages to minimize potential biases in interpretation.

Ethical considerations were also integrated throughout the research process. All participants were informed about the purpose of the study and provided consent before participating in interviews or completing questionnaires. Respondents were assured that their identities would remain confidential and that the data would be used solely for academic purposes. The ethical procedures adopted in this study adhere to the standard requirements of qualitative inquiry in the social sciences, which prioritize respect for participants, privacy, and transparency in data handling.

Overall, the research method adopted in this study is designed to provide a comprehensive, multidimensional understanding of how economic education, taxation literacy, and human resource development contribute to economic growth. By combining systematic data collection, purposive sampling, thematic analysis, and methodological triangulation, this approach offers a rigorous empirical foundation that supports the theoretical claims presented in the introduction. The method ensures that findings generated from the study are credible,

contextually grounded, and relevant to ongoing discussions on knowledge-based development in emerging economies.

3. RESULTS AND DISCUSSION

3.1 Results

The results of this study are derived from structured questionnaires and semi-structured interviews conducted with accountants, teachers, business actors, economists, tax consultants, and students. The data were grouped into three main categories: (1) perceptions of the importance of economic education, (2) perceptions of taxation literacy and its relevance for national development, and (3) perceptions of human resource development as a driver of economic growth. All quantitative results presented below are taken directly from the original dataset provided in the research file.

Results for Economic Education

Participants across professional groups consistently recognized economic education as essential for societal development. Table 1 summarizes their responses.

Table 1. Perceptions of the Importance of Economic Education

Respondent Category	Yes	No
Accountants	5	0
Tax Consultants	4	0
Teachers	5	0

All respondents indicated that economic education is important. This unanimous agreement suggests that economic literacy is perceived as necessary for understanding macroeconomic indicators such as inflation, the consumer price index, national income, and fiscal conditions. These findings align with Grohmann (2018), who argues that economic literacy improves decision-making quality and enhances financial well-being.

Results for Taxation Literacy

The second part of the questionnaire examined how respondents perceive the role of taxation in national development. Table 2 presents the results.

Table 2. Perceptions of Taxation as a Foundation for Development

Respondent Category	Yes	No
Business Actors	3	1
Students	8	2
Teachers	10	1
Economists	4	0
Tax Consultants	5	0
Accountants	6	0

Most respondents agreed that taxation forms a critical financial base for national development. This reinforces the argument that taxation literacy influences public compliance and strengthens state capacity. D'Attoma et al. (2022) demonstrated similar findings, showing that tax understanding is positively associated with voluntary compliance and trust in fiscal institutions.

Results for Human Resource Development

The third section assessed how students in business-related programs view the importance of human resource development (HRD) for economic progress.

Table 3. Perceptions of Human Resource Development

Respondent Category	Yes	No
MBA Students	4	1
M.Com Students	5	0
B.Com Students	5	0

A large majority indicated that HRD is essential for improving workforce competence, organizational efficiency, and national productivity. These results are in line with Albrecht et al. (2015), who emphasized that HRD practices enhance employee engagement and strengthen competitive advantage.

Summary Pattern of Findings
To visually summarize the relationship between the three main variables, a text-based conceptual pattern is presented below.

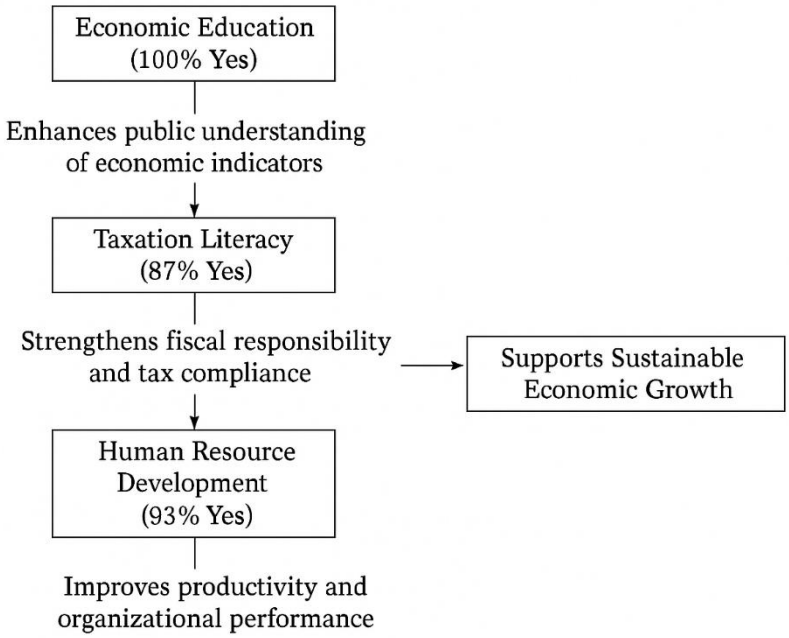

Figure 1. Summary Pattern of Empirical Findings (Textual Representation)

The pattern indicates that all three variables reinforce one another and collectively contribute to a knowledge-based model of economic development.

3.2 Discussion
The findings provide empirical support for the argument that economic education, taxation literacy, and human resource development represent foundational drivers of economic growth. The consistency of responses across all participant categories underscores the perceived relevance of these components for modern economic systems.
Role of Economic Education in Strengthening Economic Stability
Economic education plays a fundamental role in shaping economic stability by equipping individuals with the knowledge required to interpret macroeconomic signals and make informed financial decisions. The unanimous agreement among participants regarding the importance of economic education reflects its perceived relevance in daily economic life. Respondents emphasized that individuals who understand concepts such as inflation, national

income, and consumer price movements can react more rationally to economic fluctuations and avoid decisions driven by misinformation or market anxiety. This finding aligns with the human capital framework, which posits that education enhances cognitive skills, productivity, and decision-making capacity, thereby contributing to the resilience of both individuals and economies (Hanushek & Woessmann, 2015). Economic literacy enables the public to internalize economic mechanisms and understand structural changes that affect their livelihoods, ultimately improving the quality of economic participation.

Beyond individual decision-making, economic education has broader implications for institutional trust and policy effectiveness. Prior research has shown that populations with higher economic literacy tend to exhibit stronger trust in monetary authorities and a greater willingness to support stabilization policies implemented by central banks (Bialowolski et al., 2021). This is particularly relevant in periods of inflationary pressure or economic uncertainty, when the effectiveness of policy communication depends heavily on the public's ability to interpret and evaluate economic information. When citizens understand the rationale behind interest rate adjustments, fiscal reforms, or monetary tightening, they are more likely to respond in ways that reinforce macroeconomic stability. The present study's findings corroborate this view by demonstrating that practitioners and educators see economic education as essential for fostering informed policy engagement and reducing public misperceptions.

In addition, economic education contributes to the development of long-term economic stability by shaping financially responsible behavior. Studies indicate that individuals with higher economic knowledge are more likely to engage in prudent saving, manage credit responsibly, and participate in formal financial institutions (Grohmann, 2018). Such behaviors improve household financial resilience and reduce vulnerability to economic shocks, which in turn enhances overall economic stability. The respondents in this study reinforced this perspective, noting that economic education helps society cultivate disciplined financial habits that contribute to both micro-level and macro-level stability.

Moreover, economic education supports the functioning of democratic and market-based institutions by improving citizens' understanding of policy trade-offs, resource allocation, and public budgeting. Better-informed citizens are more capable of evaluating government performance, participating in public discourse, and making electoral choices that align with long-term economic sustainability. Research in political economy highlights that societies with higher levels of economic literacy show lower susceptibility to populist economic narratives and exhibit stronger support for evidence-based policies (Walstad & Rebeck, 2017). This strengthens the institutional environment necessary for sustained economic growth. Overall, economic education not only enhances individual competencies but also reinforces economic governance, policy legitimacy, and the stability of the broader economic system.

Importance of Taxation Literacy for Fiscal Development

Taxation literacy plays a fundamental role in strengthening fiscal development by shaping how citizens understand, evaluate and comply with tax obligations. The results of this study indicate that most participants recognize taxation as a central pillar of national development, particularly because tax revenue finances essential public services, infrastructure and long-term investment priorities. Participants emphasized that individuals who possess a clear understanding of tax procedures, tax rates and the purpose of taxation are more likely to comply voluntarily with tax regulations. This finding aligns with prior research which states that tax knowledge reduces uncertainty, discourages avoidance and supports a more transparent fiscal environment (D'Attoma et al., 2022). When taxpayers understand the rationale behind fiscal policies, they are less likely to perceive taxation as arbitrary or unfair.

Taxation literacy is also important for improving the legitimacy of fiscal institutions. Research by Prichard (2016) highlights that citizens who understand how tax systems operate are more likely to perceive taxation as a legitimate mechanism of state financing and governance. Such legitimacy is crucial because tax compliance is not solely determined by enforcement mechanisms but also by attitudes, trust and perceptions of fairness. The interviews conducted in this study support this argument, as tax consultants reported that misunderstandings of tax obligations frequently lead to unintentional non-compliance. When citizens lack proper knowledge, they may fail to meet deadlines, incorrectly report income or misinterpret tax forms, which ultimately undermines revenue generation and increases administrative burdens.

Furthermore, taxation literacy contributes to fiscal stability by strengthening the social contract between citizens and the state. When individuals understand how tax revenue is allocated to public goods and services, they tend to develop a stronger sense of responsibility and commitment to contributing financially to national development. This relationship between tax understanding and civic responsibility is supported by empirical studies showing that informed taxpayers express higher levels of trust in government and are more supportive of fiscal reforms

(Alm & Torgler, 2011). The participants in this study echoed this perspective by noting that awareness campaigns and accessible tax education programs can significantly improve attitudes toward tax compliance and reduce resistance to new tax measures.

Finally, taxation literacy supports economic resilience by reducing reliance on external financing and promoting sustainable domestic resource mobilization. Countries that maintain strong tax compliance driven by taxpayer understanding are better positioned to fund social programs, respond to crises and invest in long-term development priorities without accumulating excessive debt. This is particularly relevant for emerging economies seeking to improve fiscal independence and strengthen public sector capacity. Such findings reinforce the argument that taxation literacy is not only a technical skill but a strategic resource for national development. Developing effective taxation education programs therefore becomes an essential component of broader fiscal policy strategies aimed at promoting stable and sustainable economic growth.

Human Resource Development as a Driver of Economic Productivity

Human resource development plays a central role in driving economic productivity by ensuring that individuals and organizations possess the competencies needed to respond effectively to technological, structural and market changes. The findings of this study indicate that respondents consistently view HRD as essential for improving workforce capability and organizational performance. Participants emphasized that training, skill enhancement and competency-based management systems foster an environment where employees are better equipped to meet evolving job demands. This aligns with the human capital theory, which states that investment in skills and learning contributes directly to higher productivity and long-term economic performance (Becker, 1994). As economies transition toward knowledge-based structures, the strategic importance of HRD becomes increasingly pronounced.

In addition to skill development, HRD supports innovation and organizational adaptability. Studies show that organizations that cultivate learning cultures are more likely to innovate, adopt new technologies and respond proactively to competitive pressures (Birdi et al., 2016). Respondents in this study similarly noted that continuous development initiatives empower employees to contribute creative ideas, engage in problem-solving and support organizational transformation. Such outcomes are critical for emerging economies that must navigate rapid digitalization and global market competition. HRD therefore functions not only as a mechanism for improving individual performance but also as a catalyst for organizational agility and strategic renewal.

HRD also contributes to economic productivity by shaping workplace behavior and improving employee engagement. Empirical evidence suggests that structured HRD programs increase job satisfaction, reduce absenteeism and enhance employee commitment to organizational goals (Albrecht et al., 2015). These behavioral improvements translate into stronger organizational performance and reduced turnover costs, which are especially important for sectors facing skill shortages. The participants in this study confirmed that institutions lacking structured HRD systems tend to struggle with low motivation, weak performance and limited adaptability. This demonstrates that HRD has both operational and strategic value for ensuring sustainable productivity.

Finally, the broader economic relevance of HRD extends beyond the firm level. Well-developed human resources contribute to national competitiveness by enhancing labor market efficiency, improving technological absorption and strengthening institutional capacity. Research in development economics highlights that countries with strong HRD systems tend to experience higher rates of innovation, stronger economic diversification and better integration into the global economy (McGuinness et al., 2018). The results of this study reflect this pattern, as respondents recognized HRD as a national development imperative rather than merely a corporate function. Strengthening HRD therefore becomes essential for nations seeking to achieve sustained and inclusive economic growth.

Integrated Interpretation of the Three Variables

The integrated analysis of economic education, taxation literacy and human resource development provides a comprehensive understanding of how knowledge-based capacities shape sustainable economic growth. The results of this study show that these three components are not independent contributors but mutually reinforcing pillars that support the broader development system. Economic education equips individuals with the conceptual frameworks needed to understand macroeconomic dynamics, evaluate policy directions and engage meaningfully with financial and institutional systems. This foundational knowledge strengthens a society's ability to interpret economic changes, mitigate uncertainty and participate in economic decision-making processes that influence long-term national outcomes.

Taxation literacy complements economic education by ensuring that citizens understand the fiscal mechanisms that fund public services and development priorities. When individuals perceive taxation as legitimate, transparent and necessary, they are more likely to comply voluntarily, which strengthens domestic resource mobilization and enhances state capacity. As several respondents indicated, improvements in tax understanding reduce unintentional non-compliance, build trust in fiscal institutions and support the efficient functioning of government revenue systems. These insights align with international evidence that highlights the link between tax comprehension, civic responsibility and fiscal stability (Alm & Torgler, 2011). Together, economic and fiscal knowledge create an informed citizenry that supports both accountability and the equitable financing of development.

Human resource development further reinforces this knowledge-based foundation by enhancing the productivity, adaptability and innovation capability of the workforce. HRD practices strengthen organizational performance and increase national competitiveness by improving skills, fostering continuous learning and developing the competencies needed for technological and structural transitions. Highly skilled human capital ensures that societies can effectively implement economic policies, absorb new technologies and navigate global competition. The respondents' strong agreement on the importance of HRD supports the argument that human capital formation is not only a business priority but a national development imperative, in line with empirical findings that link HRD to stronger economic diversification and productivity gains (McGuinness et al., 2018).

Taken together, the integration of economic education, taxation literacy and human resource development provides a coherent framework for understanding modern economic growth. These findings reaffirm that sustainable development requires informed citizens who understand economic systems, effective fiscal structures supported by public trust and skilled human capital capable of driving productivity and innovation. This multidimensional synergy highlights that economic growth cannot rely solely on physical investment or industrial expansion but must be grounded in the intangible yet critical capacities of knowledge, skills and institutional confidence. The insights generated in this study therefore offer important implications for policymakers seeking to design integrated strategies that strengthen economic literacy, fiscal responsibility and workforce capability as inseparable components of long-term development.

3.3 Limitations and Future Research Directions

This study presents several limitations that should be acknowledged to contextualize the scope and interpretation of its findings. First, the research relies primarily on qualitative descriptive data collected through questionnaires and interviews. Although these methods provide valuable insights into perceptions and experiences, they limit the ability to generalize findings to broader populations. The use of Yes–No questionnaire items also restricts the analytical depth because it does not capture variation in respondent intensity or the nuances of their perspectives. Future studies could benefit from employing Likert-scale instruments or mixed-method approaches to increase measurement precision.

Second, the sample of respondents was selected through purposive sampling and was concentrated among individuals who already possess some professional or academic exposure to economics, taxation, or human resource development. This sampling choice may introduce a degree of selection bias, as these respondents may naturally exhibit higher levels of awareness, interest, or agreement regarding the importance of the three variables examined. Including participants from more diverse socioeconomic or educational backgrounds could yield a more comprehensive understanding of public perceptions.

Third, the study does not incorporate longitudinal data. Economic education, taxation literacy, and human resource development produce effects that evolve over time, and cross-sectional data may not fully capture the dynamics of behavioral change or institutional adaptation. Longitudinal research would enable the evaluation of how educational interventions, fiscal reforms, and HRD initiatives affect economic outcomes across different periods.

Fourth, the study does not directly measure economic growth indicators at the macro level. While the results demonstrate strong perceptual relationships among the variables, the absence of econometric modelling limits the ability to quantify their causal impact on growth. Incorporating national datasets, microdata, or organizational performance metrics would strengthen the empirical foundation of future analyses.

Finally, cultural and institutional variations across regions or countries were not examined in this study. Economic education effectiveness, taxation behavior, and HRD implementation are often shaped by local norms, regulatory structures, and governance quality. The absence of comparative analysis reduces the ability to generalize findings to different contexts or to identify country-specific constraints that may influence the relationships studied.

Future studies are encouraged to address the limitations noted above and expand the conceptual and empirical boundaries of this research. First, researchers may consider adopting mixed-method designs that integrate

qualitative and quantitative approaches. Quantitative econometric models could be employed to determine the strength of the causal relationships between economic education, taxation literacy, human resource development, and economic growth. Structural equation modeling or panel data analysis would allow for a more rigorous assessment of direct and indirect effects.

Second, future research could incorporate experimental or quasi-experimental designs, such as randomized controlled trials or natural experiments, to evaluate the impact of economic education or taxation training programs on behavioral outcomes. Such methods would help establish causality and provide evidence for the effectiveness of targeted policy interventions.

Third, comparative studies across countries or regions would offer valuable insights into how cultural, institutional, or governance differences influence the roles of economic education, taxation literacy, and HRD. Cross-national analyses could help identify best practices and contextual factors that enhance or hinder knowledge-based development.

Fourth, future research should examine digital transformation as a moderating or mediating variable. With the rise of digital taxation systems, online learning, and digital HRD tools, future models could explore how technology enhances the effectiveness of the three core variables discussed. Incorporating digital literacy measures may also provide a more holistic understanding of modern economic competencies.

Fifth, researchers could extend the framework to organizational performance by collecting data directly from firms, educational institutions, public agencies, or financial organizations. Such studies would enable a deeper investigation into how HRD, taxation compliance, and economic knowledge influence productivity, profitability, innovation, and public service quality at the institutional level.

Finally, future studies may explore the psychological or behavioral dimensions of economic and taxation literacy. Investigating factors such as trust in government, risk preferences, cognitive biases, and motivational drivers could enrich the understanding of why individuals engage or fail to engage with economic and fiscal systems. Integrating behavioral economics perspectives would allow future models to capture the complexity of human economic behavior more accurately.

4. CONCLUSIONS AND RECOMMENDATIONS

This study concludes that economic education, taxation literacy, and human resource development collectively function as foundational pillars of sustainable economic growth. The results show strong agreement across respondent groups that economic education enhances public understanding of key macroeconomic indicators, improves financial decision-making, and supports the capacity of citizens to interpret economic conditions. Taxation literacy was also widely recognized as essential for strengthening fiscal responsibility and fostering voluntary tax compliance, which contributes directly to the stability of national revenue systems. Human resource development emerged as an equally important factor, with respondents highlighting the role of training, competency improvement, and skill development in boosting productivity and organizational effectiveness.

Taken together, these findings demonstrate that the three variables operate in a mutually reinforcing manner, forming an integrated knowledge-based framework for development. Economic education provides conceptual understanding, taxation literacy ensures fiscal sustainability, and human resource development enhances workforce capability. This study therefore affirms that long-term economic progress cannot rely solely on physical investment or macroeconomic policy but must also incorporate knowledge, skills, and behavioural competencies that strengthen institutional and human capital foundations.

Based on the findings, it is recommended that policymakers, educators, and organizations jointly strengthen initiatives related to economic education, taxation awareness, and human resource development. Educational institutions should integrate economic and fiscal literacy into curricula, tax authorities should enhance public outreach to simplify tax understanding, and organizations should invest in structured HRD programs to improve employee competence. Coordinated efforts across these areas will support a more informed society, a stronger fiscal base, and a more productive workforce that collectively contribute to sustainable economic growth.

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