



The Meaning of Human Resources Management an a Corporation: A Theoretical Perspective

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ABSTRACT

This study was aims to exatly determine the meaning and the role of human resource management in corporation aor in a organization. We used the method of qualitative approach with the way of literature review (*library research*) and basicly empirical research too. As we knew , that from the discussion it can be concluded that human resource management is the tactical point with the meaningfull role and talk managing human resources effectively. So the all the resources that available in the corporation or organization, all of us knew that human resources are very very important and also very very decisive. As you knew, the all of a potential possessed by human resources greatly influences the organization's efforts to achieve its goals.

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INTRODUCTION

Human resource management is a process of dealing with various problems within the scope of employees, clerks, laborers, managers and other workers to be able to support the activities of an organization or company in order to achieve predetermined goals. Therefore managers must ensure that the company or an organization has the right workforce in the right place, and at the right time, who has the ability to complete the tasks that will help the company achieve overall facilities effectively and efficiently. Human resource management (HRM) is the design of formal systems within an organization to ensure the effective and efficient use of human talent to achieve organizational goals. It doesn't matter whether the company is a large corporation with 10,000 employees or a small not-for-profit organization with 10 employees, employees still have to be paid, which means a good and legitimate compensation system is needed. (Faustino, 2003). Every HRM activity requires thinking and understanding what will work well and what will not. In an environment where workforce challenges are constantly changing, laws are changing, and the needs of employers are changing, HRM must constantly change and evolve.

Power The underlying concept is that every employee is a human being, not a machine, and not merely a business resource. The study of HR management combines several fields of science such as psychology, sociology and others. HRM also concerns the design and implementation of the digestive system, staffing, 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 resource . To achieve this goal, the study of personnel management will show how companies should acquire, develop, use, evaluate and maintain the right number (quantity) and type (quality) of employees. HRM discusses the great potential of the human workforce which is the driving force for factors supporting management activities that must be utilized as best as possible through synergy with the environment. It is undeniable that rapid technological changes force organizations to adapt to their business environment.

RESEARCH METHOD

This research uses the constructivism paradigm, in which the paradigm describes truth based on the phenomenon of social reality. According to (Batubara, 2017) human recognition of social reality is not centered on objects but on subjects. This means that knowledge is not only about the result of mere experience, but also the result of the construction of thought. The approach used by researchers is a qualitative method with a case study approach. Case studies according to Creswell (2012) in (Sugiyono, 2020) are a type of qualitative research in which researchers conduct in-depth exploration of programs, events, processes, activities with one or more people. Case studies are bound by time and activity so that researchers collect data in detail using various data collection procedures and in a continuous time.

RESULTS AND DISCUSSIONS

HRM is the development and utilization of personnel (employees) for the effective achievement of individual, organizational, community, national and international goals and objectives. (Faustino, 2003). Human resource management can be defined as a process and effort to recruit, develop, motivate, and evaluate the overall human resources needed by the company in achieving its goals. (Sule, 2005). Human resource management is defined as planning, organizing, directing and supervising the procurement, development, compensation, integration, maintenance and termination of employment with the aim of achieving the company's organizational goals in an integrated manner (Umar, 2001).

This function consists of three important activities, namely planning, recruitment, and selection of human resources. In fact, managers are responsible for anticipating human resource needs. As companies grow, managers become more dependent on the human resources department to gather information about the composition and skills of the current workforce.

Although hiring is done entirely by the human resources department, other departments are involved by providing descriptions of job specifications to assist with the hiring process. In the selection process, the human resources department screens through interviews, tests, and investigates the background of applicants. The responsibility of the human resources department for labor procurement is increasing with the existence of laws regarding equal employment opportunities and various conditions required by companies.

Performance Evaluation Human resources performance assessment is the responsibility of the human resources department and managers. Managers bear the main responsibility for evaluating their subordinates and the human resources department is responsible for developing an effective form of performance appraisal and ensuring that the performance appraisal is carried out by all parts of the company. The human resources department also needs to train managers on how to set good performance standards and make accurate performance appraisals.

In terms of compensation/rewards , good coordination is needed between the human resources department and managers. The managers are responsible for salary increases, while the human resources department is responsible for developing a good salary structure. A compensation system that requires a balance between payments and benefits provided to workers. Payment includes

salaries, bonuses, incentives, and profit sharing received by employees. Benefits include health insurance, life insurance, leave, and so on.

The human resources department is responsible for ensuring that the compensation provided is competitive among similar companies, fair and appropriate. with applicable laws (eg: UMR). The human resources department is responsible for helping managers become good trainers and advisors to their subordinates, creating effective training and development programs for both new (orientation) and existing (skills development) employees, engaging in training programs and development, estimating company needs for training and development programs, and evaluating the effectiveness of training and development programs. The responsibility of the human resources department in this case also concerns the issue of termination of employment.

The importance of HRM can be highlighted from various perspectives. It can be highlighted the relevance and importance of HRM from six perspectives namely political, economic, socio-cultural, legal, administrative and technological perspectives.

a. Political Perspective.

The importance of HRM in this perspective is more directed at the macro angle, that human resources are an important asset owned by an organization starting from the macro (country) level, even internationally, to the micro level. Human resources who are educated, skilled, capable, disciplined, diligent, creative, idealistic, willing to work hard, physically/mentally strong, loyal to the ideals and goals of the organization, will have a very positive effect on the success and progress of the organization. So human resources play a central and most decisive role. Without a reliable HRM the processing, use and utilization of other resources will be ineffective, efficient and productive.

b. Economic Perspective

From an economic perspective, people often assume that understanding HRM is nothing but purely economic interests. Such an assumption is justified by the fact that humans are often seen as a factor of production to produce goods and services by economic units. Humans cannot be equated with machines, tools, capital, methods and markets. Such a thing is an act that denies the fact that humans are dynamic beings, full of love, feeling, and intention. So humans are the center of everything for an organization. Humans can become the center of organizational problems if their potentials are not developed and not increased. On the other hand, humans are the center of all organizational success when all their resources are developed fairly and convincingly.

c. Legal Perspective

Within the organization there are various rules, regulations or agreements, all of which basically regulate the reciprocal rights and obligations between the organization and its members, between the person who employs and the person who is employed. Maintaining this balance requires clarity regarding the rights and obligations of each party within the organization.

proper management. HRM that is managed properly and regularly is the most relevant alternative.

d. Socio-Cultural Perspective

There are two main reasons underlying this perspective, namely: First, this one side is more sensitive because it is directly related to human dignity. Opportunity to work is an effort to increase the dignity and worth. Dignity and dignity cannot be measured by material things but also non-physical, where work is not only to meet physical needs but also to realize socio-psychological needs. Second, it is emphasized that it is difficult to obtain a value-free HRM system. The fulfillment of socio-psychological needs refers to the social norms that apply in the society where the person is a part. These values will determine the good and bad, fairness or not, and at the same time become a barometer of judgment for someone.

e. Administrative Perspective

This perspective emphasizes that the role of organizations in modern times is becoming increasingly important. Modern humans are now more familiar with organizational human sayings. Without the organization without the help of other people, you will not be able to make your dreams come true.

This dependence on other people encourages people to organize. This indicates that the progress or decline of human life depends on its ability to manage and utilize existing resources in the organization. Therein lies the relevance and importance of HRM.

f. Technological

Perspective The relevance and importance of HRM is inseparable from the various developments and progress achieved in the field of science and technology. Humans are expected to be able to adapt to these various developments. For this reason, humans need to be equipped with the appropriate abilities, skills, skills. This can only be achieved through an appropriate human resource management system.

CONCLUSION

For now, in simple terms actually human resource management is managing human resources. Of all the resources available in the organization, human resources are very important and very decisive. All the potential possessed by human resources greatly influences the organization's efforts to achieve its goals. Human resource management has three functions, namely managerial functions, operational functions, and functions to achieve organizational goals in an integrated manner. While the duties of human resource management are staff procurement, human resource development, managing compensation, managing occupational safety and health, managing labor relations and industrial relations.

The main objective of human resource management is to increase the contribution of human resources (employees) to the organization. This can be understood that all organizational activities in achieving their goals depend on the people who manage the organization. Therefore employees must be managed properly so that they can assist the organization in achieving predetermined organizational goals. To achieve the goal of human resource management is carried out by HR managers, line managers and outsourcing.

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