

Analysis Of Impact The Human Resource Management On Entrepreneur Organizations

Septian Hadi Pratama^{1*}, Try Junanto², Ai Suminar³, Isha Milani⁴

^{1,2} University of Pakuan Bogor, Bogor City, Indonesia

³Bina Nusantara University, Jakarta, Indonesia

⁴ STIE IPWI, Jakarta, Indonesia

*Correspondence authors; Seadirata@gmail.com

Abstrak

Aspek sumber daya manusia merupakan salah satu bagian yang paling banyak dibutuhkan dan juga mencakup kebutuhan masyarakat yang mana dengan adanya basis sumber daya manusia ini sedikit sebanyak mampu mengembangkan aspek keterampilan dan potensi diri sendiri serta menjalankan proses kinerja didalam sebuah lingkungan usaha. Terkait dengan hal demikian, kajian literatur ini membahas mengenai hal sumber daya manusia yang diterapkan dalam sektor usaha dan perilaku sumber daya manusia yang diterapkan didalam organisasi. Aspek sumberdaya manusia ini sedikit sebanyak mulai diterapkan dan diterima di berbagai industri, layaknya performa yang lain. Oleh karena itu, didalam kajian literatur ini akan mengangkat aspek sumber daya manusia yang digunakan dalam bidang organisasi usaha. Kajian ini menggunakan bentuk penelitian studi pustaka dengan mengaplikasikan beberapa jurnal yang membahas akan sumber daya manusia didalam sebuah organisasi, dengan berdasarkan pada pencarian jurnal melalui beberapa situs pencarian jurnal. Jurnal-jurnal tersebut diseleksi dengan menggunakan kriteria kata kunci yang tersedia didalam kajian ini. Kemudian, setelah penyeleksian kriteria selesai. Maka selanjutnya, akan menggunakan penarikan kesimpulan dari berbagai jurnal dan diperkuat dengan teori-teori yang diambil dari berbagai referensi. Pada hasil kajian, diperoleh beberapa hasil kesimpulan yang mana hasilnya adalah sebagai berikut; (1) Aspek sumber daya manusia telah banyak digunakan dan dimanfaatkan dalam struktur organisasi. Hal ini dikarenakan dengan adanya sumber daya manusia, maka akan meningkatkan kualitas kinerja dalam organisasi tersebut; (2) pengaruh yang dibawa oleh sumber daya manusia ini juga tidak lain yaitu dapat mempengaruhi aspek sosial yang ada didalam masyarakat serta menjadi penggerak ekonomi dalam bidang usaha. Sehingga, aspek sumber daya manusia ini sangat banyak diterapkan.

Kata Kunci: *Sumber Daya Manusia; Kewirausahaan; Organisasi Usaha*

Abstract

The human resources aspect is one of the most needed parts and also includes the needs of the community where with this human resource base a little as much as being able to develop aspects of one's own skills and potential and carry out performance processes in a business environment. Related to this, this literature review discusses human resources applied in the business sector and human resource behavior applied in organizations. This aspect of human resources is a little bit as it has begun to be applied and accepted in various industries, just like other performances. Therefore, in this literature review, it will raise aspects of human resources used in the field of business organization. This study uses a form of literature study research by applying several journals that discuss human resources in an organization, based on journal searches through several journal search sites. These journals were selected using the keyword criteria available in this study. Then, after the selection of criteria is completed. So next, it will use drawing

conclusions from various journals and strengthened by theories drawn from various references. In the results of the study, several conclusions were obtained, the results of which were as follows; (1) Human resource aspects have been widely used and utilized in organizational structures. This is because with human resources, it will improve the quality of performance in the organization; (2) the influence brought by human resources is also nothing but can affect the social aspects that exist in society and become an economic driver in the business sector. Thus, this aspect of human resources is very widely applied.

Keywords: *Human Resource Management; Entrepreneurship; Organization of Entrepreneurship*

Introduction

Interactions of human are accepted as the one of level of humanity lives, which are the component of communication straightly being the one of innovations that possibly being the development of the human-social relationships. Further, the interactions that done by human currently as the one of impact that could be happened on anywhere or anytime. In the other words, it could be simply of one methods in building of the interactions between the human public with the specifications. As (Savitri et al., 2022) state in her journal where are the communication are the one of instrument or the bridge that become the convention tool for conveying the information or being the aspect of something that may moved the aspect of human.

Related to these research, currently on the nowadays every aspect has the one of impact that conveyed by the information whereas the communication are the strategies that implied to the one of aspect. Such as, on the entrepreneurship. Which are needs the highest performance to enable the peoples on the communities to work together or building the profitable sectors. This currently stated on the reseaech that conducted by (Javed Ali et al., 2017). Basically in this aspect are correlated to flexibilities of Human resource management employees are encouraged to utilize and assimilate new and effective knowledge from the environment and are given flexible adjustments in the structures, employment modes and plans of incentives and training. Flexible Human resource management (fHm) also impacts innovative work behavior as they are targeted towards employee skill, motivation, abilities and opportunities enhancement. In accordance of (Brito & Oliveira, 2016), Human resources an important element in the institution, human resources is capable of innovation, replenishment, development and implementation and seeks to favor the value of the enterprise. Therefore, the management of human resources in the institution obverse range of challenges in the selecting suitable staff for the institution and to meet the requirements work. Thus, there is need to develop the ideas and strategies to improve interaction between employees and employers and develop a comprehensive vision to help human resources Managers to get better results and improved performance. Organizations seek to improve organizational performance, create competition between them, take more markets, more customers, more sales, and achieve goals such as: cost reduction, sales levels, increased customer numbers, increased market share, improved productivity and quality, And innovative products. These goals will be achieved through human resources and human resources management in organizations, as the key to.

Theoretical Studies and Hypotheses

Human Resource Management

Indicators are needed as a benchmark in assessing the success rate of development of a nation or society. These indicators must be adjusted to the understanding implied in the definition and concept of development implemented. The national development of a nation essentially covers all aspects of life, both economic, cultural, social, and political. Therefore, indicators are needed that can represent all aspects and dimensions of the development. However, in reality these indicators are not yet available. In this concept, there must need the aspect of human resource management (Wood et al., 2018). In considering the former factor, there is a growing body of research which identifies a disjuncture between international assignees' perception of the value of international assignments from

a career perspective and the perceived value from the organisational point of view. Specifically, it is becoming increasingly apparent that individual assignees perceive the main value of the assignment as developing individual competence which can be transferred across organizations and which is valued in the external labor market (Scullion et al., 2007).

The role of human resource management are a strategic choice perspective focuses on the interaction of people and environment. For example, organizational members belong to external bodies, and can influence them, through actions such as lobbying, or through social networks. Strategic choice is defined as 'the process whereby power-holders within organizations decide upon courses of strategic action. Strategic choices are seen to be made through initiatives within the network of internal and external organizational relationships through pro-action as well as re-action'. Strategic choice is essentially a political phenomenon, and the term 'strategic' is used to identify matters of importance to the organization as a whole, particularly issues with impact on performance. From a strategic choice perspective, it is argued that managers create and select environments by choice of domain, representing a view of managers as more proactive than the contingency view. (Scullion et al., 2007) recognizes constraints on managers, but argues that they still have significant latitude for decision making. The influence of environmental factors is recognized, but is viewed as mediated by managerial choice. The process of strategic choice may be viewed as a dynamic social process. Actors, both individuals and firms, are capable of learning, and organizational structures and routines are both affected and modified by the learning process (Stahl & Björkman, 2006). Human resource managers' values influence strategies and practices, and determine decisions made across a range of areas and has the opportunity to play a strategic role in the adoption of strategies that deal with a variety of demands and have potential for significant positive outcomes for the organization.

Entrepreneurship Organizations

As stated by (Burger-helmchen, 2013), an organization that places innovation and opportunism at its heart in order to produce economic or social value. However, for many organizations, this is only a brief moment in their evolution. Indeed, the natural cycle for most is from this entrepreneurial state, via growth, to protection, atrophy, crisis and, ultimately, either extinction or transformation. In a fiercely competitive world, the measure of the truly competitive organization is the extent to which it can break this cycle at any point; the extent to which, regardless of size, it remains or becomes an entrepreneurial organization. An entrepreneurial culture is an open, inclusive culture where social interaction and the communication of ideas are actively facilitated. By increasing communication employees are able to share different ideas, perspectives and approaches. By promoting social networks, organizations can expect an increase in knowledge utilisation; for example, employees will discover experts in a given domain and be able to draw on their knowledge and experience. Building social networks not only helps in executing ideas, but also in generating them. The more individuals share ideas and knowledge, the more likely it is that they will be able to 'join the dots' between various sources of information.

Research Methods

The aspect of method become the one of alternative way in giving the new solutions or the alternatives in solving the questions of the problems that people has. Currently, method of the research are the contextual part that released to giving the progressive or the continual parts in giving the absolute and the art of things that conducted by the human in developing the opinion or the fact that obtained from the phenomenon. In the types of the research, currently are referred to the part that being the one of common situations or from the thought that obtained as usual. Furthermore, on the aspect of the research currently has the characteristics that made the researcher possibly took. While, on these researcher comprehendly to the thoughts or the aspect that being the mind of the research which are connected to the descriptive. As stated by (Dr. Drs. H. Rifa'i Abubakar, 2020), descriptive research has strong correlations between the source of people imaginations and the another detailed comprehension. Related to the statements, the researcher took the descriptive or qualitative research to figure out the factors that influencing of the usage of education technology.

On this research, the researcher took the types of reviewing paper as the main techniques on reviewing and describing the results of the researchs. Generally, reviewing paper or articles such as the conductions on this research are needed the techniques as mentioned by (Wahyudin, 2018), the concept of techniques are giving the aspect of reviewing into the correct strategies. In this part are correlated to the parts of study literature as the techniques on reviewing the type of the articles. While, (Zaluchu, 2020) on his research also stated the strategy and the techniques of descriptions and qualitative parts are includes in the context of study literature review. Whereas, the continuing data on this parts are needed on the research as supportive data.

Data Analysis and Discussion

Here are following the list of component parts of the relevance of the research are as following:

Table 1
Study Literature

Author	Title	Method	Country	Result
(Hermansyah et al., 2022)	A Review of Strategic Human Resources Management in Organization	Descriptive Method	Indonesia	Researchers often link SHRM with company performance, human capital and competitive advantage by using several theoretical approaches, including the resource-based view (RBV), social exchange theory (SET), and human capital theories.

(Hamid et al., 2017)	Impact of Human Resource Management on Organizational Performance	Descriptive Method	Pakistan	There is positive or significant relationship between independent and dependent variables, so we reject the null hypothesis. There are some areas that need more development in future including the topics that relate to the study that can be conducted on manufacturing firms with more variables. Keywords:
(Junengsih et al., 2022)	Literature Review Human Resources as Strategic Partner of the Organization	Descriptive Method	Indonesia	The results prove that the role of human resources in the company can be used as a strategic partner for the company, especially when focused on partner organization strategies and the balanced scorecard. So, based on these results, it can be concluded that reliable and quality human resources will make a major contribution to the progress of the organization.

Implementation Of Human Resource Management On Entrepreneurship

According to (Zhang, 2016), human resource management in enterprises has a far-reaching impact on the employee's organizational citizenship behavior, and its positive effect mainly reflects two aspects of organizational citizenship behavior. Benefit for individual's organizational citizenship behavior and organizational citizenship behavior. If the employees feel that the enterprises provide the better human resources management for them, then they will be mutually beneficial to show more organizational citizenship behavior. If employees feel that human resource management just pays

attention to the interests of the enterprise, they will play a role in the occupation orientation of the inner, no higher efficiency of organizational citizenship behavior. In addition, human resources management will affect the organizational justice of the employees, and then affect the organizational citizenship behavior of the employees. Organizational justice of the employees weights human resource management and organizational citizenship behavior, and plays a mediating role in the relationship between the two aspects of organizational citizenship behavior (Stein and Scholz, 2013). At the same time, according to the research results of many scholars, in the three dimensions of distributive justice, interactional justice and procedural justice, the procedural justice has more great roles in human resource management and the relationship between organizational citizenship behavior and the behavior benefit to organizational citizenship. In the organization, each employee has independence, and for the study of organizational performance, whether start from the theory or the implementation, is all from the specific performance of the employees in the work, and ultimately hopes the employees to work more efficiently, so as to enable enterprises to get more profits. The concept of organization, can be understood as unite grouped because of common goals or interests, which is a cooperative system.

Practice has proved that a high performance team, although can improve the efficiency of production by the use of the equipment and environment, but never can do without the initiative and positive staffs. At the same time, the efforts and initiative spirit of the employees will also have a profound impact on the performance of the organization. In any organization work, it also needs mutual coordination and cooperation between the members, and the full play of organizational citizenship behavior of the employees, such as citizen morality, altruism, a sense of responsibility, also plays a vital role to improve the team effectiveness in the process of cooperation (Hermansyah et al., 2022).

Impact Of Human Resource Management On Entrepreneurship Organization

On the research of (Katou, 2008), specifically, the crucial factor in the human resources management performance relationship is how human resource management policies shape discretionary behaviour, i.e., the choices people often make about the way their work is done, which are neither expected nor required, and therefore cannot officially rewarded or punished by the organisation for their presence or absence, which is translated into improved organisational performance (Purcel et al. 2003). AMO theory is regarded to be the heart of strategic human resources management in the sense that organisations looking for improving performance develop human resources management policies in the domains of resourcing and development, compensation and incentives, and involvement and job design that are designated to positively shape discretionary behaviour (Boxall & Purcell, 2003; Lepak et al., 2006). Human resources management outcomes such as employee skills (competences, including cooperation), employee attitudes (motivation, commitment, satisfaction), and employee behaviours (retention, presence) mediate human resources management policies and discretionary behaviour (Purcel et al. 2003). However, (Junengsih et al., 2022) argue that in the human resources management performance causal chain it is not human resources management outcomes that affect organisational performance, but may exist a serial causation from employee skills, to attitudes and then to behaviours that finally affect organisational performance. Nevertheless, in this study it has been verified that human resources management outcomes simultaneously affect organisational performance (Paauwe & Richardson, 1997). Thus, in order to improve organisational performance the levels of satisfaction, commitment and motivation should be improved.

Furthermore, (Yılmaz & Bulut, 2015), human resources management policies influence organisational performance by creating a workforce that is skilled and has the right attitudes and behaviour, supporting thus the findings of Delery and Doty (1996). It also partially supports Guest (2001) for satisfaction and commitment and Boselie et al.(2001) for satisfaction and motivation. Moreover, the findings also support the basic equation in the human resources management performance relationship, which indicates that human resources management policies directly influence organisational performance (Boselie et al., 2005). Thus, considering that a direct linkage and an indirect linkage, through human resources management outcomes, simultaneously exist between

human resources management policies and organisational performance, it is concluded that human resources management outcomes partially mediate the relationship between human resources management policies and organisational performance.

Conclusions and suggestions

Conclusion

For individual's organizational citizenship behavior and organizational citizenship behavior. If the employees feel that the enterprises provide the better human resources management for them, then they will be mutually beneficial to show more organizational citizenship behavior. If employees feel that human resource management just pays attention to the interests of the enterprise, they will play a role in the occupation orientation of the inner, no higher efficiency of organizational citizenship behavior. In addition, human resources management will affect the organizational justice of the employees, and then affect the organizational citizenship behavior of the employees. Currently, The concept of organization, can be understood as unite grouped because of common goals or interests, which is a cooperative system.

Suggestion

The aspect of human resource management is currently become the one of important aspect. Until, it is clearly need the some of improvement on every aspect includes entrepreneurship.

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