

HUMAN RESOURCE MANAGEMENT (HUMAN CAPITAL MANAGEMENT) AT PT BUANA RAYA DUTA

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Abstract

Human resources are one of the factors or keys that cannot be separated from an organization in determining the company development process, one of which is PT Buana Raya Duta. In essence, human resources consist of a group of people who are employed in a company as movers, planners and thinkers of ideas to achieve the company's goals. Human Resource Management is usually referred to as development which consists of planning, implementation and recruitment, training and development processes. employee careers, as well as taking initiatives for the organizational development of a company. The main target in human resource management is maximizing productivity through optimizing employee effectiveness, improving work quality, and treating employees as valuable resources for the organization. Human resource management includes several efforts made to promote personal progress, employee satisfaction, and comply with provisions relating to employment regulations.

Keywords: Human Resources Management

Introduction

Background

In company development, the workforce has a very important role and position as an organization. Human resource capabilities are very influential because they are an important part of the company. Human resources are an important factor that cannot be separated from an organization and are the key to the development of companies such as PT Buana Raya Duta. In essence, human resources are a group of people who work in a company as drivers, idea thinkers and planners for the company in achieving its goals.

PT Buana Raya Duta strives to maximize Human Resources through efforts to get employees with the best quality from the recruitment process, competency, career and leadership development and training, creating the right connections with employees, as well as continuing to foster appropriate industrial relations so that all employees are well received (Wikipedia, 2024).

Problem Formulation

Based on the background described above, a problem can be formulated:

1. What are the basic concepts in Human Resources Management?
2. What are the basic components of Human Resources Management at PT Buana Raya Duta?
3. What is the Human Resources Management process implemented at PT Buana Raya Duta?

Research Purpose

From the problem formulation above, writing this scientific work has the following objectives:

1. Explain the basic concepts of Human Resources Management.
2. Explains the components of Human Resources Management at PT Buana Raya Duta.
3. Explains the management process of Human Resources Management at PT Buana Raya Duta

Research Method

In preparing this scientific work, a data collection method was used, namely library research, because the author used data processing and information obtained through reading, studying and quoting several readings from literature books and modules along with other sources such as the internet. related to the preparation of this scientific work.

Result and Discussion

Basic Concepts of Human Resource Management

Human Resource Management (HRM) is the development of workers in carrying out all company activities such as human resource planning, implementation and recruitment, training and employee career development, as well as taking initiatives towards the development of an organization. The main target in

human resource management is to maximize employee productivity through optimizing effectiveness and improving the quality of employee work and treating employees as highly valuable resources for the organization. Activities in human resource management usually consist of efforts to promote progress, satisfaction, and comply with provisions relating to employment (Iswanto, 2007).

Human resource management is one of the most common areas of management, consisting of financial management, marketing management, and operations management. Human resource management is the most important field in organizations because the problems faced by organizations are not only raw materials, work and production tools, or working capital, but also problems of labor or human resources, in this case the parties running and managing production factors is also the goal of the company's production activities (Iswanto, 2007).

Components in Human Resources Management

Components in human resource management are the most important key in an organization or company because these components run the system in the company. The following are 3 main components in human resource management, including:

1. An entrepreneur is someone who invests or provides capital to obtain income that depends on the profits achieved by the company.
2. An employee is someone who provides services and receives appropriate compensation. Employees are also the main asset in the company, because without their participation in the company's activities it will not run. Employees are divided into two: operational employees and managerial employees.
3. A leader or manager is a person who has authority in his leadership to direct other people and has great responsibility for that person's work in achieving company goals (Sahdarullah, 2014).

Human Resources Management in the Company

Managing human resources is a strategic activity towards human resource management in a company. Apart from that, apart from the management of Human Resources Management, it includes several things below:

1. Recruitment is the process of selecting prospective employees which is carried out to fill vacancies in certain positions or positions. The main key is professionalism which lies in the process such as recruitment, selection, training and development of prospective employees. The recruitment process is the most important process in determining whether or not the applicant is good or not to fill the vacancy because it is necessary to be careful in selecting quality employees in a company.
2. Competency development and training is an activity carried out by the company with the aim of emphasizing improving individual performance. Because training and development are very important so that large and sustainable companies have employees with good performance (Noer, 2020)
3. Career path and leadership. A career path or what is usually called a career path is a path of a series of job positions that a person takes and leads to short-term and long-term professional goals. In short, a career path is a route taken to achieve one's career goals or objectives. Meanwhile, leadership is something that plays a dominant, critical, crucial role in the overall effort. The effort in question is to improve work performance. Either at the individual, group or organizational level.
4. Performance Management is a systematic process used by organizations to increase the effectiveness of individuals and teams in achieving organizational goals. Performance management is also a coach who ensures each player knows his role, organizes game strategies, and provides feedback to continuously improve performance (SoM, 2024)
5. Industrial Relations and Compensation. Industrial relations is a relationship formed between parties involved in the process of running a business. Meanwhile, compensation is part of an employee's rights when working for a company. Knowledge of this term is very important for every worker and company.

Employee Composition PT Buana Raya Duta

1. Based on Gender

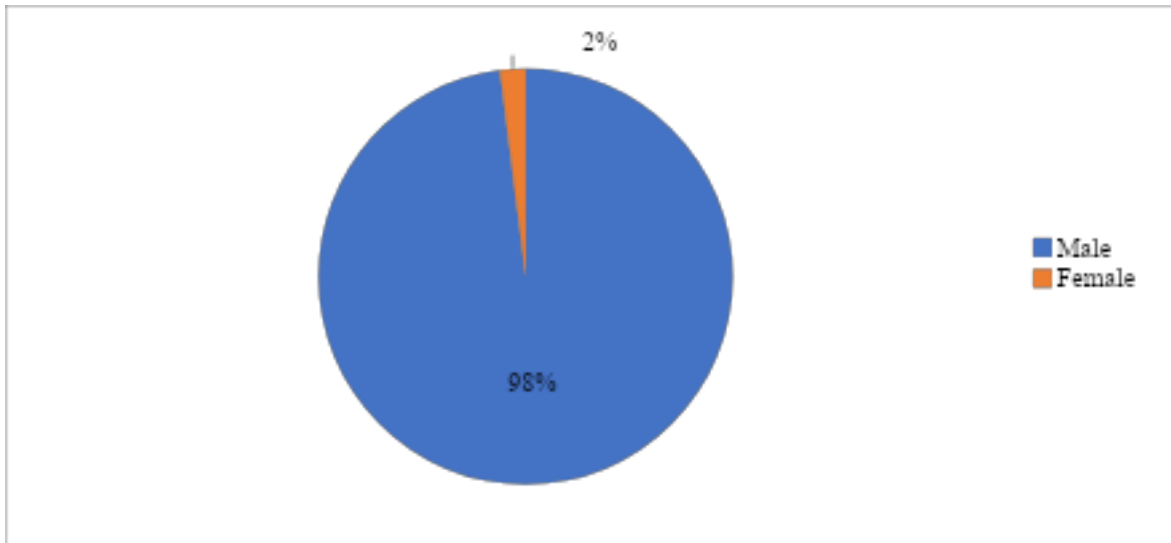


Figure 1.

The number of human resources in 2024 owned by PT Buana Raya Duta will be 75 people, consisting of 73 men (98%) and 2 women (2%)

2. Based on Education

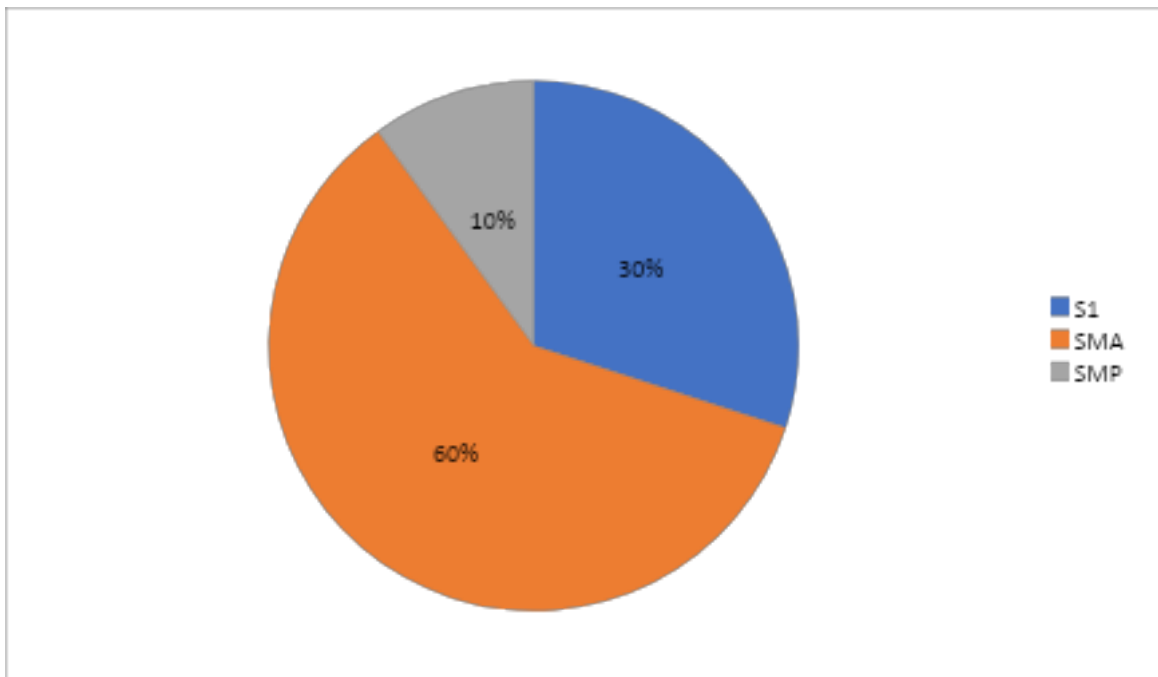


Figure 2.

Based on the education of PT Buana Raya Duta employees in 2024, 60 people (60%) will have a Bachelor's degree, 10 people will have a high school level (30%), and 5 people will have a junior high school (10%)

3. Based on Age

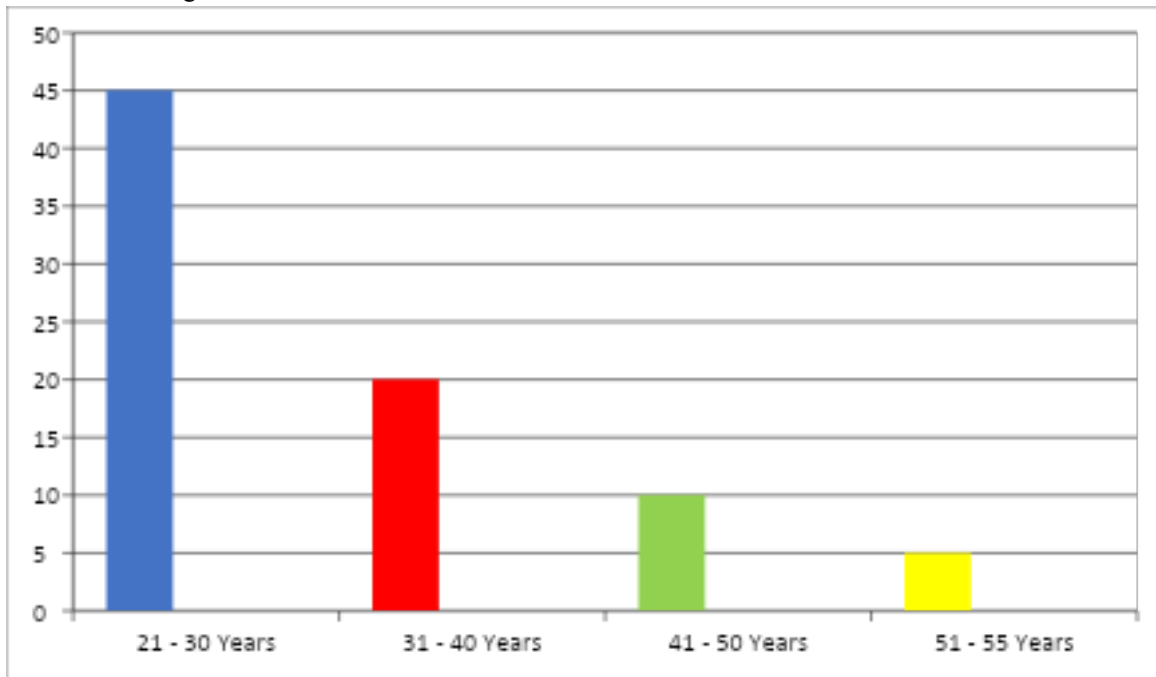


Figure 3.

Judging from the composition of PT Buana Raya Duta employees according to age, there are 40 people aged 21-30 years, 20 people aged 31-40 years, 10 people aged 41-50 years, and 5 people aged 51-55 years

Human Resource Management (Human Capital Management) at PT Buana Raya Duta

1. Recruitment
PT Buana Raya Duta recruitment process is implemented through a decentralized process where each Company Department has the freedom to meet the needs of its employees. Apart from that, the recruitment process starts with the file selection process until finally the test and interview selection process is carried out to find the best employee candidates (Nurhuda, 2014)
2. Competency Training and Development
To ensure that HR capabilities are in line with what the company expects, PT Buana Raya Duta has made several commitments to improve employee competency and quality through a structured, comprehensive and tiered training and competency development process from the beginning of the recruitment stage (Priyono; Marnis, 2008)
3. Career Path and Leadership
PT Buana Raya Duta gives special attention, especially to its employees, by holding a leadership preparation process as the main provision to ensure alignment of vision and mission and long-term business sustainability (Suyono, 2022)
4. Performance Management
PT Buana Raya Duta always encourages improvement in the performance of its employees, because employees who perform well are the main capital for the company to grow and develop healthily (Moch. Iqbal, 2024)
5. Industrial Relations and Compensation
PT Buana Raya Duta also always prioritizes its relationship with employees so that it runs in the same direction as the Industrial Relations department wants, especially in the compensation section, especially where it is part of employee rights that must be fulfilled.

Conclusion

Based on the explanation in the previous section, the conclusions obtained are as follows:

1. Human Resource Management is the most important thing for every company to manage, organize, manage and use human resources according to their function productively, effectively and efficiently to achieve company goals.
2. From the data presented in the discussion section, it is concluded that in 2024 the number of human resources owned by PT Buana Raya Duta will be 75 people with a composition of 73 men (98%) and 2 women (2%), with the highest educational composition, namely S1, 60 people (60%). For other compositions there are 10 people from high school (30%), and 5 people from middle school (10%). And

judging from the age composition, the most are 40 people in the 21-30 year age category, then 20 people in the 31-40 year age category, 10 people in the 41-50 year age category, and at least 5 people in the 51-55 year age category.

3. PT Buana Raya Duta always strives to maximize Human Resources through several efforts including getting the best quality employees with maximum competency development, strong careers and leadership, as well as being able to create engagement with employee relations, and being able to foster close industrial relations by embracing company culture.

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