

Basic Concepts of Human Resources Development Through Education and Training

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Abstract

Resources are everything that is a company asset to achieve its goals. The resources owned by a company can be categorized into four types of resources, such as Financial, Physical, Human and Technological Capabilities. Financial resources are an important element in forming a company that is advanced and continues to grow because it is related to shares which are the main capital in building a company and developing and continuing the company. Physical resources are resources that involve the physical support of the establishment of a company, such as its equipment. Human resources are a central and important sector in order to achieve goals in a company, because with the skill capabilities of workers and the quality of human resources they can move the company well and correctly. The improvement, development and formation of the workforce is carried out through coaching, education and training efforts. Education and training programs are designed to obtain good quality human resources ready to compete in the labor market.

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1. INTRODUCTION

Human Resources (HR) is a very important factor that cannot be separated from an organization, whether institutional or company. HR is the key that determines the company's development. In essence, human resources are humans who are employed in an organization as movers, thinkers and planners to achieve the organization's goals. Human Resources (HR) is a very important factor that cannot even be separated from an organization, whether in the form of an institution or an industrial company. HR is an integrated capability of the thinking and physical abilities possessed by an individual. Thinking power is intelligence that is innate from birth (talent and creativity) while physical skills are obtained from effort (education and training).

2. RESEARCH METHOD

This article is literature research (Library Research), which is a collection of activities related to library data collection methods, reading, writing, and processing materials related to research. The research relies on various literature to obtain research data and uses qualitative methods because the data produced is in the form of words or descriptions.

Type of library research, namely research whose object of study uses library data in the form of books as a data source. This type of literature research is defined as a review and organizing study of the results of previously studied research and is related to current research. The main characteristics of this library study are, first, the researcher directly processes textual or numerical data, second, the library data is "ready-to-use", third, library data is generally a secondary source, fourth, the status of the library not limited by time.

3. RESULTS AND DISCUSSION

Definition of Human Resources

Human Resources (HR) is a translation of "human resources", but there are also experts who call Human Resources "man power" (workforce). Some people even equate the meaning of Human Resources with personal, personnel, staffing and so on. Human resources (HR) are a very important factor that cannot be separated from an organization, whether agency or company.

Human Resources (HR), also known as human resources (HR), are the driving force in the world of work, both institutional and industrial, because human resources are one of the key factors in determining the development of a company through driving, thinking, planning and developing for achieve organizational goals.

Basic Concepts of Human Resources Development

Development is a long-term educational process that uses systematic and organized procedures in which managers learn conceptual and theoretical knowledge to achieve general goals. According to Suprianto, development is an activity to improve employee abilities by increasing knowledge and understanding of general knowledge, including increasing mastery of theory and decision making in dealing with organizational problems.

Technically speaking development of work quality, leaders think about support systems, how the quality of human resources can develop and improve through clear and measurable activities. How the company formulates the type of knowledge, abilities, experience, attitudes and behavior that need to be developed, as interests demand. How then can other support systems be integrated as an effort to fulfill quality development?

Human resource (HR) development has become a crucial concept in the world of modern business and organizations. Considering the rapid changes in the economic and technological environment, as well as increasingly fierce global competition, human resource development is the main key to the success of a company or institution. This encourages organizations to invest in developing the quality and skills of their workforce so they can face future challenges more prepared and adaptive. With rapid technology, organizations must focus on HR development as an integral part of their growth strategy. Through training, education and work experience, human resources can be improved so that employees are able to face change and contribute optimally in achieving organizational goals.

Human resources/HR have a central role in increasing the efficiency and competitiveness of an organization. As integrated management, HR is responsible for developing, assessing and empowering employees in achieving organizational goals. According to Noe, et al. "Human Resource Development is a series of activities designed to improve employee abilities, knowledge, skills and attitudes in order to improve individual and organizational performance.

According to Mathis and Jackson in Lubis & Haidir "Human Resource Development is a process that aims to improve individual capabilities through teaching, training and learning so that they can contribute optimally to achieving organizational goals." This definition emphasizes efforts to improve individual capabilities through various teaching, training and learning activities, so that employees can make maximum contributions in achieving organizational goals. HR development involves a proactive approach to helping employees develop their skills and knowledge, so that they can perform better and add value to the organization.

Hasibuan explained that development is a conscious effort to achieve goals through preparing plans, measurable programs, and carried out systematically. The concept of

development is to try to encourage various improvements in employees' personal attributes related to work, namely:

1. Knowledge

Development seeks to encourage increased intelligence. This can help employees complete their tasks correctly, and even be oriented towards quality work processes. Increased knowledge can also encourage maturity of thinking, so that various kinds of ideas often emerge to overcome problems or create better (faster and more cost-effective) ways of working.

2. Skill

Development encourages skilled employees to work, namely creating professionalism. In carrying out their duties, employees have truly mastered every detail of the work, including how to resolve problems/risks that arise. Interestingly, increasing expertise can elevate job success to a new level. This means that employees always have a more creative and innovative way of working, so that the work results are not only appropriate, but provide more satisfaction to the company.

3. Attitude

Human resource development also talks about luxurious attitudes, of course development talks about how employees can be more obedient, more obedient to orders, more committed, loyal and responsible. All of these things are work tools that, in organizational psychology, provide added value to the creation of wider job achievement opportunities. In fact, this attitude is a demand for the formation of a work culture, which directly impacts important parties, such as customers.

4. Behavior

Development talks about standards of behavior. That there is a goal that is also a concern in developing human resources, namely establishing correct and good work behavior. Development encourages character strength at work, where the behavior that emerges are actions that are visible and have a good impact. Namely a work action that combines the correctness of the action and the creation of satisfaction with the results of the work.

education and training

Puji Rahayu states that it is a process of implementing education and training that is carried out continuously for an organization so that employees who take part in education and training are able to develop, improve employee work behavior, prepare employees to occupy more complicated and difficult positions, and prepare personnel to develop activities. it works.

The improvement, development and formation of the workforce is carried out through coaching, education and training efforts. Education and training programs are designed to obtain good quality human resources ready to compete in the labor market. Organizations, companies, institutions and agencies realize that employees or employees (HR) are not cash cows whose energy is only used for the benefit of the organization, company, institution and agency alone. But human resources are also an asset for organizations, companies, institutions and agencies that must always improve their abilities and skills to increase productivity. Apart from that, it is also to anticipate the era of globalization and the implementation of free markets and to keep up with the increasingly rapid developments in science and technology. Human resources basically still have inherent limitations, which is why organizations, companies, institutions and agencies design education and training programs to narrow the limitations that exist in their human resources. Education and training are the creation of an environment where

human resources (HR) can acquire or learn attitudes, abilities, skills, knowledge and behavior related to their work.

According to Heindi Rachman, education is an activity to improve a person's general knowledge, including increasing mastery of theory and skills in deciding on problems involving activities in achieving a goal. Siagian believes that education is the entire process, techniques and methods of teaching and learning in order to transfer knowledge from one person to another in accordance with predetermined standards. From the results of the learning process, training is the process of providing or improving abilities and skills as well as instilling or adjusting attitudes to employees, employees, HR or the process of helping employees, employees, HR to correct deficiencies in their performance in the past. According to Nitisemito, training is an activity of a company which aims to improve and develop the attitudes, behavior, skills and knowledge of employees, in accordance with the wishes of the company concerned.

4. CONCLUSION

In developing a nation, basic aspects are needed which are called resources, both natural resources or natural resources and human resources or human resources. These two sources are very important in determining the success of development. However, to support development, human resources are the most important, because if a country has skilled and qualified human resources, it will be able to manage its limited natural resources. The development of human resources in an organization is very important in order to achieve a common goal. Human resource development is a form of investment. Human resource development needs to be carried out in a planned and sustainable manner. In order for development to be carried out well, a human resource development program must first be established. Human resource development programs should be prepared carefully and based on scientific methods and guided by the skills needed by the company now and in the future.

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