

The Effect of Implementation of Human Resource System on The Business Environment: A Review of the Articles

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Abstrak

Penelitian ini merupakan bentuk kajian terkait penelitian hubungan sumber daya manusia di bidang industri kewirausahaan dimana aspek kewirausahaan saat ini menjadi sorotan publik. Lebih tepatnya, industri wirausaha saat ini lebih baik menggunakan aspek sumber daya manusia untuk dijadikan bahan uji kompetensi. Dengan demikian, masyarakat saat ini lebih banyak menggunakan sumber daya manusia sebagai bantuan utama dalam bidang kewirausahaan. Tujuan utama dari penelitian ini adalah untuk mengetahui bentuk pengaruh yang diberikan dari pelaksanaan kajian sumber daya manusia di lingkungan wirausaha saat ini. Metode yang digunakan dalam penelitian ini adalah bentuk metode studi kepustakaan dengan menerapkan unsur-unsur metode kualitatif dari berbagai jurnal. Hasil penelitian menunjukkan beberapa pengaruh yang terjadi akibat pemanfaatan sumber daya manusia yang mengacu pada beberapa hasil yaitu; (1) Praktik dan peran yang dibawa oleh sumber daya manusia menyerap lebih banyak energi dan memberikan hasil yang signifikan dalam dunia usaha; (2) kemajuan dunia usaha semakin besar dengan aspek signifikansi sumber daya manusia yang sangat erat kaitannya dibandingkan dengan jenis sumber lainnya. Hal ini dikarenakan faktor eksternal dan internal sumber daya manusia memberikan aspek-aspek yang tidak kalah pentingnya terutama dalam pengembangan atau penyusunan materi usaha; (3) maksimalisasi produktivitas atau kinerja yang hadir khususnya di bidang usaha yang tentunya mempengaruhi konsumen atau citra suatu industri usaha dalam dunia pemasaran. Ketiga hasil tersebut mendapatkan andil signifikansi yang sangat besar di bidang sektor industri wirausaha dan juga didukung oleh hasil kajian kajian yang diperoleh dari beberapa jurnal terkait pengaruh sumber daya manusia dalam suatu industri wirausaha.

Kata Kunci: Sumber Daya Manusia Strategis; Lingkungan Bisnis; Tinjauan Artikel Ilmiah Internasional

Abstract

This study is a form of study related to human resource relations research in the field of entrepreneurship industry where the entrepreneurial aspect is currently in the public spotlight. More precisely, the entrepreneurial industry at this time is better at using the human resource aspect to be used as a competency test material. Thus, people at this time use more human resources as the main help in the field of entrepreneurship. The main purpose of this study is to determine the form of influence exerted from the implementation of human resource studies in the current entrepreneurial environment. The method used in this study is a form of literature study method by applying elements of qualitative methods from various journals. The results of the study show some of the influences that occur due to the use of human resources which refer to several results, namely; (1) The practices and roles brought by human resources absorb more energy and provide significant results in the business world; (2) the progress of the business world is greater with the significance aspect of human resources which is very closely related compared to other types of sources. This is because the external and internal factors of human resources provide aspects that are not the least especially in the development or preparation of business materials; (3) the maximization of productivity or

performance that is present especially in the business field which certainly affects consumers or the image of a business industry in the world of marketing. These three results gain a very large share of significance in the field of the entrepreneurial industry sector and are also supported by the results of study studies obtained from several journals related to the influence of human resources in an entrepreneurial industry.

Keywords: *Strategic Human Resource; Business Environment; Review of International Scientific Article*

Introduction

In a recent years, the economical systems has the implementation that affected to the human living. This becomes the first aspect that maked the rotation of human living is always completely different with the another aspect. Although, the comprehension of the human completely not same already. But, the prospect of human according to (Mahadiansar et al., 2020) is rather to created the component of development and the aspect also being the one of part on the human development. This component being the figure of development of the economy of country which are related to outmost of individual aspect. As we know, Indonesia is the supportive country that currently being the part of individual part in economical strategy between the abroad countries. In this type, commonly has the complex and the additional types which has already become the similar way in solving the countries development.

As stated by (Utami & Dewi, 2016), the aspect of particular economy has the strategy that currently being the parts and the common to increasing the alternatives or the way in compiling or in the extradictional parts. Until, the economy system on the previous has the one step that has the difference rather than nowadays which are not basically depended on the demands or the things that belonged to the people. Furthermore, in the statement of (Ma & Wihastuti, 2008) in his book closely stated the aspect of Indonesia economy has the significance rising and the concept of economy straightly forwards into the international traders. Commonly, when we talked about the aspect of economy, there must be some individual behind of the part economy as the economy activities, which are belonged to terms of the human resource management. Referring to aspect of hurman resource system that defined by (Yuniarti et al., 2020) are the one of aspects that remains very important in the human lives. Every industries, which are on governement or not, are really needed the aspect of human resource system as the supportives data and as the one of functional types on building the component parts. According to her, the human resource system and the economy has multi-verse of the correlations until the prospect of the comprehension are understood with very well.

However, the quality of human resource system itself are classified into the aspect of lower than any industries, until the concept of this human resource system could not implied at any manufactures on every single operations. But, on recently the aspect of business are currently correlated for each other until it could be said as the one of correct positions to moved the aspect of business by human resource. In this case, this research are studying of the implementation of human resource towards the business environnment beside of the complex data from the journals that could be the rules and the guides of this reviewing.

Theoretical studies and hypotheses

Human Resource System

The aspect of human exactly has many varies of definitions until the human possibly as the personal or the individual who lives as the singular person with the full charachteristics. Related to the terms, human possibly may be asked or may be the aspects that has the another side also. This term also has the features special that currently become the most of part in the other context. Such as, the human resource which are having the definitions, which according to (Alabdulkareem, 2019) stated,

“Human resources are those who make up the workforce of some particular organization, economy or business sector. The "human capital" term may be understood as a synonym to the

"human resources" one. But at the same time, "human capital" one usually refers to a narrower view such as the knowledge the individuals embody as well as the economic growth. Some other terms that sometimes may be used instead of the "human resources" one include "talent", "manpower", "labor", "people" or "personnel". Any human-resources department of some organization is expected to perform human resource management, overseeing different aspects of employment (e.g., compliance with labor law and some of the employment standards), some aspects of dismissal and recruitment, as well as an administration of the employees' benefits. Any human resources manager is known to be in charge for determining the work-related needs of the staff, using temporary staff or hiring employees in order to fill such needs, recruiting and training the best employees, supervise their work, managing employees' relations, payrolls, benefits and compensations, preparing employees' personal policies and records, ensuring high performance, ensuring equal opportunities for all the employees, dealing with discrimination and other performance issues. Ensuring that human resources practices conform to the regulations and pushing the employees' motivation so they achieve more within their organization

While, (Yanti, 2018) stated, the aspect of human resource are the activities of personal systems that afforded by the people who were converting the parts into the something that may needed by everyone. Something that needed by the people and converting as well become the tools in correlated the concept. Thus, based on the both of opinions above, it could be concluded the aspect of human resource are the one of individual that remain in the parts of significance of the prospect way in improving the habitual lives without any contemporary parts.

Business Environment

In according to (Dempster, 2015), Countries and organizations have been trading with each other for centuries. Global trade today is shaped by two forces: regional trading alliances and trade mechanisms that ensure that global trade can happen. When organizations do go international, they often use different approaches and this is called as the business environment. Which are able to interacted as the one of tools in the marketing of foreigners or in the scope of internalizations of the part. Related to these, business environment more focused on the aspect of the work or the jobs that done by the people to obtaining the greatest values in buying or selling in the parts.

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 impact of human resource systems towards the business environment.

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

Below here are the result of the literature that obtained from previous studies that relevance with these reviews:

Table 1. The Literature Review Study

Author	Title	Method	Result
(Suharti & Sulisty, 2018)	The implementation of human resources information system and it's benefit for organizations	Quantitative Method	HRIS implementation is verified to affect the time efficiency. Our research also shows that HRIS implementation is not the determinat of cost efficiency
(Wajdi et al., 2020)	Effect of Human Resource Capability and Technology on Organizational performance: Moderating role of Organizational Culture	Quantitative Method	The findings of the study revealed that the human resource capabilities, technology significantly and positively influence the organizational performance.
(Bakator et al., 2019)	Impact of human resource management on business performance: A review of literature	Systematic Review Method	The findings indicate that there is a positive relationship between HRM practices and overall business performance. In addition, HRM has a positive influence on employee wellbeing, productivity, and organizational climate

(Andrianto et al., 2022)	et	Achieveing the Implementation of Strategic Human Resource Management Practices: a review of the International scientific articles	Systematic Review Method	The strategy is to select the set of activities in which a company stands out to establish a sustainable difference in the market; the differentiation arises of the activities chosen and how they are the carried out. In addition, the indicators of each variable have been tested statistically, both for validity and reliability.
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The aspect of human resource nearly wide and more widest, especially it is stated on the first previous studies where the aspect of human resource completely become the first tools on the aspect of tool which are belonged to the activities that occur and in the same time it giving the new perceptions especially on the side of business. The conceptual or the correlation of human resource completely has the relations as well as the side of performance on the side of business. Thus, itu could be seen from the eyes of business whereas stated by the (Wajdi et al., 2020) the prospective of the business exactly has the geser characteristics as following; (1) the performance; (2) stabilizations of the economy; (3) protection of the side of competiteeness. This is commonly as the one of those side which are affecting of the business.

Where are it is supported on the research of (Bakator et al., 2019), human resource practices on overall business performance. In addition, there are other metrics that may be influenced, even more so than business performance. These metrics are employee security, employee wellbeing, and organizational climate. These assumptions may not be totally in-sync with the obtained results. Namely, the majority of articles reported improvement in overall business performance. However, if the negative or neutral aspects of human resource are also taken into consideration, then the business performance and HRM link is arguable. By the kind of the aspect above, therea are also another opinion from (Andrianto et al., 2022), which are described the implementation of human resource organising framework, it currently being more correlated and for the other aspect it giving the most correct aspect on the business world. Especially, (Frick et al., 2008) are stated the aspect of human resource as following:

Human resource is concerned with obtaining, analysing and reporting on data that inform the direction of value-adding people management, strategic, investment and operational decisions at corporate level and at the level of front line management. It is, as emphasized by Kearns (2005), ultimately about value. Human resource is concerned with purposeful measurement, not just measurement. The defi ning char- acteristic of human resource is the use of metrics to guide an approach to managing people that regards them as assets and emphasizes that competitive advantage is achieved by strategic investments in those assets through employee engagement and retention, talent management and learning and development programmes. Human resource provides a bridge between human and business strategy.

Conclusions, limitations, and suggestions

Conclusion

The aspect of business are the main course in the definition of the workers on the nowadays, in this prospect that should be some people do in following the course such as the people or the someone who enabled being the builder. In this case the common people who are have the function to move of the business are the human resource functions. Which caused of the functions that already hold by them are very important. Thus, it is very hard to giving the other function to the people.

Limitation

This study is limited only to determine the form of influence given from the implementation of Human Resources Studies in the current entrepreneurial environment. this study was conducted with a literature study

Suggestion

The case of lower quality of human resource exactly closest meaning with the aspect of strategy in doing of the business. In this case, the practical human resource are very needed by the people on developing the management of the business also and need some socializations for giving the clearance of the case.

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