

ANALYSIS OF HUMAN RESOURCES, MOTIVATION, AND ITS RELATIONSHIP WITH THE MANAGEMENT OF ENTERPRISE RESOURCE MANAGEMENT

Wiwi Cahyani^{1*}

¹Accounting Study Program, Muslim University of Indonesia

*Correspondence Authors; wiwicahtani2003@gmail.com

Abstrak

Penelitian ini bertujuan untuk mengetahui sumber daya manusia, motivasi dan bagaimana kaitannya dengan proses pengelolaan enterprise resource management. Metode penelitian yang digunakan adalah dengan menggunakan metode penelitian studi pustaka untuk menganalisis sumber daya manusia, motivasi dan hubungannya dengan pengelolaan Pengelolaan Sumber Daya di perusahaan. Dalam proses pencarian informasi, peneliti mengumpulkan informasi dari jurnal nasional, sitasi, buku dan tesis yang berkaitan dengan judul penelitian. Berikut tahapan kajian pustaka dalam penelitian ini: a) menentukan kajian atau ruang lingkup topik yang akan diulas, B) mengidentifikasi bahan referensi yang relevan dan berkualitas melalui Google Scholar, c) menyeleksi beberapa referensi dari Google Scholar dan mengelompokkan berkas berdasarkan kebutuhan penelitian, d) menyusun matriks sintesis artikel yang diperoleh, 5) menulis tinjauan, 6) menyimpulkan dan menerapkan hasil tinjauan. Hasil penelitian menunjukkan bahwa sumber daya manusia dan motivasi memiliki hubungan yang erat dengan kestabilan suatu perusahaan. Manajemen Manajemen Sumber Daya dalam perusahaan merupakan suatu sistem atau metode untuk menggerakkan dan menjaga kestabilan perusahaan. Memberikan motivasi akan meningkatkan kualitas sumber daya manusia. Jadi, motivasi dan sumber daya manusia merupakan satu kesatuan dalam mencapai kinerja dan kualitas yang baik

Kata Kunci: Sumber Daya Manusia, Motivasi, Manajemen Pengelolaan Perusahaan

Abstract

This study aims to determine the human resources, motivation and how it relates to the management process of enterprise resource management. The research method used is to use the literature study research method to analyze human resources, motivation and its relationship with the management of Resource Management in the company. In the process of finding information, researchers collect information from national journals, citations, books and theses related to the title of the study. The following are the stages of literature study in this research: a) define the study or the scope of the topic to be reviewed, B) identify reference materials relevant and quality through Google Scholar, c) selecting several references from Google Scholar and grouping files based on research needs, d) compiling a synthesis matrix of articles obtained, 5) writing a review, 6) concluding and applying the results of the review. The results showed that human resources and motivation have a close relationship with the stability of a company. Management Resource Management in the company is a system or method for moving and maintaining the stability of the company. Providing motivation will improve the quality of human resources. So, motivation and human resources are one unit in achieving good performance and quality.

Keywords: Human Resources, Motivation, Management Company Management

Introduction

Human Resource Management consists of the words management and human resources. Management is the art of organizing the process of utilizing human resources and other resources effectively and efficiently to achieve certain goals. Given that human resources are the most important element, maintaining a continuous and harmonious relationship with employees in every organization is very important. One of the important goals in the framework of Human Resource Management in an organization is the creation of job satisfaction of employees of the organization in question, which will further improve work performance. Often the terms satisfaction and motivation are used interchangeably.

Human resources is an important component or a potential that contains a role to realize certain goals. Need good human resource management to produce quality human resources that have quality. As has been explained, that the heart of the progress or not of an organization or company is about the ability of its human resources itself (Iswandi, 2021). Motivation and performance of every human resource contained in a company it is very important to stay awake for Sustainability Achievement of corporate goals. Like it has been explained that human resources are the heart of the company in order to keep it running, it is important to improve the performance and motivation of every employee in the company. Many factors affect the level of performance and motivation of employees in a company, such as personal factors, work system factors, facility factors provided by the company, leadership factors, and situation factors

Employees with low motivation tend to be negligent in work tasks, such as high absence rates and employee performance is not optimal. As for some of the opinions of the hali who said that if the motivation of the employees themselves tend to be low, some employees violate the rules that the company determines. Efforts that management can do so that employees perform their duties optimally is the provision of evaluation for all employees at the end of each month. With the implementation of this evaluation, employees can motivate themselves to avoid all actions related to violations. Likewise with factors that also have an impact on employee performance, such as mnausia resource planning (HR) (Abraham Manu et al., 2022). This study aims to determine the human resources, motivation and how it relates to the management process of enterprise resource management.

Theoretical studies

Human Resources

Human Resources is an integrated ability of thought power and physical power owned by individuals. The doer and its nature are carried out by its offspring and environment, while its work performance is motivated by the desire to satisfy it. Human resources is the design of formal systems in an organization to ensure the effective and efficient use of human talent to achieve organizational goals (Febrian et al., 2022). Human resources are people who manage, supervise quality, allocate financial resources and explain all organizational strategies and goals (Amalia et al., 2022). Human resources must have good management to be able to control the relationship and role of HR efficiently and effectively so as to achieve the goals of the company. The design of HR development programs has several objectives (Dharma Putra et al., 2021), namely :

1. Ensure employee quality,
2. Cover the availability of current or future employees,
3. Reduce the occurrence of fraud in the performance of job duties,
4. Relieve the coordination system to maximize employee performance,
5. Become a foundation in the implementation of employee assessments

Human Resource Management

Human Resource Management is planning, organizing, coaching and supervising human resources activities, procurement, development, compensation, integration, maintenance and release to achieve various personal, organizational and community goals. HR management is a process of utilizing people or employees, which includes receiving, using, developing, and maintaining existing human resources in order to support the organization or organizational activities. Determined by an organization in order to achieve the objectives set (Hasmin & Nurung, 2021). Human Resource

Management is the withdrawal, selection development, maintenance and use human resources to achieve organizational goals effectively (Harahap et al., 2021).

It can be said that Human Resource Development is any activity carried out by an organization in facilitating employees to have the knowledge, skills, and/or attitudes needed to handle current or future work. The activity in question, not only on the aspects of education and training, but also on the aspects of career and organizational development. In other words, PSDM is closely related to efforts to improve knowledge, abilities and/or attitudes of members of the organization as well as the provision of career paths supported by organizational flexibility in achieving organizational goals. Employee development is an effective way to deal with challenges including underdevelopment employees and the diversity of employees within the organization, changes in agreed activity techniques and employee turnover (Andi Irmawati Yusuf et al., 2021).

Motivation Theory

As an organizational driver to achieve objectives, motivation is one of the management functions that is closely tied to human resources. Work motivation is a factor that pushes people to work hard in order to accomplish a specific objective. Workplace motivation is the internal encouragement that employee receives to perform tasks with complete responsibility and a strong desire to meet the organization's objectives. Employee performance at work will be indirectly impacted by employees' high motivation to complete assignments (Sari Pascariati Kasman, 2021).

Stoner said that there are four basic assumptions of motivation, namely:

- 1) Motivation is good things, a person becomes motivated because he is praised or vice versa works with motivation and therefore a person is praised;
- 2) Motivation is one of several factors that determine a person's work performance, other factors are Ability, resources, workplace conditions, leadership, and others;
- 3) Motivation can run out and need to be added At some time, as in some other psychological factors that are cyclical, then at the lowest point motivation needs to be added;
- 4) Motivation is a tool that management can use to manage work relationships within the organization

As with the development of Human Resource Management Science, the development of motivation theory also goes hand in hand, because motivation theory is part of MSDM science. Therefore, the approach of motivation theory is influenced by the development of Management Science in general, namely:

- 1) Traditional approach, Taylor says that the crux of the matter is how employees can work, even if boring and repetitive, in the most efficient. Managers therefore often use incentive wage systems the more they earn the greater the income. The basis of this approach is that employees it is lazy and can be encouraged only in exchange for money.
- 2) Human Relations approach, because the traditional approach over time less acceptable then Elton Mayo expect managers to motivate employees with recognize its social needs and by making employees feel important and useful. Greater attention is paid to informal organizations, but despite this employees are still expected to accept the working conditions that have been created manager
- 3) Approach to Human Resources, Argyris, McGregor, Likert and Maslow criticized the human relations approach for only manipulating employees in ways that sophisticated. The manager's real job is to develop a shared responsibility to achieve organizational goals where each employee contributes according to his interests and abilities, not bribing employees with high salaries to do the work that the manager wants (Wahjono, 2022).

Management Enterprise Resource Management

Management the management of corporate resources is a system that is implemented by the company to regulate, be responsible, supervise policies that regulate employees and employee relations and the company, which include Human Resource Management. Resources owned by the company can be categorized into six types of resources (6M), namely Man (Human), Money

(Money), Material (physical), Machine (technology), Method (method), and Market (Market) (Firmansyah, 2023).

In the economic approach, Human Resources (HR) is one of the factors of production in addition to land, capital, and skills. The view that equates man with other factors of production is considered inappropriate, whether viewed from conception, philosophy, or morals. Humans are an important element of Management in achieving corporate goals. Hopefully all the articles below can help businesses on how to manage human resources. Machines have an important role in the production process after the industrial revolution with the discovery of steam engines so that many human jobs are replaced by machines. The rapid development of technology has led to the use of more prominent machines. It is because of the large number of new machines invented by experts that allows an increase in production.

Arguably financial management is an important vehicle for a company to achieve its financial goals. Not only focus on corporate finance, financial management is also the Human Resources (HR) of the company that runs the finance. In addition, the function of financial management is to ensure that everything goes well. The function of Finance is one of the vital functions in an individual organization or society in the field of business or non-business. The financial sector encourages the mobilization of savings to be used productively through investments. The financial sector is a sector that is important for the sustainability of organizations, especially business organizations (Astuti et al., 2022).

Research Methods

The research method used is to use the literature study research method to analyze human resources, motivation and its relationship with the management of Resource Management in the company. In the process of finding information, researchers collect information from national journals, citations, books and theses related to the title of the study. The following are the stages of literature study in this research: a) define the study or the scope of the topic to be reviewed, B) identify reference materials relevant and quality through Google Scholar, c) selecting several references from Google Scholar and grouping files based on research needs, d) compiling a synthesis matrix of articles obtained, 5) writing a review, 6) concluding and applying the results of the review (Parinata & Puspaningtyas, 2022).

Results and Discussion

Work motivation is very important for companies because motivation acts as a driver for employees to carry out their duties properly and achieve maximum results for the company, human resources is one of the objects in the management of Resource Management in the company. It is undeniable that human resources (HR) act as the most important resource for an organization and are assumed to be decisive in the organization's efforts to achieve its goals. The success of an organization is often determined by various factors, including employee performance. Employee performance is quite vital considering that employees are actors who carry out the wheels of the company's activities from executing to evaluating. Each company tries to study and maximize the work achievement of employees to achieve the company's long-term plans. of course, corporate goals can be obtained easily when good employee performance is available. The most important factor that impact on employee performance comes from motivation (Rosna et al., 2022).

According to Hersona & Sidharta stated that the success or failure of an organization in realizing its goals is highly dependent on Human Resources owned. HR is a key element in an organization because human beings have different characteristics compared to other resources. Therefore, company leaders need efforts to develop human resources in order to have good quality performance, so that productivity performance increase to achieve organizational goals (Wisuda Putri & Astuti, 2022). Human resources is one of the management of corporate resources. Human Resource Management has a close relationship with the stability of the company. Human Resource Management and the provision of good motivation will encourage good performance, Resources owned by the company can be categorized into six types of resources (6M), namely Man (Human),

Money (Money), Material (physical), Machine (technology), Method (method), and Market (Market). these six resources have a linkage in maintaining the stability of the company.

Human Resources (HR) are productive individuals who work as movers in a particular field, both within institutions and companies that have functions as assets so that they must be trained and developed. Human Resource factors include compensation, training and development, and recruitment and placement of employees. Then to realize the quality and quantity of products is also influenced by Education, Skills and expertise of the workforce (Aji et al., 2023).

Factors that affect the performance of Labor individuals, namely: their abilities, motivation, support received, the existence of the work they perform and relationships they are with the organization. Then according to Gibson there are 3 factors that affect performance: individual factors: ability, skills, family background, work experience, social level and individual demographics. Psychological factors :personality, job satisfaction, motivation, role, perception, and attitude,. Organizational factors: structure, Job Design, Leadership, reward system. Factors affecting employee performance include ability, motivation, and organization (Nugroho & Paradifa, 2020).

Professional and competent human resources with career development carried out on the basis of a combination of work performance and career systems, competency-based Human Resources Development is a must so that organizations can realize better performance and provide the best service. Competence emphasizes the success of carrying out tasks . Emphasis on work success in the concept of competence is influenced by two factors, namely : 1). internal factors or factors from within the individual; and 2). external factors from outside or often called environmental factors. In Donald's opinion, the competence possessed by individuals is observed from four sides in the form of Windows (Windows competence), namely knowledge, skill (skill) , attitude (attitude) and work experience (experience) (Andi Irmawati Yusuf et al., 2021).

Conclusions

Based on the above study, it can be concluded that human resources and motivation have a close relationship with the stability of a company. Management Resource Management in the company is a system or method for moving and maintaining the stability of the company. Providing motivation will improve the quality of human resources. So, motivation and human resources are one unit in achieving good performance and quality.

Reference

- Abraham Manu, I., Sia NIha, S., & Manafe, H. A. (2022). Pengaruh Pengembangan Karir, dan Perencanaan SDM Terhadap Kinerja Karyawan Melalui Kerja Sebagai Variabel Mediasi (Suatu Kajian Studi Literatur Manajemen Sumberdaya Manusia). *Jurnal Ilmu Manajemen*, 4(2), 167–188. <https://doi.org/https://doi.org/10.31933/jimt.v4i2.1219>
- Aji, G., Karisma, N., Fitriyani, F., & Yulaicha, S. A. (2023). Analisis Pengelolaan SDM , Manajemen Keuangan , Teknologi Dan Inovasi. *Jurnal Riset Dan Inovasi Manajemen*, 1(2). <https://doi.org/https://doi.org/10.59581/jrim-widyakarya.v1i2.197>
- Amalia, A. R., Haliah, & Nirwana. (2022). Pengukuran Kinerja Sumber Daya Manusia Dengan Pendekatan Human Resources Scorecard. *Jurnal Ilmiah Akuntansi*, 3(2), 28–36.
- Andi Irmawati Yusuf, Kamase, J., Serlin Serang, & Aryati Arfah. (2021). Pengaruh Pengembangan SDM,Kompetensi dan Motivasi Dalam meningkatkan Organizational Citizenship Behavior (OCB) dan Kinerja Aparatur Sipil Negara pada Pemerintah Daerah Kabupaten Sinjai Provinsi Sulawesi Selatan. *Journal of Management Science (JMS)*, 2(1), 121–144. <https://doi.org/10.52103/jms.v2i1.372>
- Astuti, R., Kartawinata, B. R., Nurhayati, E., Tuhuteru, J., Mulatsih, L. S., Mulyani, A., Siska, A. J., Erziaty, R., Wicaksono, G., Nurmatias, Nugroho, H., Sugiarto, D., & Indriani, J. D. (2022). Manajemen Keuangan Perusahaan. In A. Masruroh (Ed.), *Jurnal Ilmiah Akuntansi* (I, Vol. 8, Issue 1). Widina Bhakti Persada Bandung. <https://repository.penerbitwidina.com/media/publications/408747-manajemen-keuangan-perusahaan-420303e8.pdf>
- Dharma Putra, Y., Sudarma, M., & Swamardika, I. B. A. (2021). Clustering History Data Penjualan

- Menggunakan Algoritma K-Means. *Majalah Ilmiah Teknologi Elektro*, 20(2), 195. <https://doi.org/10.24843/mite.2021.v20i02.p03>
- Febrian, W. D., Ardista, R., Kutoyo, M. S., Suryana, Y., Febrina, W., Kusnadi, Suryawan, R. F., Purba, T. Y. B., Turi, L. O., Sudiarti, S., Libriantono, B., Perwitasari, E. P., & Irwanto. (2022). Manajemen Sumber Daya Manusia. In S. S. Atmodjo (Ed.), *Eureka Media Aksara Repository* (1st ed.). <https://www.dinastirev.org/JIMT/article/view/1219>
- Firmansyah, D. (2023). *Manajemen Sumber Daya Manusia: Fungsi dan Peran Perusahaan, Kompetensi Strategis di Industri 4.0* (E. Setiawan (ed.); I). Eureka Media Aksara. <https://repository.penerbiteureka.com/media/publications/560558-manajemen-sumber-daya-manusia-fungsi-dan-134bf73e.pdf>
- Harahap, T. K., Hasibuan, S., Pratikna, R. N., Ahmad, M. I. S., Novarini, N. N. A., Widiawati, W., Sanjaya, R., Riesso, A. S., Batubara, N. A., Nurdiana, Suyanto, & Abdurrahim. (2021). *Manajemen Sumber Daya Manusia* (U. Khasanah (ed.); I). Tahta Media Group. <http://tahtamedia.co.id/index.php/issj/article/view/225>
- Hasmin, & Nurung, J. (2021). *Manajemen Sumber Daya Manusia (MSDM)* (R. Naim (ed.); I). Mitra Cendekia Media. file:///C:/Users/asus/Downloads/bab 1 manajemen sumber daya manusia.pdf
- Iswandi, A. (2021). ANALISIS PENGELOLAAN MANAJEMEN SUMBER DAYA MANUSIA (SDM) DALAM UPAYA MENINGKATKAN KINERJA DAN MOTIVASI MELALUI REWARD SYSTEM (ARTIKEL STUDI MANAJEMEN SUMBER DAYA MANUSIA). *Jurnal Ilmu Hukum, Humaniora Dan Politik*, 1(3), 280–288. <https://doi.org/10.38035/jihhp.v1i3.683>
- Nugroho, M. N., & Paradifa, R. (2020). Pengaruh Pelatihan, Motivasi, Kompetensi Terhadap Kinerja Sumber Daya Manusia. *JRMSI - Jurnal Riset Manajemen Sains Indonesia*, 11(1), 149–168. <https://doi.org/10.21009/jrmsi.011.1.08>
- Parinata, D., & Puspaningtyas, N. D. (2022). Studi Literatur: Kemampuan Komunikasi Matematis Mahasiswa pada Materi Integral. *Jurnal Ilmiah Matematika Realistik (JI-MR)*, 3(2), 94–99. <http://jim.teknokrat.ac.id/index.php/pendidikanmatematika/article/view/2170/645>
- Rosna, R. H., Niha, S. S., & Manafe, H. A. (2022). Pengaruh Kepuasan Kerja dan Komitmen Organisasional terhadap Kinerja Karyawan Melalui Motivasi Kerja sebagai Variabel Mediasi (Suatu Kajian Studi Literatur Manajemen Sumber Daya Manusia). *Jurnal Ekonomi Manajemen Sistem Informasi*, 4(3), 571–579.
- Sari Pascariati Kasman, P. (2021). FAKTOR- FAKTOR YANG MEMPENGARUHI KINERJA BANK SYARIAH INDONESIA: PEMBERDAYAAN SUMBER DAYA MANUSIA, MOTIVASI KERJA DAN PERUBAHAN ORGANISASI (Literature Review Manajemen). *Jurnal Manajemen Pendidikan Dan Ilmu Sosial*, 2(2), 689–696. <https://doi.org/10.38035/jmpis.v2i2.625>
- Wahjono, S. I. (2022). *Manajemen motivasi* (Issue June). https://www.researchgate.net/profile/Sentot-Wahjono-2/publication/361459860_MANAJEMEN_MOTIVASI/links/62b2b963d49f803365afd743/MA NAJEMEN-MOTIVASI.pdf
- Wisuda Putri, R., & Astuti, P. (2022). Pengaruh Pelatihan Dan Motivasi Kerja Terhadap Kinerja Karyawan. *Jurnal Fokus Manajemen Bisnis*, 12(1), 1–15. <https://doi.org/10.12928/fokus.v12i1.5713>