

THE IMPORTANCE OF HUMAN RESOURCE MANAGEMENT IN THE COMPANY

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ABSTRACT

This writing paper aimed for knowing role management resource man in organization . Writing paper this use method review literature (library research). From discussion could concluded that management source power man have three function that is function managerial , function operational and functional reach aim organization in a manner integrated . Whereas Duty from management source power man is procurement of staff, development of its human resources , managing compensation , take care safety and health work , take care connection labor and industrial relations . Aim main management source power man is for Upgrade contribution resource humans (employees) against organization . this _ could understood that all activity organization in reach the goal depends on the people who manage it organization the . because _ that employee must managed with good so that could help organization in reach aim organization that has determined . For reach aim from management source power man performed by HR managers , managers line and outsourcing .

Keyword : Company, Human Resource, Importance

INTRODUCTION

Management source power man is a handling process various space problem scope employees , clerks , laborers , managers and labor work other for could support activity organization or company to achieve goals that have been determined . because _ that manager must ensure that company or something organization have power right job in the right place , and at the right time , who has ability for finish the tasks to be help company the reach means in a manner whole in a manner effective and efficient. Management source power human resources (HRM) is design deep formal systems a organization for ensure use talent man in a manner effective and efficient To use reach goals organizational .

No care is company the is a company which has 10,000 employees or organization non-profit small company that has 10 employees , permanent just employees the must paid , which means needed a system good and lawful compensation (Faustino, 2003) Each HRM activities require thinking and understanding about what will succeed with good and what is not . In a environment where challenge force work keep going change , law change , and needs from giver work also changes , then HRM must keep going change and develop . Power The underlying concept that every employee is human , no machine , and not only Becomes source power business .

Study about HR management combines a number of field knowledge like psychology, sociology , and others. HRM is also concerned digestive system design and implementation , preparation employees , development employees , management career evaluation performance , compensation employees and relationships good employment. Management source power man involve all decision and practice

influencing management in a manner live source power the human . HRM is required for Upgrade effectiveness source power man in organization . The goal is give to organization unit effective work . For reach aim this , study about personnel management will show how should company acquire , develop , use , evaluate , and maintain employee in the right amount (quantity) and type (quality) . MSDM talks potency big power work Humans are the driving force factors support activity management must utilized as good possible through synergy with environment . Undeniably , change very technology fast , pushy organization for adapt self with environment his efforts .

METHODS

This research used a qualittive method and just discribed an theoretical perspective. This is about rivews of the empirical research that held before by other reseachers. An narrative text will be presented as model of style of report writing. The analysis of this research used data reduction in order to got spesific character of the research object.

DISCUSSION

The importance of HRM could highlighted from various perspective . SP Siagian highlight relevance and importance of HRM from six perspective that is perspective politics , economy , socio-culture , law , administration and technology .

a. Perspective Politics .

The importance of HRM in perspective this more many pointing at an angle macro , that source power man is an important asset owned by a company organization start from the macro level (State), even international , down to the micro level . human resources _ yes educated , skilled , capable , disciplined , diligent , creative , idealistic , willing work hard , strong physically / mentally, loyal to the ideals and goals organization , will very influential positive for success and progress organization . So source yes man hold role central and most decisive . Without a reliable HRM processing , use and utilization sources other that will Becomes no effective , efficient and productive .

b. Perspective Economics

From a perspective people 's economy often think that understanding of HRM is not other because for interest economy simply . Such an assumption justified by reality that man often looked at as a factor of production for produce goods and services by units economy . Man not biased _ with so just with machinery , equipment , capital, methods and markets. Things like the is evasive action _ reality that man as dynamic creatures , full love , taste, and intention . So human is center everything for something organization . Man can Becomes center problem organization when no developed or not improved its potentials . On the contrary man is center all success organization when all power developed in a manner reasonable and convincing .

c. Internal Legal Perspective

Organization there is various rules , regulations , rules all agreement basically arrange about rights and obligations reciprocally between organization with its members , between people who employ with employed people . Maintenance balance the demand exists clarity about rights and obligations that alone from each side in organization . All that can Becomes clear and possible embodied only through

something system proper management . Managed HRM in a manner precise and regular is the most relevant alternative .

d. Socio - Cultural Perspective

There are two reason the main underlying perspective this namely : First , one side _ this more sensitive because related live honor and dignity human . Opportunity work is effort for Upgrade honor and dignity . Honor and dignity no can be measured with things that are material but also non- physical , where work no only for Fulfill need physical just but also for embodied need socio-psychological . Second , stress that difficult obtained an independent HRM system value . Fulfillment need socio-psychological screaming at the norms prevailing social _ in the Public where person that Becomes section . Values that 's what it will be determine good or bad, reasonable or not , and at the same time be a barometer of judgment for someone .

e. Perspective Administration

Perspective this emphasize bhawa role organization in modern times _ Becomes the more important . Man moderate now more know byword man organizational . Without organization tap no help from others will can realize his dream . Dependency to other people this is what drives man for organize . This indicate that proceed or retreat life man depending on his abilities for organize and use source existing power in the organization . Here it is location relevance and importance of HRM.

e. Perspective Technology

The relevance and importance of HRM is not regardless from share development and progress achieved science and technology sector. Man expected to be able to adapt self with various development mentioned . For that man need armed appropriate abilities , skills , skills . this only can achieved through a management system source power right human . (Faustino, 2003: 15) .

CONCLUSION

It is simple actually management source power man is manage source power human . From the whole available resources in organization , source power man that 's very important and very determine . All potential source power man very influential to effort organization in reach purpose . Management source power man have three function that is function managerial , function operational and functional reach aim organization in a manner integrated . Whereas Duty from management source power man is procurement of staff, development of its human resources , managing compensation , take care safety and health work , take care connection labor and industrial relations . Aim main management source power man is for Upgrade contribution resource humans (employees) against organization . this could understood that all activity organization in reach the goal depends on the people who manage it organization the . because that employee must managed with good so that could help organization in reach aim organization that has determined . For reach aim from management source power man performed by HR managers , managers line and outsourcing .

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