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Human Resource Planning, Opportunities and Manpower in Increasing Economic Growth (Case Study of Industrial Revolution 4.0)

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Abstract. This research is a literature study, which is carried out through journal reviews and literature studies relevant to the research. The type of data used is secondary data, that is, data obtained indirectly. Data collection techniques are carried out by reviewing and analyzing books and journals with rules related to compensation planning. From the results of this study, it is known that compensation planning is very important.

Human resource planning is the process of analysis and identification carried out by the organization on the needs of human resources, so that the organization can determine the steps to be taken to achieve its goals. The industrial revolution 4.0 will bring many changes with all the consequences. The industry will be more compact and efficient. But there are also risks that may arise. For example, reduced human resources that will be replaced by machines or robots. There will be more opportunities if it is in accordance with existing capabilities, as well as a qualified workforce that can keep up with the changing times in the current era. This study aims to determine Human Resources in increasing economic growth. Where, Human Resources are required to see opportunities, face challenges and be competent in increasing growth.

Keywords: HR, Opportunity; Labor; Economic Growth

A. INTRODUCTION

Human resources can perform two roles in the production process to create economic growth and development, namely as labor and as entrepreneurs (people who combine all factors of production in the production process).

The application of the Industry 4.0 system is considered to be able to produce new, more specific job opportunities, especially those that require high competence. For this reason, it takes a transformation of skills for industrial human resources (HR) in Indonesia that leads to an information-based field.

To be able to adapt to the changes brought about by the industrial revolution 4.0, a worker must have abilities that machines and robots cannot do. Namely the ability to solve problems, critical thinking, and creativity. Then the opportunities that exist will be greater and more if you have this ability.

The industrial revolution 4.0 will bring many changes with all the consequences. The industry will be more compact and efficient. But there are also risks that may arise. For example, reduced human resources that will be replaced by machines or robots. On the other hand, many things that were unthinkable before, suddenly appeared and became new innovations, and opened up a huge business land. The emergence of transportation with ride-sharing systems such as Go-jek, Uber, and Grab. The presence of the industrial revolution 4.0 does present new businesses, new jobs, new professions that were unthinkable before. So, the workforce will change according to the differences in the times that exist today.

Human Resource Development (HR) starting in 2019 and subsequently becoming the mainstreaming of Indonesia's nation-building strategy going forward, the choice of strategy is sought to accelerate economic growth needed in improving people's welfare.

The urgency of human resource development is a key factor in winning global competition, which has the consequence of increasingly fierce competition amid uncertainty, this strategic step deserves full support from all stakeholders.

Strengthening human resources towards superior humans has a close correlation with increasing work productivity, in winning competition amid rapid changes in the world of business, political economy and culture.

Human resource development means increasing the knowledge, skills and abilities of all people in a society. According to Harbinson and Myres in Aris Ananta (1990), a common problem in human resource economic development is the lack of high-level workers with the required skills and the unutilization of existing labor. Therefore, with workforce planning, an activity can be made in an effort to increase the knowledge and skills needed by economic growth and efforts to create job opportunities so that the existing workforce can be utilized properly.

Economic growth is basically aimed at improving people's welfare, so economic growth is needed that increases a more even distribution of income. Economic improvement and growth will have an impact on improving people's welfare. And in the success of Indonesia 4.0 does not necessarily mean the availability of internet access and sensitivity to social media. Readiness of quality Human Resources (HR), harmonization of rules and so on is needed. Not only that, support from all parties is also necessary, both the government,

industry players and human resources must actively innovate and carry out their respective roles as much as possible in order to create good synergies to support the progress of the country's industrial sector.

B. LITERATURE REVIEW

According to Kasmir (2016: 25) stated that Human Resource Management is a process of human management, through planning, recruitment, selection, training, development, compensation, career, safety and health as well as maintaining industrial relations until termination of employment in order to achieve company goals and improve stakeholder welfare.

According to Henry Simamora (2017: 10) states that Human Resource Management is the utilization, development, assessment, remuneration and management of individual members of organizations or work groups.

According to Dessler, 2019 Human resource management is a policy in practice required by a manager to run others as human resources from positions a manager, including: recruitment, screening, training, return, appraisal or evaluation of the work performance of employees who work on the organization.

According to Solihin (2012), opportunities are positive trends in the company's external environment and if the opportunity is exploited by the company, the business opportunity has the potential to generate profits for the company in a sustainable manner.

According to Mariotti (2013: 147) business opportunities are a form of potential business ideas for customers in meeting their needs or desires.

According to Thomas W. Zimmerer, opportunity is an application consisting of creativity and innovation to solve problems and see the opportunities faced every day.

According to Law No. 13 of 2003 Chapter I article 1 paragraph 2 Labor is everyone who is able to do work to produce goods and or services both to meet their own needs and for the community.

According to Dr. Payaman Simanjuntak Labor is a population who is already or is working, who is looking for work, and who carries out other activities such as attending school and taking care of the household.

And according to Hamzah (2014), labor is labor that works inside and outside the labor relationship with the main means of production in the production process both physical and mind.

According to Alam (2014) labor is a population between the ages of 17 years to 60 years who work to make their own money.

According to Sukirno (2010: 213) Economic growth of a region influenced by economic factors. Influencing economic factors economic growth includes Natural Resources, Human Resources, Capital, Technology and so on.

According to Schumpeter, economic growth is largely determined by entrepreneurial ability, by emphasizing the innovation carried out by entrepreneurs, where technological

progress is largely determined by the entrepreneurial spirit of the community who are able to see opportunities to open new businesses and expand existing businesses. With the opening of new businesses and business expansion, additional jobs are available to absorb the labor force that increases every year.

According to Robert Solow argues that Economic Growth is a series of activities sourced from four main factors, namely humans, capital accumulation, modern technologies and results (output).

According to Sukirno (2017) stated that economic growth means the development of activities in the economy that cause goods and services produced in society to increase and community prosperity to increase.

According to W.W. Rostow in a society, the process of economic growth It goes through several stages, including:

1. Traditional society
2. Preconditions for take off
3. Take-off stage
4. Stage to maturity
5. High mass consumption stage

According to Karl Bucher also has his own opinion about stages of economic development that take place in a society. The stages of economic growth according to Karl Bucher are:

1. Production for own needs (closed households)
2. Economy as a form of expanding product exchange in the market (city household)
3. National economy with an increasingly important role of trade (state household)
4. Trade activities that have expanded across national borders (home World Ladder)

C. RESEARCH METHODOLOGY

The research method used in this research is literature review and journal review, where literature review is a series of activities related to methods of collecting library data, reading and taking notes, and managing research materials while journal review is an activity that involves looking for references or reviewing research that has been published. in scientific journals.

This journal review method is carried out by comparing one journal with another in the sense of integrating the results of analysis of research journals based on the similarities and differences of each then providing new conclusions. The steps in reviewing the journal are as follows:

1. Read the Journal Entirely.
2. Write Journal Identity.
3. Write a Summary of Journal Contents as an Opener.
4. Write personal opinions or ideas about the journal.
5. Write a Conclusion From the Results of the Review.
6. Double-check the results of the review.

D. RESULTS AND DISCUSSION

1. Human Resources Planning

Human Resource Planning is part of the flow of the management process in determining the movement of the company's human resources, from the current position to the desired position in the future. The success of human resource planning will be determined by the accuracy of strategy selection in designing the company's human resource empowerment and predicting future needs in accordance with the dynamics of the company's business growth and development.

Viewed from the point of view of the management process, human resource planning is not just related to the staffing function. But more than that, human resource planning includes various operating functions in implementing human resource management that are aligned with the implementation of the company's strategic management.

A good recruitment program needs to serve many sometimes contradictory purposes. The main goal of recruitment is to find qualified applicants who will stay with the company at the least cost.

The source of recruitment itself comes from the company's internal recruitment sources and the company's external recruitment.

2. Opportunities

Opportunity is a condition that draws the availability of jobs that are ready to be filled by job seekers.

Everyone who is ready to work will compete to find a job in order to meet their living needs. Existing job opportunities are often with qualifications that have been determined so that companies get competent candidates in accordance with company qualifications.

In the era of the industrial revolution 4.0, we can get opportunities through social media and the company's official website that can directly connect us with recruitment personnel.

3. Labor

Labor is everyone who is able to carry out everyone who is able to do work to produce goods or services both to meet their own needs.

Labor is also someone who is looking for work or has worked to fulfill daily life. In the era of the industrial revolution 4.0, the workforce is required to be active in developing the ability and competence to be competitive.

4. Economic Growth

Economic growth is a process of changing economic conditions that occur in a country on an ongoing basis to lead to a better condition for a certain period of time.

Economic growth theory explains the factors that influence or determine economic growth and the process in the long run, an explanation of how these factors interact with each other, so that it can cause a growth process in an area whose income has increased.

In this era of industrial revolution 4.0, very fast economic development must be supported by the acceleration of reliable human resource competence in order to compete and follow the very dynamic pace of economic growth.

5. Thinking Framework

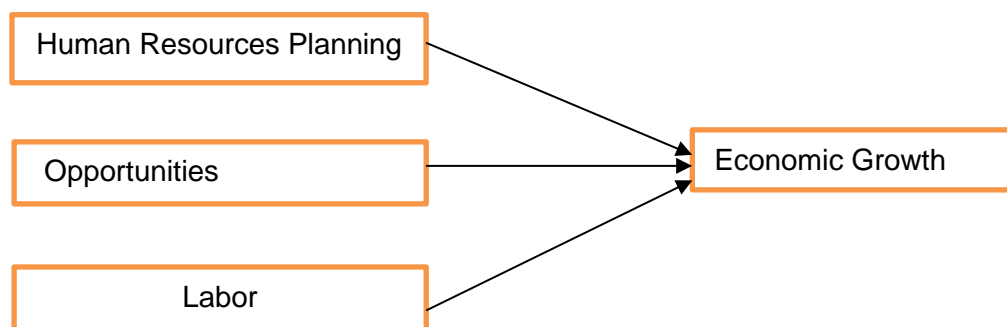
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Strengthening human resources towards superior humans has a close correlation with increasing work productivity, in winning competition amid rapid changes in the world of business, political economy and culture.

Human resource development means increasing the knowledge, skills and abilities of all people in a society. With workforce planning, an activity can be made in an effort to increase knowledge and skills needed by economic growth and efforts to create job opportunities so that the existing workforce can be utilized properly.

From the explanation above, the framework can be described as follows:



Picture. 1

Picture 1. Framework

Based on the picture above, we can see that with good and appropriate planning of human resource needs, opportunities and manpower, employees owned by the company can help increase company revenue in the era of Industry 4.0 by increasing economic growth evenly with good and appropriate abilities and competencies, so that they can work well as well. This makes it easier for the company to achieve its goal, which is to become responsible and wise human resources.

E. CONCLUSIONS AND SUGGESTIONS

1. Conclusion

In the industrial era 4.0 human resources are required to follow technological developments and adapt to changes quickly, organizations or companies must be able to prepare human resources to analyze data and think critically. Because nowadays everything is digital and has become the main need of organizations and companies.

With the advancement of digitalization technology, the process of planning employee needs, opportunities and workforce will be easier and faster and can make competent resources able to compete in the era of economic growth that is so fast responsible for completing work to achieve company goals.

2. Suggestion

In order to be able to compete in industry 4.0, companies must prepare all their resources with digital competencies, this will make it easier for companies to provide direction for accelerating rapid business model changes. By having employees who are already competent, they can quickly follow market competition to increase economic growth.

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