
THE IMPORTANCE OF HUMAN RESOURCES (HR) MANAGEMENT IN COMPANY

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ABSTRACT

Introduction: Human resources have an essential role in realizing development. Human quality is a top priority in a company. So the need for human resource management in managing human resources in the company. Thus, this study aims to understand the importance of human resource management in a company. **Methods:** The method used is library research based on a qualitative approach. This literature study is to obtain data researchers collect, analyze, and organize, sources derived from articles, books, reports, and other research on human resource management. **Results:** The results obtained in this study are the importance of human resource management because it benefits the company, including 1) companies can utilize existing human resources competently, 2) productivity of existing employees is increasing, and 3) determination of employee needs/labor. 4) handling of employment information, and 5) research. **Conclusion:** Human resource management is essential because it benefits the company, including the company can utilize existing human resources well, the productivity of existing employees is increasing, determining the needs of employees/labor—handling of employment information, and research.

Keywords: Management, human resources, company

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INTRODUCTION

Human resources have a central position in realizing development performance, which places humans in their function as development resources. Human qualities are programmed in such a way as to be following the demands of development or the demands of society. The importance of human resources needs to be realized by all levels of management, including human resource management (Almasri, 2016).

Every company generally has three human resource managers. Human resource management in carrying out its function of distributing workers to various fields within the organization according to their needs. The task of human resource management revolves around efforts to manage the human element with all its potential as effectively as possible so that adequate human resources can be obtained for the company (True, Sejati, 2020).

Every human resource management activity requires thinking and understanding about what will work well and what will not. In an environment where workforce challenges are constantly changing, laws are changing, and employer relationships are changing, human resource management must continue to change and evolve. Human resource management discusses the enormous potential of human labor, which is the driving force behind the supporting factors of

management activities that must be utilized as best as possible through synergy with the environment. It is undeniable that speedy technological changes force companies to adapt to their business environment.

Based on the above background, the authors are interested in conducting research under the title "The Importance of Human Resource Management (HR) in Companies."

METHOD

This study is a library research method based on a qualitative approach. (Mahanum, 2021) states that in a literature study, to obtain data, researchers collect, analyze, and organize sources derived from articles, books, reports, and other research on human resource management (HR). According to Zed (2004), four stages need to be carried out in a literature study, namely: 1) preparing stationery, preparing a bibliography, time management, and reading and recording research materials (Fadli, 2021) as well as a qualitative approach, which is an approach to processing data and its findings are not obtained from statistical procedures or other forms of calculation (Surayya, 2018).

RESULTS AND DISCUSSION

1. Management

With management, the performance of an organization can run optimally, as well as educational institutions (Jafar & Yusrizal, 2018)

Etymologically, management comes from the word management; according to JWS Poerwodarmito, management means leadership, directors, or management. Management also comes from the word Manage which means to lead, handle, manage, and guide. So, management is a person's activity in managing an organization, institution, or school that is human or non-human so that the goals of the organization, institution, or school can be achieved effectively and efficiently (Susan, 2019).

2. Human Resources

Quality human resources will determine success or failure in competition. Improving human resources is very important to improve performance in business. Human resources are human potential which is a non-material/non-financial asset. Human resources are a driving force for an organization to realize its existence (Atmaja, 2018). Human resources are abilities possessed by every human being. Strictly speaking, the permanent ability of humans is determined by the power of thought and physical power. Human resources are the main element in every activity carried out. Human resources are an integrated ability of the style of thought, and physical power individuals possess. Behavior and nature are determined by heredity and environment, while work performance is motivated by a desire to fulfill satisfaction (Nashar, 2013).

Without qualified human resources, an institution will not develop and can even experience setbacks. Every organization or company needs to prepare a program with activities that can improve the ability and professionalism of human resources so that the organization or company can survive and develop following the organizational environment (Maghfiroh, 2021).

3. Human Resource Management

Human resource management is a process of dealing with various problems within the scope of employees, employees, laborers, managers, and other workers to be able to support the activities of the organization or company in order to achieve the goals that have been set (Abdullah, 2017).

For a company, the role of human resource management is a vital thing and needs to be appropriately considered, and this aims to achieve company goals; if the human resource manager is good, then this will undoubtedly have an impact on the work pattern or performance of the employees themselves. Budiando, 2020).

Human resource management involves all management decisions and practices that directly affect human resources. Human resource management is needed to improve the effectiveness of human resources in the organization. The goal is to provide the organization with a functional work unit (Syamsurizal, 2016).

4. Human Resource Management Function

According to Cherrington (1995), the function of human resources consists of:

a. Staffing/Employment

This function consists of three crucial activities, namely planning, drawing, and selecting human resources. So managers are responsible for anticipating human resource needs. As companies grow, managers are becoming more dependent on the human resources department to gather information about the composition and skills of the current workforce.

b. Performance Evaluation

Human resource performance appraisal is the responsibility of the human resources department and managers. Managers are primarily responsible for evaluating their subordinates. 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.

c. Compensation

Managers are responsible for salary increases, while the human resources department is responsible for developing a good salary structure. A compensation system requires a balance between payments and benefits provided to workers.

d. Training and Development

The human resources department is responsible for helping managers become good coaches and advisors to their subordinates, creating practical training and development programs for both new and existing employees, being involved in such training and development programs, estimating the company's need for trainer programs and development, as well as evaluating the effectiveness of training and development programs.

e. Employee Relations

The human resources department plays an active role in negotiating and managing agreements with the union. Helping companies deal with unions is the responsibility of the human resources department.

f. Safety and Health

Every company must implement a safety program to reduce unwanted incidents and create healthy conditions. Workers need to be reminded continuously about the importance of workplace safety.

g. Personal Research

Problems that are often considered by the human resources department are the causes of employee absenteeism and delays, how reasonable the recruitment and selection procedures are, and the causes of workforce dissatisfaction.

5. The Importance of Human Resource Management in Companies

Human resource management considers that employees are the main wealth of the company that must be appropriately managed. Therefore, human resource management is more strategic for the company in achieving the goals that have been set. A company, in realizing its existence to achieve its goals, requires effective human resource planning (Akilah, 2018). The benefits of human resource management in the company, according to (Muzaki & Erihadiana, 2021), are as follows.

a. Companies can make good use of existing human resources.

A manager needs to have the ability to analyze the strengths and weaknesses of the company. Such as the needs of employees, the number of available employees, their respective tenures, skills, and knowledge, as well as what talents need to be developed and the interests of the employees concerned.

b. The productivity of existing employees is increasing.

With leading human resources, it will undoubtedly produce proportionality in the placement of employee formations. Proportionality is needed, considering the number of employees will affect the performance of employees. Too much is not recommended, and vice versa.

c. Determination of the needs of employees/labor.

Companies need to determine the needs of employees who can meet company goals. The determination includes the number of employees and their qualifications.

d. I am handling employment information.

This use is more for informative things, with the period of service of employees, employee benefits, marital status of education and training employees that have been taken, the amount of income as well as special skills possessed by each employee, and positions occupied.

e. Study.

This research is needed to obtain accurate information to support the company's activities. This research activity was carried out before planning. This research process can be carried out in collaboration with related institutions.

CONCLUSION

Human resources are the main thing that needs attention. In a human resource company, it can be said as an employee. The importance of human resources is so essential that the position of managers in a company to manage human resources is also called human resource management.

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The Importance of Human Resource Management (HR) in the Company

Human resource management is essential because it benefits the company, including the company's can utilize existing human resources. Well, the productivity of existing employees is increasing, determining the needs of employees/labor—handling of employment information and research.

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