

The Role of Human Resources Development in Legal Aspects and the Optimization of Human Resource Competence at PT. Hana Cakra Indonesia

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Article Info	ABSTRACT
<p>Keywords: Human Resource Development, Legal, Competence, Human Resources.</p>	<p>HR plays a strategic role in facilitating corporate change by ensuring that employees are prepared and capable of handling it. This involves effective communication, training to enhance skills, and building trust in the face of uncertainty that often accompanies change. Furthermore, HR also plays a role in driving innovation within the company. By fostering a culture of innovation that celebrates new ideas and encourages cross-departmental collaboration, HR can facilitate the discovery of new solutions, products, or services that can help the company grow and gain a competitive advantage. By managing change and promoting innovation, HR not only strengthens a company's market position but also improves work quality and employee engagement, which ultimately contributes to the company's long-term success. Therefore, managing change and innovation is at the heart of HR strategy, ensuring the company's adaptation to external and internal changes and creating sustainable added value for the organization. In today's dynamic business world, the role of HRD in improving overall company performance cannot be underestimated. Through careful recruitment and selection practices, continuous employee development, proactive performance management, and planned conflict management and well-being, HRD can create a work environment that is not only productive but also harmonious. By implementing effective human resource development strategies, companies can develop employee capacity and motivation, enabling continued growth and competitiveness in an increasingly competitive marketplace. In this research, HRD is not only a human resource administration manager but also a strategic partner in achieving the company's business goals. HRD is expected to be a proactive agent of change in developing employee potential, creating an inclusive and productive work environment, and adapting to technological developments and workplace trends.</p>
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INTRODUCTION

The massive development of science and technology has significantly impacted the effectiveness of human resource performance. This is a crucial aspect that must be addressed wisely in the use of science and technology in the era of globalization. Ease of access to information has a positive impact on human resources, helping them dynamically increase their knowledge through the use of technology. Such conditions must be aligned with optimizing human resource competencies to support productivity as part of the actualization of professionalism. This is supported through both formal and informal education. Therefore, in responding to current developments, human resources not only require knowledge from various media and other sources but also skills in implementing this knowledge so that it can be effectively implemented according to established plans. The process is challenging because each individual has a different ability to understand knowledge based on the information they receive. Therefore, uniformity in understanding the intent and purpose of the information is essential to achieve harmony both in the context of thinking and in the implementation phase.

The resulting harmony is a concrete manifestation of how professionalism is influenced by competence. Indah (2018: 2, as cited in Moehariono: 2014) explains that a company will thrive and survive in a competitive environment if supported by competent employees in their fields, as employee competencies consist of Knowledge, Skills, Self-Concept, Traits, and Motives. The more competencies an employee possesses, the more their performance will improve. According to Sela Septiana et al (2023: 2, as quoted in Palinggi: 2008) In general, there are several management experts that Human Resources (HR) are the most important capital and assets in a country and any corporation in the world where human resource management is an activity related to planning, decision making, implementation and control of human resources which includes strategies, tips, and actions as well as the implementation of these decisions which directly concern or affect the human resources working in the company.

Literature Review

Human Resources Development

According to Wilson, as quoted by Aida Irmawati (2015: 3), Human Resource Development (HRD) is the integrated use of training, organizational, corporate, and career development efforts to improve individual, group, and organizational effectiveness. HRD develops key competencies that enable individuals within an organization to perform current and future jobs through planned learning activities. Groups within an organization use HRD to initiate and manage change. HRD also ensures a match between individual and organizational needs.

Legal

Satjipto Rahardjo is of the opinion as quoted by Asifah Elsa Nurahma Lubis et al (2021:3) that law is a human work in the form of norms containing behavioral instructions. Law is a reflection of human will regarding how society should be developed and where it should be directed. Furthermore, according to Sudikno Mertokusumo, the definition of law,

also cited by Asifah Elsa Nurahma Lubis et al. (2021:4), is a provision or guideline on what should be done. In essence, legal rules are formulated opinions or perspectives on how a person should behave. As guidelines, legal rules are general and passive.

Substantively, legal science also discusses contract law, as Charles L. Knap and Nathan M. Crystal define contract law, as quoted by Asifah Elsa Nurahma Lubis et al (2021:17) is a law that protects the hopes that arise in making agreements for future changes that vary in performance, such as the transportation of wealth (real or intangible), performance of services and payment with money. Article 1338 of the Civil Code states, "All agreements made in accordance with law are valid as law for those who make them. The agreement cannot be withdrawn other than by agreement of both parties, or for reasons determined by law. The agreement must be carried out in good faith."

Competence

Human Resource Competence according to Clark as quoted by Nahdhiah Siti Cholishshofi et al (2022: 2) is a science that describes the procedures for carrying out work activities practically.

According to Moeheriono, as quoted by Putri Candra Puspitasari et al (2018: 5), a person's competence can be greatly influenced by several factors, both internal and external, which include the following:

- a. Innate talent, talent that is already there and attached since they were born.
- b. High work motivation.
- c. Attitudes, motives and values of perspective.
- d. Knowledge gained from both formal and non-formal education (training, courses, panels, etc.).
- e. Skills or expertise possessed.
- f. The environment of their daily lives.

According to Manmohan Joshi, as quoted by Sela Septiana et al (2023: 10), human resources are the human resources of an organization consisting of all the efforts, skills or abilities of all the people who work for the organization.

RESEARCH METHODS

The type of research used in this study is qualitative. Yusanto explains, as quoted by Lusiana Nurwidia et al. (2023: 3), that a qualitative approach tends to be descriptive, attempting to gain a deeper and more holistic understanding of the phenomenon being studied. This approach is based on the natural setting of the phenomenon being investigated, and the researcher acts as the primary instrument in collecting relevant data. This study adopts a descriptive qualitative approach supported by quantitative elements to comprehensively analyze the role of Human Resources Development (HRD) in addressing legal aspects and optimizing the competence of human resources at PT. Hana Cakra Indonesia. The research method is designed to capture both the legal compliance perspective and the strategic HRD initiatives implemented within the organization.

The research employs a case study method, focusing on PT. Hana Cakra Indonesia as the primary object of analysis. Data are obtained through direct observation, structured interviews, document analysis, and questionnaires distributed to employees and HRD personnel. The population consists of all employees, HRD staff, and management personnel within PT. Hana Cakra Indonesia. A purposive sampling technique is applied to select respondents who have direct involvement in HRD processes and legal compliance activities. This includes:

- a. HRD managers and officers
- b. Legal department representatives
- c. Department heads
- d. Selected operational staff with training experience

Data are collected through multiple techniques to ensure validity and depth of information:

1. Interviews – Semi-structured interviews are conducted with HRD and legal representatives to obtain qualitative insights into policy implementation, challenges, and optimization strategies.
2. Questionnaires – Distributed to a selected group of employees to measure perceptions of HRD programs, training effectiveness, and legal compliance awareness.
3. Document Analysis – Examination of company HR policies, training records, employment contracts, and legal compliance documents.
4. Observation – Direct observation of HRD activities, including training sessions and compliance briefings.

Data analysis follows a mixed-method strategy:

- a. Qualitative data from interviews and observations are analyzed using thematic analysis to identify patterns, challenges, and best practices in HRD and legal compliance.
- b. Quantitative data from questionnaires are processed using descriptive statistics (mean, percentage, frequency distribution) to evaluate the effectiveness of HRD programs in improving competencies.

To ensure data validity, triangulation is applied by cross-checking information obtained from different sources and methods. This approach enhances the reliability and credibility of the findings. The research is conducted at the headquarters of PT. Hana Cakra Indonesia, covering a three-month period from preliminary study to final data collection.

RESULTS AND DISCUSSION

Overview of PT Hana Cakra Indonesia (HCI)

PT Hana Cakra Indonesia is an outsourcing company officially established in 2022 and specializing in professional labor supply and building construction. We provide professional staff such as security guards, cleaning staff, office boys, office girls, drivers, and other attendants, all tailored to client needs. <https://hanacakraindonesia.id>, accessed August 6, 2025).

The results of this study highlight the significant role of Human Resources Development (HRD) in ensuring legal compliance and optimizing the competence of human resources at PT. Hana Cakra Indonesia. Data were collected from 25 respondents, including HRD managers, legal staff, department heads, and selected operational employees.

HRD Role in Legal Aspects.

Analysis of interviews and company documents revealed that HRD plays a proactive role in ensuring that all employment practices comply with national labor laws and internal regulations. Key findings include:

- a. Compliance with Labor Regulations: All employment contracts follow the Indonesian Labor Law (UU No. 13/2003) and recent amendments under the Job Creation Law (UU Cipta Kerja).
- b. Employee Rights Awareness: 88% of employees reported awareness of their legal rights due to HRD-led socialization programs.
- c. Preventive Legal Measures: HRD coordinates closely with the legal department to prevent potential disputes through early intervention policies.

The study found that HRD implements structured training and development programs to enhance employee skills and performance:

- a. Training Programs: In the past year, HRD organized 12 training sessions, including technical skills, leadership development, and safety compliance.
- b. Effectiveness: Survey results show that 84% of employees reported improved job performance after participating in training programs.
- c. Continuous Improvement: HRD uses post-training evaluations and feedback to update materials and ensure relevance to industry changes.

Integration of Legal and Competency Development Strategies

A notable finding is the integration of legal compliance into training modules. For instance:

- a. Workplace safety training incorporates occupational health and safety regulations.
- b. Performance appraisal systems are aligned with fair employment principles to avoid discrimination claims.
- c. HRD ensures that promotion and recruitment processes comply with both legal and ethical standards.

Despite the positive outcomes, the research identified several challenges:

- a. Limited training budget allocation, which restricts the frequency of skill enhancement programs.
- b. Low participation rates among certain operational staff due to shift work schedules.
- c. Need for stronger digital HRD tools to monitor legal compliance in real-time.
- d. HRD has successfully strengthened legal compliance awareness across all departments.
- e. Competency development programs have a measurable impact on employee performance.

- f. Integration of legal aspects into HRD initiatives creates a sustainable human resource management strategy.

The Role of Human Resources Development in Legal Aspects and Optimizing Human Resource Competence at PT. Hana Cakra Indonesia.

Human Resources Development Human Resources (HRD) in a company is an essential part of supporting productivity in various ways, including planning, human resource (HR) management, and even company policy analysis.

The following are the results of an interview with the Director of PT Hana Cakra Indonesia (HCI), Mr. TI, who said:

"The primary role of HRD (Human Resource Development) in Hana Cakra Indonesia is to manage human resources to achieve company goals. This encompasses various aspects, from employee planning and recruitment, legal aspects, to development, competency, and maintaining good working relationships."

Based on the interview results above, it can be seen that the HRD work area is not limited to focusing on handling Human Resources, but is also related to policies through legal aspects and creating a positive communication structure both internally and externally within the company.

As in the interview with the Administrative Staff, Mrs. (UZ) explained about the duties of Human Resources Development (HRD) at PT Hana Cakra Indonesia, namely:

- a. Human Resource Planning and Development

One of the primary tasks of HR is to plan and develop human resources according to organizational needs. This involves identifying training needs, skills enhancement, and career development. HR must be able to design effective training programs to enhance employee competency so they can make maximum contributions to achieving organizational goals.

- b. Recruitment and Selection

The recruitment and selection process is the initial stage in human resource management. HR is responsible for attracting individuals with the skills and abilities that align with the organization's needs. Furthermore, they must ensure that the selection process is conducted fairly and transparently to ensure the organization attracts the best employees.

- c. Performance Management

HR plays a crucial role in employee performance management. They must design and implement an objective performance evaluation system, provide constructive feedback, and identify development opportunities for each individual. This way, employees can continuously improve their performance and achieve their goals.

- d. Conflict Management and Employee Well-being

HR is also responsible for managing conflict among employees and ensuring their well-being. This involves understanding the dynamics of workplace relationships, responding to complaints, and creating an environment that supports employee psychological and physical well-being.

e. Organizational Culture Development

Organizational culture is a crucial aspect in determining a company's identity and values. HR must be active in shaping and maintaining a culture that supports organizational goals. This includes building strong communication, encouraging teamwork, and promoting company values.

f. Compliance and Human Resource Management

HR is also responsible for ensuring that the organization operates in accordance with applicable regulations and policies. They must manage various aspects of compliance, including employment law, taxation, and industry regulations. Organizational success also depends on HR's ability to manage the administrative and financial aspects related to HR.

g. Leadership Development

HR plays a crucial role in identifying and developing leaders within an organization. This involves leadership development programs, mentoring, and coaching to ensure successful succession within the company. Qualified leaders can guide and inspire employees, creating an innovative and productive work environment.

The interview above explains the effectiveness of HRD at PT Hana Cakra Indonesia in optimizing Human Resources competency through the established method, where the conditions created in work activities within the company are systematically structured so that Human Resources within PT Hana Cakra Indonesia become more productive, not only through increased personal knowledge but also through work ethics, so that Human Resources are formed professionally.

The employee recruitment and selection process carried out by PT Hana Cakra Indonesia as conveyed by Mrs. UZ (Administration Staff) is as follows:

1. Posting Job Vacancy Ads (Paid)
2. Preparing for the selection stages (Administration & Interview)

The obstacles faced in the employee recruitment and selection process in general are related to information on the completeness of application files that do not meet standards, which sometimes causes misunderstandings in information to candidates, resulting in ambiguous information.

Ms. UZ also stated, "Employee candidate criteria sometimes do not meet the standards required by partners due to recommendations from certain parties, which impacts evaluations when partners complain about inappropriate standards. In this case, employee candidate criteria are adjusted to the specific needs of partners. Furthermore, implementing training activities to optimize employee competency requires methods such as surveys, interviews, and performance evaluations. The goal is to understand specific areas where employees need further development and training."

In terms of Building good relationships between employees and management, Ms. UZ said, "Continuous efforts in communication, transparency, and mutual respect are required. The key is creating an open work environment where employees feel comfortable sharing

ideas, concerns, and feedback, while management provides constructive feedback and recognizes employee contributions."

Mr. TI informed, "The importance of understanding the legal aspects of the HRD position regarding knowledge of the Employment Law, work contracts and cooperation, as well as various matters related to applicable regulations so that when company policies are implemented they are able to accommodate the various interests of the related parties. Therefore, potential is needed who understand the field of psychology or law competently."

CONCLUSION

Based on the research results and discussion, the following conclusions and suggestions can be made: The role of HR varies across companies, influenced by company size, business focus, and strategy. Understanding these differences is crucial to optimizing HR functions to achieve company goals. To identify employee training needs, the first step is to conduct a training needs assessment. This assessment can be conducted through various methods, such as surveys, interviews, and performance evaluations. The goal is to understand specific areas where employees require further development and training. Human resources, or employees, are one of a company's most important assets. Human resource development aims to improve the quality and caliber of employees and help companies face increasingly fierce competition. Therefore, the role of HR is crucial in managing these human resources. Most HR personnel have educational backgrounds related to psychology or law. HR is responsible for ensuring that all company policies and practices comply with applicable labor laws and regulations, both nationally and locally. They are also responsible for legally and securely managing employee documentation and providing training to employees and management regarding legal compliance. Building a good relationship between employees and management requires ongoing efforts in communication, transparency, and mutual respect. The key is to create an open work environment where employees feel comfortable sharing ideas, concerns, and feedback, while management provides constructive feedback and recognizes employee contributions.

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