LITERATURE REVIEW: IMPLEMENTATION OF HUMAN RESOURCE STRATEGY MANAGEMENT DEVELOPMENT IN THE COMPANY

Try Junanto*
University of Pakuan Indonesia, Jl. Pakuan, Tegallega, Central Bogor District, Bogor City, West Java 16129, Indonesia
*Correspondence Author; try.022120174@unpak.ac.id

Abstract
The field of human resources is currently undergoing rapid changes and leads to a modern development system or can be said to be a human development model that aims to be able to overcome various types of problems that adhere to the direction of conflict disputes in the company and instead invites a definition that is more widespread than other perceptions so as to benefit the company and also to be able to develop its own development context. However, there are also some business fields that do not so much implement the use of human resources in their work, which adheres to the opposite context and more or less leads to other problem fields. Meanwhile, the context of the development field at this time can be said to have been fully implemented and used as a fortress of a company. This definition leads to various aspects or opinions from experts who corner the perception of the management field as the main center of development in the HR field. Therefore, the concept of review used in this research is based on a qualitative research approach.
which is an approach that is a description and is associated with research methods from several journals and several theories related to the development of the field of human resources, especially in the context of sustainable development and more able to bring towards a better and more developed. The results of this review point to the aspect of human resource development itself is in the aspect of functionalism and professionalism in the field of divisions within the company which is able to bring so much profit to employers.

Keywords: Modernization Development; Human Resource; Innovation and Technology Fields.

Introduction

The adoption of aspects of development itself is derived from the direction of globalization that occurs even into a separate context which is certainly very different from other things which lead to the adoption of certain strategies as described by (Wahyudi & Sukmasari, 2018) in his research related to technological aspects which in the context of his study assumes that the perspective of the field of technology is as a very important method in which the concept or direction of the goal is more to the context of representation or in another sense put forward as a different perception. Meanwhile, humans are social creatures who are recognized as creatures that need the environment and also groups to survive. From the beginning of the creation of Prophet Adam and Siti Eve, more and more people were created and given life as it should be from God Almighty to be able to continue their lives in the world. Therefore, it can be said that every second, of course, there is a forerunner who will be born kw this world as quickly as possible. It is this context that leads that the hereditary aspects of adam and Eve have such a great influence on human life onwards and begin to represent aspects of civil society or social society as mentioned by (Dr.H. Muhammad Hasbi, 2014), civil society is a group of people who prefer to form a social life or in other words, the concept of civil society is more deliver to aspects of the representation of social life that aims to help each other and complement each other because as a study in theory related to the concept of social society as described by (Mahadiansar et al., 2020) that humans cannot live without other humans which means humans cannot do anything without others so they need someone to help and also help in the context of mutual assistance.

From the above statement, it can be concluded that the concept of man is in a group large enough to accommodate and make man a social form. In Indonesia itself, the aspect of society is as one form of precepts that exist on the lines of existing rules in Indonesia so that this is the cause of the absence of discrimination that is able to divide a nation. Especially, according to experts (Gusfi, 2021), Indonesia is a prosperous country that is free from unwanted things so that this causes many residents to feel at home and comfortable living in this country and armed with aspects such as the provision of so many resources makes Indonesia become a country that is so big in principle and development.

With the contextual principle is able to explain that aspects of this principle as a step that is not foreign, especially in a field of companies where the main context of the company is to be able to develop in the world market share by having a variety of principles as described in the study (Hermansyah et al., 2022) that the principle of this resource is actually a very mandatory step and even a very high tendency, especially in tolerating business aspects and even a very high development to be able to develop in the future. The concept of human resources is actually no longer something new because in the concept of existing fields, this aspect of human resources becomes a priority scale needed and becomes a solid defense for the company. However, the context of human resources is no longer the same as the aspects of human resources development in the past,
where the conservation or representation of the field of human resources is a step that really steals the attention of various public to be able to trigger a new innovation.

**Theoretical studies**

**Context of Human Resource Management**

In the concept of community life that exists today, it prioritizes and implements digital aspects which are influenced by aspects of modernization and aspects of globalization that trigger the digital era. As mentioned by (Suwardana, 2018), that the emergence of digital aspects that first apply in Indonesia is the influence of the globalization environment where globalization is considered as a primary and prioritized thing in various fields including in terms of development. Similarly, according to (Hendro Setyo Wahyudi, 2014) which supports the theory by adding that the influence of globalization worldwide at this time more precisely contains elements of modernization which includes the Second World in humans and is also able to attract the lives of existing communities in terms of a much more attractive and even able to make people more appreciative of modern habits compared to conventional habits. Moreover, at present the number of developments that calculate the use of modernization life as a focus direction of community goals that more clearly lead to a better quality of life.

This statement gives its own meaning even into a context that is so high to be understood in the life of the community so as to add information and knowledge that is applied in the context. Similarly, in the context of human resources where the HR aspect is a measure used to produce very high productivity in a company (Priyono, 2010). Another opinion also revealed that human resources is one of the very important factors that can not even be separated from an organization, both institutions and companies. MSDM is also a key that determines the development of the company. In essence, HR is a human being who is employed in an organization as a mover, thinker and planner to achieve the goals of the organization. Today, Recent Developments view employees not as mere resources, but rather as capital or assets for institutions or organizations. Therefore then comes a new term outside of H.R. (Human Resources), namely H.C or Human Capital. Here HR is seen not just as a major asset, but an asset that is valuable and can be multiplied, developed (compare with investment portfolios) and also not vice versa as a liability (expense,cost). Here the perspective of human resources as an investment for institutions or organizations is more prominent and more termed as a source of state investment to the community and the community to the state. However, in order for the process to run well, it will be more precise and implemented through the management process so that the emergence of a human resource management context that adheres to aspects of social value and knowledge.

On the other hand, the context of human resources is the people who staff and operate an organization within the company. In short HR refers to all the people employed, or in other words, employees and more to the design aspects of the various formal systems in an organization, with the aim of ensuring their effective and efficient use. Thus, the company's goals can be achieved by going through the management process (Nursalam & Fallis, 2020).

**Human Resource Management Development**

In the context of Human Resource Development in a company, of course, it is very closely related to the steps or ways or methods that can make it become a development. The context of Human Resource Development itself according to (Padmini & Takahashi, 2018) is a context that is applied and used as an initial process in the daily life of a company development procedure, especially in the aspect of Human Resource Development which is part of the process of increasing the knowledge, skills, and capacity of all residents of a society. Understanding human resource
development both macro and micro. Macro Human Resource Development is a process of improving the quality or human ability in order to achieve the nation's development goals that include planning, development, and management. While micro Human Resource Development is a process of planning education, training and management of labor or employees to achieve an optimal result (Nanda et al., 2018).

**History Of Human Resource Management Development**

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<th>Development Of Human Resource Strategy Management</th>
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<td>20th century</td>
<td>Aspects of human resources are still considered so low that humans are equated with the perception of an item</td>
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<tr>
<td>Years 1950-1970</td>
<td>Human resources become part of the initial aspects of organizational activities so that they are synchronized with the minimum wage rules for Employee Welfare</td>
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**Influence Of Resource Strategy Management On The Company**

The main influence brought directly from the implementation of the MSDM field is in the context of innovation and technology where information technology is now growing much more rapidly than technology in the past. As mentioned by (Hafied, 2017) that the concept of technology that exists today is a form of influence that exists on globalization so that it allows society to be more modern than the form of technology that existed at the previous time. This context represents the development of information and technology that has been increasingly advanced even making technology as the main source in the search for sustenance and even become the starting point of the main base in the development of the world. According to the data (indonesiabaik.id, 2023) who said that the number of internet users in Indonesia is 78.19% which is a figure of 215 million users in 2023 and this figure will be even greater and will increase every year. This is because aspects of the development of the internet that are used in fields in Indonesia are getting bigger and more needed, making the technology industry one of the main alternatives for all people who are in social groups or other community groups. As mentioned by (Lina Anatan, S.E., 2018), that the need for technology in various types of fields at this time allows considerable use, one of which is as an evaluation tool and even becomes the main assessment for workers, especially in government development. The implementation of this information technology has also become the main media and has even become a characteristic that exists in some offices or schools. According to (Abdullah, 2019), Information Technology media, which is the main tool in assessing indicators in people who are in social groups, has even become a priority aspect that allows these communities to develop and improve in terms of quality, resources and even become the main source in the cultivation process.
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**Research Methods**
This research is in the form of literature study research (Wahyudin, 2018) which uses a qualitative approach and uses several journals to find aspects of the effectiveness of implementing Human Resource Strategy Management which is associated with technology-based things in various divisions. The use of journals published as data in this study is in the form of national journals that have been published in recent years as well as international journals related to aspects of Human Resource Strategy Management and its implementation of the MSDM aspect.

**Data Analysis And Discussion**
The main influence brought directly from the implementation of the MSDM field is in the context of innovation and technology where information technology is now growing much more rapidly than technology in the past. As mentioned by (Hafied, 2017) that the concept of technology that exists today is a form of influence that exists on globalization so that it allows society to be more modern than the form of technology that existed at the previous time. This context represents the development of information and technology that has been increasingly advanced even making technology as the main source in the search for sustenance and even become the starting point of the main base in the development of the world. According to the data (indonesiabaik.id, 2023) who said that the number of internet users in Indonesia is 78.19% which is a figure of 215 million users in 2023 and this figure will be even greater and will increase every year. This is because aspects of the development of the internet that are used in fields in Indonesia are getting bigger and more needed, making the technology industry one of the main alternatives for all people who are in social groups or other community groups. As mentioned by (Lina Anatan, S.E., 2018), that the need for technology in various types of fields at this time allows considerable use, one of which is as an evaluation tool and even becomes the main assessment for workers, especially in government development. The implementation of this information technology has also become the main media and has even become a characteristic that exists in some offices or schools. According to (Abdullah, 2019), Information Technology media, which is the main tool in assessing indicators in people who are in social groups, has even become a priority aspect that allows these communities to develop and improve in terms of quality, resources and even become the main source in the cultivation process.

**Conclusions**
The main conclusion obtained from the results of this study is the development of MSDM itself has been widely implemented in the field of national business or abroad so that the cultivation aspect of MSDM has long been developed and become the basis of the main asset in the field of corporate innovation.

**Reference**


