

# Human Resource Management in an Organization

Alfian  
Al Asyariah University

Amrin  
Polimari Ami Makassar

Darwis  
Polimari Ami Makassar  
[misnawati\\_amir@yahoo.com](mailto:misnawati_amir@yahoo.com)

Umi Farida  
STIE Amkop Makassar  
[farida.unm@gmail.com](mailto:farida.unm@gmail.com)

Yusriadi Yusriadi  
Sekolah Tinggi Ilmu Hukum Pengayoman  
[yusriadi.yusriadi@uqconnect.edu.au](mailto:yusriadi.yusriadi@uqconnect.edu.au)

**Abstract-** Human resource management is organizing, implementing, and controlling human resources within the organization to achieve goals effectively and efficiently. Human resources, as one of the funds in the organization, play an essential role in the success of achieving organizational goals. Success depends on the ability of human resources to carry out their duties and functions. Employee performance is the result of the quality and quantity of work achieved by an employee in carrying out tasks following the responsibilities given to him. Productivity is servicing union input resources used in the production process. Motivation is a collection of behaviors that provide a foundation for someone to act in a way that directed to a specific goal. Seven crucial factors that are used to employee performance Work spirit is a condition of how an employee does the work every day. The higher the mind, the work will improve employee productivity.

**Keywords**—Management, Human Resources, Organizations, Indonesia

## I. INTRODUCTION

Human Resource is a population that is ready, willing, and able to contribute to the effort to objectives of the organization. The concept of human resources equated with the idea of labor includes labor force and not the labor force. The working power is also called the worker. The organization is a collaboration between two or more people to achieve a goal. The organization is a collection of people, processes divider - employment between these people and their work system similar or social system among these people. In achieving its objectives, organizations need a variety of resources. Starting from human resources, equipment, machinery, finance, and information resources. Each resource has its duties and functions. As a system, these resources will interact and cooperate so that the goals achieved effectively and efficiently.

On approach to the stem, human resource management is part of the stem those of the larger organization. Therefore human resource efforts should be evaluated based on their contribution, based on organizational productivity. In practice, the human resource management model is an open system that formed from interdependent parts. Every organization,

whether corporate, social, government, has a goal that achieved through the implementation of specific jobs, by using existing resources in the organization. And the most crucial thing in making an organization is human resources.

Human resources, as one of the funds in the organization, plays an essential role in the success of achieving organizational goals. Human resources in carrying out their duties and functions, humans always play an active role and are still dominant in every activity of the organization, because humans become planners, actors, as well as determining the realization of organizational goals. Human resource management is crucial to the organization. Therefore, in managing it, managing and utilizing human resources will run as expected so that it can function productively to achieve organizational goals.

## II. METHODS

Research using qualitative descriptive methods. Based on a literature study in the form of a series of activities regarding the technique of collecting library data, reading and recording and processing research materials, utilizing library resources to obtain research data. The necessary data by using the footing of scientific statements and proportions put forward by experts is closely related to the discussion. Data collection techniques with documentation, identifying discourse from books, papers or articles, magazines, journals, newspapers, web (internet), or other information related to research to look for things or variables in the form of notes, transcripts, books, have links with management studies human Resources.

## III. FINDINGS AND DISCUSSION

### A. Human Resource Management

Human Resource Management, or abbreviated as HRM is a science or a way how to organize the relationship and the role of the resources owned to the maximum to reach a goal. The notion of management by the utilization of human resources within the organization that carried through the functions of human resource planning, recruitment and selection, human resources, planning and career development,

compensation, and welfare, occupational safety and health, as well as industrial relations. According to Human Resource Management, Flippo called personnel management, including planning, termination of work, compensation development, integrates, maintenance, and completion of work with human resources to achieve the goals of individuals, organizations, and society.

According to Human Resources Management, Sastrohadiwiryo replaced with workforce management is the utilization, development, knowledge. Developing, an element of labor. Good and bad employees or employees to achieve maximum results and efficiency according to the organization. Human Resource Management is a process organizing, implementing and controlling human resources within the organization to achieve goals effectively and efficiently. Human Resource Management has a broad scope, one of the meanings and limitations used is human resource management, are the policies and practices needed by someone to carry out aspects of human resources from a manager's position.

#### *B. Employee Work Motivation*

The motive is a reason why someone starts an action. While motivation is a collection of behaviors that provide a foundation for someone to act in a way that directed towards individual specific goals. Motivating is showing a particular direction to a person or group of people and taking the steps necessary to ensure they reach their destination. Various internal and external factors influence employee work motivation. One of the external factors that influence employee work motivation is employee welfare, appreciation, work environment, years of service, education, and work training.

Factors that influence motivation: basic physiological needs, security needs, socialization needs, ego needs, and self-actualization needs. Seven crucial factors used for scrap employee performance, namely: Achievements, challenges, interests, responsibilities, and allowances.

Job satisfaction is a person's feelings towards his work and is the perspective of someone both positive and negative about his work. Job satisfaction is a general attitude that is a reflection of several views that are bound to one another from work. Job satisfaction is a pleasant emotional attitude as a result of successfully carrying out one's duties and work experience. Job satisfaction is an individual. According to the value system that applies to him, This is because there are differences in each individual. The more aspects of the work under the desires of the individual, then it will be the higher the level of satisfaction in feeling and vice versa. Job characteristics that can provide job satisfaction, include: 1) work that gives meaning to individuals, provides authority to make decisions, 3) opportunities to solve problems, 4) varied work, 5) challenges, 6) provides learning opportunities, 7) chance to move forward, 8) forming working together team, 9) of mutual respect and mutual support, and 10) give feedback on performance.

Leadership is an essential factor in management success — the importance of leadership at the level of individuals, between individuals, and organizations. Leadership at the interpersonal level occurs when someone who has character can be trusted to communicate with others and work synergistically and produce something more significant than if they worked alone. Managerial leadership happens when people work together to achieve organizational goals. Contracting out tasks is the keyword in administrative leadership, while leadership occurs when the organization's vision, mission, strategy, values, work processes, structure, and organization systems integrated and aligned to support individual leadership, leadership, interpersonal, and managerial leadership.

The issue of leadership is vast and involves a broad field and plays a vital role in the areas of marketing, education, industry, social organizations and even in everyday life. In each society, two groups arise with different social functions, namely those who lead as small groups that are elected and the groups that led are the most ordinary people. Without a leader, the purpose of the organization created will be meaningless because no person acts as a unifier of various existing interests.

#### IV. CONCLUSION

Human Resource Management is organizing, implementing, and controlling the human resources within the organization to achieve effectively and efficiently. Employee performance is the result of the quality and quantity of work completed by an employee in carrying out tasks following the responsibilities given to him. Productivity is servicing union input resources used in the production process. Motivation is a collection of behaviors that provide a foundation for someone to act in a way that directed to a specific goal factor that is used to motivate employee performance, namely: Achievements, challenges, interests, responsibilities, promotion, salaries, and benefits. Work spirit is a condition of how an employee does the work every day. The work will improve employee productivity. Job satisfaction is a general attitude that is a reflection of several views that are bound to one another from work.

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