

## RESOURCE ESSENCE ANALYSIS IN MANAGEMENT

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### ABSTRACT

If we reflect on the nature of management, we will find confusion of direction in utilising resources. However, people are the crucial resources that management has in achieving goals effectively and efficiently. This research aims to explain the nature of management resources in a straightforward and understandable language. This research includes library research because this research is conducted to search, analyse, interpret and generalise from the facts of the results of thoughts and ideas written by resource management experts. This research is descriptive qualitative with a secondary data analysis approach. This study arrives at the conclusion that to reflect on resource management, a type of work is always carried out which is driven by humans as members of management. This research can be used as a reference for anyone with an interest in discussing HR and management topics. In addition, it can be a material for formal discussion in higher education.

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## 1. INTRODUCTION

If we think about the nature of management, we will come across a fork in the road that confuses which direction we should go [1]. If we choose the wrong direction, then we will get lost [2]. In addition, we will harm all parties involved in management. In essence, humans are one of the resources in management that plays an important role and to utilise other resources owned by management in achieving goals effectively and efficiently by using all abilities rationally [3]. Although humans are one of the resources in management, the phenomenon illustrates or provides information to us that not all humans as members of the organisation in a management have strong power so as to provide benefits or strength in the implementation of management activities [4].

Strength in the implementation of various management activities must have resources which are conceptually divided into two sources [5]. First, resources from humans. Second, resources that come from non-human sources. Resources are actually more determined by humans in order to determine the success of management activities [6]. The accuracy of human thinking in management can be seen from two points of view, namely truth related to empirical thinking and transcendental truth [7]. The accuracy of empirical truth is a reality that describes the actual situation based on conditions and places and the acceptance of community members within a certain period of time [8]. The accuracy of transcendental truth gives us an understanding that the thoughts or actions carried out by humans in management do not contain doubts about the nature of meaning [1].

Not even 3 years ago, the author bought a book entitled "Innovation and Human Creativity", written by Prof. Makmur and Dr. Rohana Thahier. In one of the chapters of the book, there is a topic that discusses the nature of resources in management. The author is interested in reviewing it because lately the role of humans is considered less important as technology becomes more sophisticated. In fact, human capital is the most crucial aspect in utilising organisational resources, including technology. What happens if technology is used without positive awareness and human competence? Surely the life of the technology will not be long. Therefore, the author will review the topic of the nature of resources in management in a language that is easy to understand but detailed.

## 2. METHOD

This research includes library research, which is research that focuses on literature in the form of books, journals, and other publications [9]. This is because this research is conducted to search, analyse,

interpret and generalise from the facts of thoughts and ideas written by resource management thinkers and experts, in this case Makmur and Rohana Thahier. The author does not focus on specific publication portals or online media in determining relevant reference sources such as referring to the Emerald Insight, ResearchGate, and Elsevier journal portals, but is more flexible. The search for journals, articles, books and publications was mostly in the range of articles published between 2015 and now. Not all downloads were referenced, but only those that were highly relevant to the topic. In terms of its nature, this research is descriptive qualitative with a secondary data analysis approach.

### **3. RESULT AND DISCUSSION**

Based on the arguments in the introductory chapter, the success or failure of management activities is highly dependent on the accuracy of resource ownership. Based on this, the question arises, "What is meant by resources in management"? Resources in management are living, inanimate objects or a condition that has the power to be used to complete various activities or work so as to produce something that can provide prosperity in human life. According to [1], the following we will explain the various resources or elements of management:

#### **A. Human**

Based on phenomena or symptoms that are developing today, that humans are individual creatures and at the same time social creatures as part of an ecosystem that influences each other in life on this earth [10]. However, humans as management resources always strengthen their potential [11]. When humans are given a task or activity, humans can utilise it and provide results as expected [12] and [13]. If human abilities are used in relation to science and technology, as well as skills, it will automatically create results to improve the welfare and needs of humans as members of management [14] and [15]. The abilities and desires that are firmly recorded in the human mind play a very big role in encouraging humans to be able to do something that can prosper human life [16].

#### **B. Money**

Everyone understands what the function of money is for? Money is a legal medium of exchange in human life as a citizen of a nation. The use of money in management life is to facilitate the achievement of a goal. In this regard, there is a process of exchanging money [1]. The goal is none other than to fulfil human needs or desires in launching human activities as citizens in general and as members of management in particular more practically [17]. In today's development, money has become a benchmark in determining the quality of human life [1]. In addition, money is also always the root of the problem in creating problems. Apart from being called social creatures, humans are also known as greedy creatures who have a cruel nature, both done to the surrounding environment and to other people. Another nickname that is appropriate for humans is humans as the most savage creature among other savage creatures.

#### **C. Nature**

With the mastery or expertise that humans have in the field of science and technology, natural content is always transformed into resources that can be used in human life to fulfil their needs and desires as a measure of living in prosperity [18]. As we know, most of the management resources used to fulfil the needs of human life come from nature, especially land. Therefore, from individuals, groups, organisations to the state, there are always struggles related to natural resources [19]. Every citizen always has pride in the country and its citizens if they have a lot of natural resources. However, natural resources are also a threat to the country and its citizens against other countries in this part of the world [20]. Based on the fact that natural resources are passive and will become dynamic if mobilised by human beings [21].

#### **D. Material**

As we know, management in the implementation of various activities cannot escape what is called material, which has many types and uses as a management resource. As we realise, that material is a material or tool where the power that has no meaning if it is not used by humans. In line with this argument, it is humans who create so that the materials owned by management have power if humans provide power [1]. The nature of the term or word material in management refers more to the meaning of equipment or work materials for every human being involved in management [5]. The existence of materials in management is an absolute thing and plays an important role because the success of all human activities in management is largely determined by the availability of materials [22]. Therefore, the management is always aware of increasing the supply of materials needed.

#### **E. Work Procedures**

As we know that the term or word procedure is a guideline to direct humans to carry out various activities with the support of the available work completeness, the procedures that are compiled should be simple and easy to understand at all levels of human beings, both in terms of their thinking ability, and in terms of their physical abilities so that humans as actors or in other words implementers of management activities can provide satisfactory results for all parties [1]. Work procedures are also called work methods [23]. Work procedures are guidelines for carrying out the work or activities of a person as a member of management, of course, done well, easily, simply, and can create satisfactory results for the management itself as well as the humans who carry out the work or activity [24]. Work procedures that are difficult to understand and complicated to understand, cannot create effectiveness and results, and even create many mistakes in their implementation [25].

#### **F. Market**

The market is a management resource factor that should not be ignored because of the productivity generated by everyone in management [26]. If management resources are not supported by good marketing, it is said that they do not provide the expected meaning [27]. As we know that the production of management in the organisation does not only meet its own needs, but must meet the needs of other people in management. In addition, what is produced all cannot meet the demands of human life in management itself. Human needs are numerous and cannot be fulfilled alone [28] and [29]. Therefore, there is room to make an agreement between one another, called the market. In this discussion, what is meant by the market is an agreement to make exchanges related to patterns of thought, especially production in the form of goods or objects needed by people or other management using legal tender.

#### **G. Time**

We realise that time is currently on people's lips. I don't have time, I have time, my time is very limited, and so on are various statements that come out of these human lips that seem confusing. Time if seen from the rotation of the clock, the rotation of the sun, the rotation of the moon, and so on, the time owned by humans in the same place and community certainly has the same time [1]. The argument that we mentioned, if time is seen from chance. In this regard, there is agreement among thinkers or scientists that success in utilising opportunities is highly dependent on the use of time. Time never stops, but runs continuously in a natural way and there is no single expert who can extend time [30]. We have already said that time runs continuously. The issue is whether the time is used according to the stages of activities in the context of implementing various activities determined by management.

#### **4. CONCLUSION**

Based on this discussion, resources in management are tools that can be used to carry out various activities. The resources used are always adjusted to the job. Every form of work done by humans requires resources that are different from one another. In human life as a member of management, departing from experience in utilising the resources owned, that all interactions in creativity cannot be separated from social conditions that are very diverse in type and form. The process of forming humans as members of management always begins with thoughts and actions so that the resources owned can provide results that satisfy all parties, both humans as members of management and humans as members of society. To reflect management resources, a type of work is always carried out which is driven by humans as members of management.

The results of this study are expected to be a reference for anyone with an interest in discussing similar topics. In addition, it can be a formal discussion material in higher education, especially management and business administration study programmes.

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