

The Implementaion Strategical Of Human Resource System Towards The Globalization Challenges : Review International Articles

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Abstrak

Penelitian ini merupakan bentuk kajian kajian terkait pelaksanaan sumber daya manusia. Apalagi saat ini yang mengacu pada bentuk globalisasi. Seperti diketahui, bentuk globalisasi merupakan tahapan perkembangan yang mampu mempengaruhi dan memicu suatu proses perubahan dalam kehidupan manusia sehingga menjadi salah satu bagian utama landasan yang berkaitan dengan sistem informasi manusia. Tujuan utama penelitian ini adalah untuk mengetahui bentuk pengaruh yang diberikan mulai dari penentuan sumber daya manusia hingga tantangan teknologi 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 besar yang terjadi akibat globalisasi terhadap sumber daya manusia yang mengacu pada beberapa hasil yaitu; (1) Perubahan budaya yang diterapkan pada bagian sumber daya manusia, yang menyebabkan sumber daya manusia tersebut menjadi lebih efektif bahkan menjadi penilaian utama berupa perubahan di kemudian hari; (2) jenis produktivitas yang digunakan untuk meningkatkan kualitas kinerja masyarakat khususnya di bidang manufaktur yang lebih besar; (3) kelebihan dan kekurangan aspek globalisasi yang memungkinkan masyarakat untuk lebih memahami dan mengikuti perkembangan zaman. Peran ketiga pengaruh tersebut lebih pada konsekuensi globalisasi sehingga diterapkan secara luas pada industri seperti bisnis atau industri lainnya. Namun, konteks globalisasi lebih mencerminkan bagaimana atau mendeskripsikan keterkaitan penalaran teknologi dalam kajian yang mampu menghubungkan dan menghubungkan semua objek terkait dari bagian-bagian tersebut.

Kata Kunci: Sistem Sumber Daya Manusia; Globalisasi; Tinjauan Artikel Ilmiah Internasional

Abstract

This study is a form of review study related to the implementation of human resources. Especially, at this time which refers to the form of globalization. As is known, the form of globalization is a stage of development that is able to influence and trigger a process of change in human life so that it becomes one of the main parts of the foundation related to human information systems. The main purpose of this study is to determine the form of influence given from the determination of a human resource to the current technological challenges. 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 major influences that occur due to globalization on human resources which refer to several results, namely; (1) Cultural changes applied to the human resources section, which causes these human resources to become more effective and even become a major assessment in the form of future changes; (2) the type of productivity used to improve the quality of community performance, especially in the field of greater manufacturing; (3) the advantages and disadvantages of aspects of globalization that allow people to understand more and keep up with the times. The role of these three influences is more about the consequences of globalization so that it is widely applied to industries such as business or other industries. However, the context of a

globalization is more reflective of how or describe a link of technological reasoning in the study that is able to connect and connect all related objects from these parts.

Keywords: *Human Resource System; Globalization; Review of International Scientific Article*

Introduction

Recently, the aspect of development completely being the process of the advancement of nations to be more active and being more related to the aspect of the processing of the advanced. Globalization is the process of bringing together various fields, such as politics, economics, trade, social, and culture from various countries around the world. This process started with the development of communication. The impact of globalization in various fields is very clear. As stated by (Rifai, 2013), Globalization is the term that has globalized itself in the past few years. It has caused debates starting from the meaning of the term to the impacts of the process. Some excessively believe that globalization has had huge impacts to all the sectors of life. Some just take the word for granted and claiming that there has been exaggeration of reactions to the word. The latter party even extremely claims that there is no such thing as globalization. Regardless of the question whether there globalization does exist or not, this paper argues that there are indeed some marks left by what is so called the global borderless phenomenon that affects all regions of the world in a variety of sectors including the economy, technology, politics, the media, culture, and the environment. To identify its marks, globalization can then be examined by breaking down these dimensions. The next big debate among scholars and policy makers are on the discussions to find appropriate educational measures or policies to anticipate the impacts of globalization to the society in the dimensions mentioned above. The debates mostly lay on the matter whether a nation has skillful and well prepared people to play the role in a competitively globalized world and on how to retain one's cultural identity in a multicultural society.

This statements also supported by (Ghasemi, 2010), which already stated one of the most basic issues discussed in the academic circles for a few recent decades is the issue of globalization. Globalization in its literal sense is the process of globalizing, transformation of some things or phenomena into global ones. It can be described as a process by which the people of the world are unified into a single society and function together. This process is a combination of economic technological, sociocultural and political forces. While, as we know the common of globalizations are involving many areas, this is including the aspect of human resource. Especially, on nowadays, the peoples are facing the concepts of human resource by obtaining the informations from the implementations of technology as well.

Theoretical studies and hypotheses

Globalization

The word globalization is often heard in everyday life. Globalization is something that cannot be denied or avoided. According to (United Nations Conference on Trade and Development, 2008) "Globalization is taken from the word global, which means universal. Globalization is the process of spreading new elements, especially those related to the aspect of economy. Beside that, globalization in the economic field has led to the development of the economic system towards an open economy between countries. Economic system towards an open economy between countries. The development of international economy can spur changes in a country's macro indicators and macro indicators of a country. This development leads to international trade. In international trade, there are different currencies that are used to make transactions. This currency difference is one of the macroeconomic indicators information worldwide through print and electronic media.

Human Resource

As stated by (Junengsih et al., 2022), the economic development of a country or region is inseparable from various interacting factors, including human resources, natural resources, technology, socio-culture and others. Therefore, humans play a significant role in realizing economic development, namely as labor, development inputs, and consumers of the results of development itself. The problem often faced in the development of developing countries is the high population growth that causes the rapid rate of increase in the labor force, while the ability of developing countries in creating employment opportunities is very limited. Regional economic development is a process in which local governments and their communities manage every available resource and form a partnership pattern between local governments and the private sector to create new jobs and stimulate the development of economic activity in the region. The main objective of economic development is to increase the number and types of employment opportunities for local communities. the people of the region.

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 maked 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 globalization.

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 is a table of literature studies :

Table 1. Study of Literature Review

Author	Title	Method	Result
(Jeong, 2012)	The Effect of Globalization on Human Resource Management, Unions and Flexibility in South Korea	Qualitative	Results showed the same logical direction which seems to provide credible causality between globalization and employment relations

(Ananthan, 2019)	A Study on Qualitative Impact of Globalization on Human Resources Management	<i>The global supply of talent is short of its long-term demand, and the gap is a challenge for employers everywhere. The shortage between the demand and supply of talent is likely to continue to increase, notably for high skilled workers and for the next generation of business executives.</i>
(GOMATHY, 2022)	Effects Of Qualitative Globalization On Human Resource Development And Management In Nigeria	<i>Globalization on human resource development was viewed from the perspective of organizational and workplace learning and knowledge and technology transport.</i>
(Junengsih et al., 2022)	Literature Review Human Resources as Strategic Partner of the Organization	<i>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</i>

Impact Of The Globalization On The Side Of Human Resource

On the statements of (Jeong, 2012), The concept of development is often associated with the process of industrialization with the main criteria being an increase in per capita income, which is largely due to industrialization. The process of industrialization and industrial development is one line of activity to improve people's welfare. In two senses at once, namely a more advanced standard of living and a higher quality of life. On the other hand, the success of an industrialization process is inseparable from the support of relevant human resource capacity, and the ability to "process capacity, and the ability of the "process" to optimally utilize every natural resource and optimally utilize every natural and other available resource. Commonly, economic development is accompanied by permanent structural transformations. The relative contributions of agriculture, industry and services to global output change in the process of development; in the long run, the relative weight of agriculture tends to fall, and that of services tends to increase. In the last decades, the part of agriculture, fishing and forestry in GDP has declined in all regions. In the developed countries, this sector represents less than 2 percent of GDP.

On the other hand, it still generates 28 per cent of GDP in the LDCs. The contribution of industry which includes manufacturing, mining, utilities and construction has decreased to 25 per cent of GDP in developed countries, but remains at relatively high levels in most developing and transition economies. In developing countries of Southern, Eastern and South-Eastern Asia, the share of industry in total GDP even increased between 1980 and 2006, mainly due to the expansion of manufacturing in China and South-Eastern Asian countries. In Western Asia, developing Africa and the economies in transition, mining (which includes oil and gas extraction) has been the most dynamic subsector within "industry", while the part of manufacturing has decreased significantly

This is clearly supported by the statements of (GOMATHY, 2022), globalization in its intrinsic nature is continuously impacting on human resource management and development in terms of adapting to varying socio-economic changes and challenges. Furthermore, globalization continue to

ensure that economic and social forces, interests and commitments, values and tastes, challenges and opportunities are interconnected in a special way. The concept of human resource development encompasses both a narrow view of skill and knowledge acquisition for employment to a broader perspective of human development for the well-being of individuals and society at large. Until, the perspective of globalization are mainly processing of the concept of humanity resourcing.

Advantages And Disadvantages Of Globalization

Generally, the aspect of globalization closely being the benefits and the prospective futures for the people. But, in the other cases, the concept of globalization bring the lot of advantages and disadvantages as the statement of (Ananthan, 2019), the positive impacts of globalization include, among others, the development of knowledge and technology, elevating outlook on work life, to higher economic flows. While the negative impact of globalization is the occurrence of social inequality, to the consumptive lifestyle, of course it is a detrimental factor. This is currently accepted as challenges the paradigm shift in the science associated with certainty, it is available. Because, in the scientific phenomenon known and clear. Thinking and the next line, can be controlled. With the advent of quantum science, it is not possible to predict with complete confidence. Chaos is part of the environment. New methods and forms of understanding, designing, conducting and managing their organizations have changed. In the new paradigm, the world is nonlinear, dynamic complexity is considered to be some order and chaos. The organizations that make up the manufacturing process, operational research and planning services to create a dynamic and nonlinear (Sahu & Sharma, 2014).

Conclusions, limitations, and suggestions

Conclusion

The process of industrialization and industrial development is one line of activity to improve people's welfare. In two senses at once, namely a more advanced standard of living and a higher quality of life. On the other hand, the success of an industrialization process is inseparable from the support of relevant human resource capacity, and the ability to "process capacity, and the ability of the "process" to optimally utilize every natural resource and optimally utilize every natural and other available resource. While, the aspect of globalization closely being the benefits and the prospective futures for the people. But, in the other cases, the concept of globalization bring the lot of advantages and disadvantages.

Limitation

This study is limited to determine the form of influence given from the determination of human resources to the current technological challenges.

Suggestion

The impact of globalization are more widely focused on the aspect of human resource. In this case, the people must be aware and must be focused in the steps that taken firstly before expanding the concept of the globalization as well.

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