



Strategic Role of Human Resource Management in the Company

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ABSTRACT

This study aims to determine the indicators of success in resource management in providing compensation to improve performance and employee development to increase skills in carrying out tasks within the company. Human resource management also concerns the design and implementation of planning systems, employee arrangement, employee development, career management, performance evaluation, employee compensation and good employment relations. Human resource management involves all management decisions and practices that directly affect human resources. Resources relate to everything that is a company asset to achieve its goals. Resources owned by the company can be categorized into four types of resources, such as financial, physical, human and technological capabilities. Financial resources are one of the important elements in order to form a company that is progressive and continues to grow because it relates to stocks which are the main capital in building a company and developing and continuing the company. Physical resources are resources related to physically supporting the establishment of a company such as its supporting tools. Human resources are a central and important sector in order to achieve goals in a company, because with the ability of workers' skills and the quality of human resources it can move the company properly and correctly. Technological capability is also an important supporting element in moving the company, because the complete technology and technological sophistication will facilitate the running of a company. Of the four sources, the most important aspect is humans, because humans are the most important mover in a company. Whether the company progresses or not depends on the management of human resources that can be done within a company or by a particular department.

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1. Introduction

All companies should have a vision, mission and goals. The vision, mission and goals will not be achieved without the support of quality human resources, namely human resources who have excellence and seriousness in working together to achieve these visions, missions and goals. Given the company's output or results are strongly influenced by the human resources involved in it, every company is required to have employees with high abilities and performance. Employee performance in a company is very important because if the employee's performance is not good, then it is certain that the company will not be able to compete with other companies. Basically, the thing that plays the most important role in achieving a maximum goal is to start with the things that are most supportive of achieving that goal, namely human resources (HR). So it is necessary to do something called management or development that aims to create productive humans. With good human resource development or management, an employee can easily face and complete the demands of a task, both present and future. Over time, an employee's achievements and skills will be difficult to obtain if he only relies on what he has without ever carrying out a debriefing or development process. So that HR development is very influential in the effectiveness and efficiency of an organization. Human resources (HR) are productive individuals who work as a driving force for an organization, both in institutions and companies that have a function as assets so that their abilities must be trained and developed. The definition of macro human resources in general consists of two, namely macro human resources, namely the number of people in the productive age in an area and micro human resources in the narrow sense, namely individuals who work at an institution or company.



Human Resource Management consists of the words management and human resources. Management is the art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve certain goals, the human element which is one of the elements of resources develops into a field of management science called HRM which is a translation of man power management. Some of the management that governs this human element is called personnel management or personnel management. Human Resource Management is the science and art of regulating the relationship and role of the workforce to be effective and efficient in helping the realization of company, employee and community goals, the focus of HRM studies is the problem of human labor which is arranged according to the order of its functions, so that it is effective and efficient in realizing its goals. companies, employees and society. Employees are planners, actors and always play an active role in company / business activities.

2. Research Method

The research method used is qualitative research methods through literature studies, literature review from the point of view of Human Resource Management and analyzing a series of performance improvement processes that work in a corporate organization, in this study will describe the level of explanation of the strategic role of Human Resource Management in company organization. The data analysis used in this research is descriptive analysis. Descriptive research aims to provide a description in the form of descriptions in the form of words supported by literature regarding the research subject from observations of a problem. The results of these studies are then analyzed to find key success indicators to improve the performance of existing employees at the company.

3. Result and Discussion

Human Resources in a business context are people who work in an organization who are often called employees. Human Resources are the most valuable asset in a company, without people, the company resources will not be able to generate profits or add value by themselves. Human Resource Management is based on the concept that every employee is a human being, not a machine, and not merely a business resource. Human Resource Management deals with policies and practices that need to be implemented by managers, regarding the Human Resources aspects of Work Management.

The role of employees for a company is their involvement in a plan, system, process and goals that the company wants to achieve. Talking about the role of workers, there must be a distinction between those who have jobs and those who work, in four levels (quadrant), namely self-employed, employees, business people and investors. Employees are those who work for others by selling their services; time, energy and thought for the company and get compensation from the company. But talking about this workforce is still common. Because there are those who do not work, those who work (in other people / state / private) and those who work alone. In HRM, what we want to examine are employees (those who sell services - thought, energy and time - to other people or companies. Here a bond or contract occurs regarding their respective rights and obligations.

Employee development and evaluation (Development and evaluation). Workers who work for organizations or companies must master the work that is their duties and responsibilities. For that we need a provision so that the existing workforce can be more masterful and skilled in their respective fields and improve existing performance. That way the process of developing and evaluating employees is very important, starting from employees at low and high levels. Provide compensation and protection to employees (Compensation and protection). Compensation is the reward for regular employee work contributions from an organization or company. Appropriate compensation is very important and adapted to the existing labor market conditions in the external environment. Compensation that is not in accordance with existing conditions can cause employment problems in the future or can cause losses to the organization or company. Protection also needs to be given to workers so that they can carry out their work calmly so that the worker's performance and contribution can be maximized from time to time.

4. Conclusion

Management's attention to HR management in the company is needed so that the company can achieve its goals. Healthy conditions in HR management in companies are as important as other organizational aspects such as product or service development, marketing, technology, diagnosing human resource problems in the

organization to be a way to do a general check-up on the conditions of HR management in the organization. The human resource function of an organization can be evaluated for its health from the following four main potential problem areas:

a. Individual Issues

Most organizations have defined in writing what the individual performance goals for a job are. Companies also usually have behavioral competencies that are expected through policies on employee competency and discipline. Individual problems can be identified through regular performance monitoring. In performance monitoring, superiors evaluate the current performance of employees against the performance targets planned at the beginning of the year. Employees who fail to achieve performance targets are an indication that there are individual issues that need to be explored further and resolved. Apart from performance issues, companies must evaluate matters related to work behavior. Does the employee in a certain performance period commit disciplinary violations, such as arriving late, leaving early, being absent, etc. If there is a disciplinary violation, the company needs to take coaching steps according to the weight of the violation carried out in question.

b. Company Climate

Some questions to ask include: How positive is the organization's overall climate? Are members generally satisfied with the workplace environment and how this translates into a positive spirit? Does the organization regularly assess the organizational climate and seek to remedy what may be less positive.

c. Attitude Management

Leadership and management attitudes have a big impact on employees. Leaders must be aware that their behavior is a concern and affects the employees around them. To explore whether a company is healthy in terms of management attitudes, it is necessary to explore whether the overall attitude of management about how work is carried out in the organization, is there an attitude that production targets must be met regardless of the impact on working members, (there may be excessive overtime, excessive workload or weekend jobs). Do the leaders in the organization believe in the importance of a balance between work and time for family, employee recreation, Do employees feel that management cares about their work efforts and their lives in general.

d. Support for Employees

Apart from proper training and development in doing the job, employee support includes a large number of considerations that have an impact on productivity and affect the work climate. This includes proper work tools, materials, well-run and maintained machines, safety. Support will depend on what type of product or service the employee is working on. The following questions to dig further: Is the equipment used by employees in good condition and maintained, Is the material to do the job readily available, Is the importance of safety being addressed on a regular basis? Have members been taught occupational safety practices for the safety of their jobs, Are hazardous working conditions properly handled and protections implemented, Do employees feel they are supported by the compensation and benefits offered by the organization, Do employees feel supported by the individual, corporate climate and management attitudes are handled and improved on an ongoing basis. Awareness of the potential and actual human resource problems in the organization is essential if the organization is to be successful in the long term. This does require the efforts of those responsible for the human resource management process, as well as the management of the company as a whole.

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