


The Role Of Human Resource Management In Organizations

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Article Info	ABSTRACT
<p>Keywords: Management, Human Resources, organization</p>	<p>Human resources (HR) that play a role as the core of development. HR management addresses various management issues, ensuring effective use of HR through organizational systems. Overall, HR management is vital to achieving corporate goals. Human Resources in macro terms refer to the number of people in a country, but currently focus more on employees of an organization. HR includes individuals with skills and mental and physical strength, which are important in the development process of countries, companies, and organizations. Research methods involve statistical analysis, budgeting, innovation, and computer modeling to ensure that human resource planning is in accordance with institutional needs. Qualitative research is used to describe, explain, and analyze human resource phenomena, focusing on human attributes in business. Human resource adequacy also involves motivational factors, salary, and workplace comfort, as well as psychological contracts between individuals and organizations.</p>
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INTRODUCTION

Development performance is determined by human resources (HR), which places humans in their role as development resources. In such a situation, the price and value of humans are determined by their importance in the product process. Human quality is designed to meet the needs of development or society (Aloysius Vincentius Calvin, 2021). Human Resource Management is a way to deal with various problems faced by managers, employees, workers and others (Almasri, 2013). A system formally created by an organization to ensure that human resources are used properly to achieve organizational goals (Hendrawati, 2017). The results of a fair and efficient compensation system All activities related to personnel management (HR) must be considered and understood what must be done (Abdullah Maruf, 2014).

Human resource management must continually evolve in response to changing employment challenges, laws and regulations, and employer needs. The basic concept is that each employee is a person, not a business asset. One of the branches of many disciplines, such as psychology and sociology, is the study of human resource management. performance appraisal, employee compensation, and best practices. Human resource management oversees all management decisions and activities related to human resources (Burhanuddin, 2015).

Human resource management shows how a company acquires, develops, recruits, evaluates, and retains the quantity and quality of employees to achieve the goals of a well-

managed workplace (Amelia et al., 2022).

Human resource management emphasizes the importance of human rights as a management force that can utilize management units that work together with the environment efficiently. Undoubtedly, technology is developing rapidly, which makes organizations need to change their business environment. All aspects of the workforce, such as qualifications, experience, skills, knowledge, and expertise of workers, are included in human resources (HR) (Almasri, 2013).

Human resources (HR) are resources related to a company's workers and employees (Komalasari et al., 2022). Human resources cover various aspects of the workforce, such as employee qualifications, experience, skills, knowledge and abilities, as well as recruitment, selection, training, development and performance management processes (Darim, 2020).

Companies can achieve their goals and improve performance with qualified, experienced, and productive employees through human resource management (Idrus et al., 2023). In addition, HR management strives to create a safe and healthy working environment for all employees. It is important to remember that HR is not just numbers or data. However, statistically, people are the most important contributors to organizational success (Basuki, 2023). Therefore, employers should view workers as valuable assets that need to be managed and supported well in their career development. In general, the concept of human resources is divided into two parts, namely the macro definition of human resources and the micro definition of human resources (Hadion et al., 2021).

In macro terms, human resources are the number of people living in a country. Nowadays, however, more focus is placed on the employees of an organization (Nurjaman et al., 2020). Human resources are people who have a combination of strong skills and mental and physical strength. That human resources (HR) are an important part of the development process of countries, companies, and organizations (Sulfemi, 2019).

Currently, human resource management (HRM) is a field related to management such as financial management. The definition of human resource management or human resources is the planning, management, management and control of various processes related to personnel, from development, recruitment, procurement, recruitment to employee retention. This is done to achieve the personal goals of workers, groups, companies and society (Widaningsih et al., 2020). To manage, organize, and utilize human resources to achieve company goals, human resource management is required (Pauji & Nurhasanah, 2022).

RESEARCH METHODS

Experience, imagination, and estimation are the basis of human resource planning in non-scientific and scientific approaches. To make Indonesian human resources more competitive and qualified, there are three ways, namely education, training, and career development. Combining theoretical frameworks and practical guidelines, Research Methods in Human Resource Management (Zebua, 2024). Human Resources explains everything from defining hypotheses and planning the research process to reviewing literature and literature, and collecting and analyzing quantitative and qualitative data (Rahadi, 2020).

The prediction methods are: (1) Discovery. (2) Index. (3) Statistical analysis. (4) Budget analysis. (5) Innovation analysis. and (6) computer-assisted modeling. The purpose of all these

processes is to ensure that human resource planning estimates are in line with the needs and culture of the institution.

This study applies a qualitative descriptive methodology. Sugiono stated that this type of research is a type of research that researchers use as their main tool, combining data collection techniques and data analysis as guidelines. Observations and interview transcripts are examples of descriptive data collected and processed in qualitative research (Hendrawati, 2017). As a way to monitor and interact directly with the community to obtain the data they take.

This research is a qualitative research that uses a descriptive approach with the aim of describing, explaining, and analyzing human resource phenomena (Maulidyah et al., 2019). Depending on the problem, purpose, and type of project being studied, qualitative research uses different types and methods of data collection. This is because qualitative research is very open and flexible. In business effectiveness research, human traits are attributes that affect the human resources of business units and companies. These traits include traits, attitudes, and behaviors. (Adamy, 2016). In a business feasibility study, the purpose of human resource analysis is to determine whether future business development is feasible or not (Damayanti et al., 2024).

In assessing the adequacy of human resources, the most important thing is to look at factors that can facilitate work. As long as the employees have good motivation and high salaries, but if the comfort of the workplace is not supported, it is considered supported too. In such a situation, managers must create a psychological contract procedure. Basically, a psychological contract is a combination of individual expectations about what he will give to the organization and what the organization will give in return for his actions.

RESULTS AND DISCUSSION

In order to attract, develop, and retain productive employees, organizations undertake a series of actions known as human resource management (HRM). HRM is basically the people who work for an organization in planning and implementing roles, such as managers, to achieve organizational goals. Therefore, the availability of human resources, both the availability of human resources and the availability of skills and abilities, must be a top priority in effective management. This is because there are certain reports that show how a task or job is completed, and the amount of human resources is very important to determine how effective and efficient the completion of tasks and inaccuracies are.

Human resources can make work inefficient and ineffective. The ability and competence of human resources are very important to achieve company goals. Organizations that do not act will soon be overwhelmed amidst the rapid advancement of technology. In this modern era, organizations or communities cannot survive in the midst of rapid developments in all fields. In the era of "one touch one service", the availability of high-quality human resources is very important. the ability to manage routinely and efficiently.

Thinking power is intelligence (basic capital) that is carried since birth that allows humans to do things that are impossible to do physically or with human physical strength. By using their minds, humans are able to develop various ideas and concepts and find solutions to many unsolvable problems. Human intelligence is measured by Intelligence Quotient (IQ)

and emotional intelligence (EQ). At the same time, physical strength can be obtained through training and learning from community efforts. In other words, because individuals play an important role in individual activities in organizations, their human capabilities are determined by their thinking abilities and physical strength. For example, laptops, CCTV cameras, and other sophisticated equipment are made with human intelligence to facilitate human physical work.

Human resources (HR) are important to ensure that all individual resources, including time, energy, and human skills (both mental and physical), can be optimized to achieve the goals of the organization and the individual as a whole. In the process of developing and achieving organizational goals, human resources are the first and most important thing. If an organization has a lot of capital, sophisticated technology, and natural resources, but no one manages and utilizes these resources, the organization's goals will not be achieved. For this reason, human resources are very important for the success of an organization.

Human resources (HR) greatly affect an organization. Where the organization will be taken depends on the amount of HR available; if HR is well available, it will be a good organization, and if HR is poorly available, it will be a bad organization. The definition of human resource management is an integrated and strategic approach to managing a company's most valuable assets, namely the people who work in the company, both individually and in teams, so that they can contribute to achieving the company's vision. Human resource management is a strategic and related approach to managing a company's most valuable assets. According to experts, human resource management includes everything from recruitment, training, development, to performance evaluation and compensation. It's not about filling positions; it's about ensuring that everyone develops optimally and has the opportunity to manage at the highest level.

Finding, recruiting, screening, and training candidates for specific positions and overseeing employee benefit programs are the responsibilities of the Human Resources (HR) business department. Personnel management is an ongoing process that aims to ensure that the right people for an organization or business are in the perfect place and at the perfect time when the organization needs them. Planning, managing, and supervising human resources are all aspects of human resources.

A very relevant job using its HRM position is needed to increase the efficiency of human resources in the organization. Human resource manager is one of twelve managers appointed as part of the management and development unit regulated in the regulations of the head of management and work procedures of Gadjie Moda University. Human resource management (HR) is the role of a company in managing its human resources. Human resources mean two things, physical strength and mental strength that can determine a person's abilities.

Therefore, each part has an important role. The personnel management part is managers, employers and employees. It aims to improve employee performance, ensure employee satisfaction, support workplace principles, and create a productive and healthy work environment. Organizing, managing, and allocating human resources or employees in a way that advances the goals of the organization is known as human resource management (HRM).

Human resource management focuses on increasing employee motivation, claiming their safety, and managing all aspects of employment from recruitment to development. What

are the classifications of HR? various human resource functions including training and development, human resource specialists, compensation and benefits managers, employee correlation specialists, and other HR functions. Human resource management, also known as HRM, has 3 main functions in the process of managing its workforce, namely workforce planning, workforce recruitment, and employee selection or recruitment process.

The General Office of Personnel and General Office is responsible for coordination, management and administrative support, including maintenance of personnel and buildings, as well as management of government assets and procurement of goods/services. The benefits of employee management are to increase employee productivity, improve job satisfaction and employee welfare. Create a great company image to work for. Make sure each department has the right staff, human resources are one of the most important factors for a business or company to function properly. Without these elements or poor quality, even if other resources are available, it will be difficult to manage and operate the company properly.

CONCLUSION

Human resource management (HRM) is very important for managing employees for organizational goals, including planning, organizing, coordinating, applying, and supervising the procurement, development, compensation, integration, maintenance, and separation of labor. Successful HR managers find it easier to recruit new employees who have the skills the company needs.

In a company, human resource management often focuses on recruiting, managing, and managing employees. Therefore, the role of personnel and human resource management is responsible for determining aspects of production, construction, and development of the company. The function of personnel management includes training and professional development of employees to achieve company goals. Human resources are important to maintain or improve the health of the company because the company only survives with its employees.

Human Resource Management is a method of managing various problems related to employees, workers, employees, managers and other employees to help the organization or business achieve its goals. Management includes planning, implementing, and evaluating or assessing work activities to achieve goals. Creative problem solving is supported by four managerial functions: planning, organizing, leading, and controlling. Human resource management means planning, organizing, coordinating, implementing, and supervising the acquisition, development, compensation, integration, retention, and allocation of labor to achieve organizational goals and achieve its objectives.

Leadership involves a variety of qualities and skills, which makes it complex and diverse. Effective leaders have qualities such as empathy, integrity, assertiveness, and the ability to motivate and inspire others. Human resource development plays a vital role in the success of any organization. HRD involves a systematic approach to identifying employee training and development needs and equipping them with the skills, knowledge, and abilities they need to improve their performance and productivity.

How a leader influences subordinates, followers, or others to achieve their goals is part

of leadership. What is meant by Leadership Model? In general management science, there are three known leadership models. The task of a leader is actually simple: to enliven, move, and direct those he leads. Leaders actually have strong legitimacy, especially in the current era of democracy.

Some parts of human resource management (HRM) include pre-employment training, procurement, development, compensation, and other activities related to human resources with the aim of creating productive employees. Human resource management (HRM) consists of various parts such as entrepreneurs, employees, and managers. Human resource management does many things such as planning, organizing, controlling, procurement, development, compensation, integration, maintenance, discipline, and dismissal.

The government (Ministry of Religion) is responsible for the management system that hinders society. The government has built education for 32 years of the New Order, causing education to be rigid, uncreative, and undeveloped. The culture waits for instructions from the government. In addition, there are concerns that decentralization can cause isolation and conflict and reduce nationalism.

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