Optimizing Human Resource Management for Workforce Development and Organizational Efficiency

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Abstract. Human resource management is an approach to managing a company's labor resources. Human resource management through procedures for hiring, training, appraising, and paying employees taking into account their working relationship with health, safety, and fairness. Human resource management is also referred to as maintaining, integrating, compensating, and terminating employment to achieve company or organizational goals. The effort of human resource management is to prioritize employees' skills according to their abilities and place them in the most suitable positions. The system is designed to achieve the company's goals by maximizing the performance of each individual. In this way, employees will be positioned according to their abilities and carry out their assigned duties and responsibilities. It is the job of a human resource management to implement human resource management, a system that organizes the human resources of the company and its employees. Human resource management is governed by Indonesia's latest Labor Law, Law No. 11 of 2020, which was recently passed, and fulfills positions according to their abilities. Human resource management aims to improve the use, development, and research of current human resources (HR) and natural resources (NR) so that both can be managed properly and efficiently. In addition, another goal of human resource management is that employees have the opportunity from the company to develop further. The company will inform employees about their potential and performance, then will give them time to listen to comments from their coworkers Then from that there are two choices of challenging for higher jobs or improving the Labor human resource management ir performance in the same job. So in conclusion, human recouces management is a method of managing the company's workforce through the development of human resources and natural resources.

Keywords*:* Human Resource Management, Company, Labor Human Resource Management, Regulation On Human Resource Management Act, Human Resource Management Objectives.

Introduction

Human resources management (HRM) is managing human resources (HR) in a company, such as employee recruitment and selection, training, compensation, employee maintenance, employee motivation, conflict handling, and employee performance appraisal. HRM can also be defined as a systematic process for collecting, storing, retaining, retrieving, and validating necessary information. Human resource management (HRM) according to Gary Dessler, 2015: 4 is the process of obtaining, training, assessing, and compensating employees, and for taking care of their labor relations, their health and safety, and matters related to justice. In addition, according to Schermerhorn (2010) human resource management is the process of attracting, developing, and retaining a high-quality workforce. The human resource management (HRM) sector focuses on how to improve human resources in an

organization. In the modern era, the use of human resource management continues to increase due to the ability to manage employee data and assist business processes. On the other hand, complex business environments, limited resources, and various HRM applications make the selection of HRM systems difficult. Another definition of human resource management is an approach to managing the company's labor resources. Human resource management through procedures for getting, training, assessing, and paying employees by considering their employment relationship with health, safety, and justice. Human resource management is also referred to as maintaining, integrating, compensating, and terminating employment to achieve company or organizational goals. The effort of human resource management is to prioritize employees' skills according to their abilities and place them in the most suitable positions. The system is designed to achieve the company's goals by maximizing the performance of each individual. In this way, employees will be in a position that suits their abilities and carry out the tasks and responsibilities that have been set. The task of a human resource management is to implement human resource management, a system that regulates the human resources of the company and its employees. There is also a function of human resource management (hrm) is to carry out the task of planning needs, procurement, development, and maintenance of human resources. The Organizing function is to compile an organization by creating a structure and relationship between the tasks to be performed by the prepared work foHuman resource management is governed by Indonesia's latest Labor Law, Law No. 11 of 2020, which was recently passed, and fulfills positions according to their abilities. The purpose of human resource management is to improve the use, development, research of current human resources and natural resources so that both can be managed properly and efficiently. In addition, another goal of human resources management is that employees have the opportunity from the company to develop further. The company will inform employees about their potential and performance, then will give them time to Therefore, there are two options to challenge for higher jobs or improve their performance in the same job. So in conclusion, human recouces management is a method of managing the company's workforce through the development of human resources and natural resources. listen to comments from coworkers.

Methods

Human resources management (HRM) is a systematic procedure for organizing human resources in a company with the aim of achieving the company's mission, vision, and goals by ensuring that the right employees are in the positions they need to be.

Examples of human resource management (hrm) are as follows:

1. Recruitment helps companies select employees who match the capabilities and needs of the company;
2. Training hrm helps employees acquire new knowledge and skills. hrm helps organize the employee performance appraisal process.
3. Work goal setting: HRM helps set employee work goals. HRM also helps inform employees about their feedback.
4. Development plans human resource management (hrm) helps design employee development plans.

Some of the instruments used in human resource management (hrm) include: human resource management system, recruitment management system, learning management system, payroll and tax software, attendance management system, employee survey system, and networking platform.

The systematic way to organize human resources in a company is called human resource management procedures. Human resource management procedures include various things, such as:

1) Planning that predicts labor needs in the long term and compares them with the current workforce.
2) Orientation by accepting employees and setting an orientation time.
3) Evaluating employee performance to determine salary.
4) Providing training that improves employee capabilities.

5) Performance appraisal by measuring employee performance using key performance indicators.
6) Rewarding employee contributions.
7) Identify training needs and determine employee development training needs.
8) Creating an employee database by creating a database of employees based on their education.

Human resource management (hrm) analytics is the process of collecting, analyzing, and reporting data to improve the performance of employees and the labor management department. This data analysis can help companies with things like making better decisions, managing the workforce more efficiently, increasing employee productivity, and reducing costs.

Some examples of data that can be used in human resource management (hrm) include:

a. Employee demographic data;
b. Attendance and absence data;
c. Employee profile;
d. Employee performance;
e. Salary and promotion history;
f. Onboarding;
g. Training and
h. Employee engagement.

The following steps can be used to analyze human resource management (HRM) data:

1. Collect relevant HR data from various sources

2. Cleaning the collected data

3. Using appropriate data analysis methods

4. Visualization to display data and

5. Understanding the results.

In this research, data analysis is used to identify patterns or trends in data predictive analysis, correlation between data, decisions, patterns, making forecasts, and also to create prediction models.

Result and Discussion

Human resource management (hrm) adalah kumpulan tindakan yang dilakukan oleh organisasi yang bertujuan untuk mengatur, menarik, mengembangkan, dan mempertahankan tenaga kerja yang produktif. HRM dapat membantu perusahaan mencapai tujuan dan memberikan keunggulan kompetitif.

Human resource management (HRM) is a collection of actions undertaken by organizations that aim to organize, attract, develop, and retain a productive workforce. HRM can help companies achieve g Some results and discussions on human resource management are as follows:

1) The importance of good human resource management can help companies achieve competitive advantage; good implementation of hrm can increase employee satisfaction and their commitment, which in turn can result in improved individual and team performance.
2) The role of hrm can show how important the company is to its employees. By considering the conditions of human resources, hrm will be better at improving HR performance and increasing the desire to stay in the company.
3) Information and communication technology (IT) can improve the efficiency and effectiveness of human resource management. This technology can help in the process of recruitment, training, employee development, and daily operations.
4) The components of human resource management consist of three components: employers, employees, and leaders or managers.

5) The difference between hrd and hrm, HRD focuses on managing human resources, while HRM focuses on training and developing skills and knowledge.oals and provide a competitive advantage.

Conclusion

So in conclusion, human recouces management is a method of managing the company's workforce through the development of human resources and natural resources. With the aim of increasing the use, development, research of current human resources (sdm) and natural resources (sda) so that both can be managed properly and efficiently. In addition, another goal of human resources management is that employees have the opportunity from the company to develop further.

Acknowledgments (Optional)

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