



The Quality of Company Human Resources Post Covid-19

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ABSTRACT

Indonesia is one of the many countries with confirmed cases of Covid-19. An increase in Covid-19 cases can have a big impact, one of the impacts is the declining quality of human resources for each individual in a company. To improve the quality of human resources, of course you have to know the management of human resources. Human resource management is the process of managing human beings from planning, recruitment, selection, training, development, compensation, career, safety, health and maintaining industrial relations to termination of employment to achieve from the company and achieve prosperity. The scope of HRM is the objectives of HRM, policy objectives and functions of HRM related to improving the quality of the company's human resources, including: 1. Planning 2. Organizing 3. Implementation 4. Supervision. The functions of human resource management in a company or organization itself include: 1. Job analysis 2. Human resource planning 3. Human resource recruitment 4. Selection 5. Training and development 6. Job evaluation 7. Compensation 8. Career path 9. Safety and health. Factors that influence the quality of human resources in a company are as follows: 1. Company culture 2. Environment 3. Technology 4. Leadership 5. Adaptation 6. Productivity 7. Motivation and recognition. The company's strategy in order to improve the quality of human resources after Covid-19, as follows: 1. Clear job description 2. Detailed work planning 3. Emphasis on technical qualifications and skills 4. Emphasis on special worker training 5.

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Introduction

Indonesia is one of the many countries with confirmed cases of Covid-19. The increase in Covid-19 cases is due to the ease with which the virus spreads through the air. The spread of the Covid-19 case which is very wide is able to have a big impact in various fields, starting from education, economy, socio-culture and other fields. Because this prolonged pandemic has caused many changes in various sectors. One of them is the quality of human resources in each individual in a company.

The situation during a pandemic caused a change in the process of managing human resources in a company. The process of spreading Covid-19 quickly through the air has made new regulations not to meet face to face or meet in person. Companies in managing the quality of human resources also inevitably have to do it online. For example, when recruiting new company employees, it is usually done by face-to-face interviews. However, the condition of Covid-19 forced companies to conduct interviews online using zoom.

Technological advances, which are growing rapidly, have had a positive impact during the Covid-19 pandemic. Communication that cannot be done directly can be diverted by communication that utilizes technology. However, technological progress that is not commensurate with the progress in the quality of human thinking skills can lead to low quality human resources. During the Covid-19 pandemic, which required all activities to be carried out at home which lasted quite a long time, of course it made each individual feel bored. To get rid of this boredom, of course someone will spend time surfing the internet. If the habit is carried out excessively then productive activities will not be carried out. This can cause the quality of human resources to decline.

Human resources are the most important assets owned by a company or organization in achieving predetermined goals. Resources are one of the most important main elements in an organization or company. To improve the quality of human resources, of course we have to know the management of human resources. Management is a science or art that is owned by someone who performs the functions of planning, organizing, supervising and controlling. Human resource management is the process of managing human beings from planning, recruitment, selection, training, development, compensation, career, safety, health and maintaining industrial relations to termination of employment to achieve from the company and achieve prosperity.



The post-pandemic period greatly determines the quality of human resources in a company or organization. In this paper, the author will explain strategies to improve the quality of human resources produced after the Covid-19 pandemic.

Problems.

The problem is as follows:

1. What is the scope of human resource management during the Covid-19 pandemic?
2. What factors affect the quality of human resources?
3. What is the strategy to improve the quality of human resources after the Covid-19 pandemic?

DISCUSSION

The SA company or organization must have quality human resources so that the goals set by the company can be achieved. Meanwhile, in order to improve the quality of human resources, companies or organizations must be able to manage employees properly. Good human resource management will motivate and build human resources that can support company activities effectively and efficiently. The scope of HRM that occurs in a company or organization is very broad. This is because HRM takes a role from the initial planning to the final stage in improving the quality of human resources. The objectives of human resource management are as follows:

1. Supporting organizations or companies in achieving predetermined goals by developing and directly implementing HR strategies that are integrated with the company's or organization's business strategies.
2. Contributing to the development of high performance.
3. Provide certainty for companies or organizations to have quality (talented, skilled and promising) employees or employees for the company or organization.
4. Creating a supportive and trusting working relationship between management and employees.
5. Provide encouragement to implement an ethical approach to employee management.

The objectives of the human resource management policy are as follows:

1. Strategic integration

The company's ability to incorporate HRM issues into strategic plans ensures that the various aspects of HRM are aligned and provides managers with the opportunity to incorporate HRM perspectives into corporate decision making.

2. High commitment

Commitment from HRM to pursue goals with a predetermined strategy. This commitment requires a wholehearted intention to carry out human resource management work.

3. High quality

Managerial ability to improve the quality of existing human resources in a company or organization. This ability must be balanced with the HRM manager's knowledge in managing human resources in the company.

4. flexibility

The existence of an HRM organizational structure that can adapt to the ability to process existing HR.

Function of management related to improving the quality of the company's human resources, including:

1. Planning

Planning is the process of developing a strategy to improve the quality of human resources within a certain period and determine the targets or goals of the company. Planning is very important because it serves as a guide for managers in managing human resources in the company.

2. Organizing

The formation of an organizational structure is important so that work can be delegated in accordance with the duties and authorities of each so that the work is carried out optimally through the utilization of existing human resources.

3. Implementation

The availability of human resources in a company or organization with the quality that has been determined by the company can carry out their respective duties and responsibilities.

4. Supervision



Supervise the strategy that has been set so that it goes according to what has been prepared. This is done so that there are no deviations and errors in implementing the strategy to improve the quality of human resources. If irregularities and errors occur, the manager must immediately take action such as reprimands, training, coaching, transfer or dismissal

In carrying out HRM, a manager has the function of human resource management itself. The function of human resource management in a company or organization itself, includes:

1. Job analysis

In this function, management carries out activities to design job descriptions, authorities and responsibilities of employees/employees in optimizing their human resources. This is important because employees can focus on what is part of their job description. Thus, the human resources spent are more effective and efficient for the company or organization.

2. Human resource planning

Carry out appropriate human resource planning for the job descriptions, authorities and responsibilities that have been carried out. The quality of human resources must have the potential to have a positive impact on a company or organization both now and in the future. Human resource planning is important because it anticipates that over time there will be fewer employees due to self-retirement or retirement so that it can lead to vacancies. This planning must take into account the number of workers needed by the company and the qualifications set.

3. Withdrawal of human resources

Recruitment is carried out by the company in order to obtain and have human resources that have the potential to be qualified and loyal to the company. Recruitment is also an activity carried out to fill the vacancies of certain positions in a company. Today's employee recruitment can be done by utilizing technology such as distributing job vacancies through social media. This distribution causes many job applicants to know the job vacancies needed by the company so that companies have more opportunities to find qualified human resources.

4. Selection

The selection of workers in the recruitment process must be selected appropriately so that they can find qualified human resources. In general, the selection of company employees includes interview tests, written tests (psycho tests and general and special knowledge) and medical tests. A selection process that runs in a supportive manner without any fraud will produce quality company human resources.

5. Training and development

Employees who have passed the selection stage will then have a company orientation and training period. This company orientation period is an introduction to the company picture. While training is a process that aims to familiarize new employees in working in a new company environment while adding and honing skills that they do not yet have. For old employees, self-development needs to be done in order to be able to add other capabilities that are useful for the progress of the company.

6. Job evaluation

Performance appraisal of employees is carried out in order to find out whether they have reached the job description standards set by the company or not. The end result of the evaluation determines whether the employee's performance is good or needs to be evaluated.

7. Compensation

Compensation is remuneration received by employees for what is done to the company outside of salary. Providing compensation to employees can increase the motivation and enthusiasm of employees in carrying out their responsibilities.

8. Career path

Career is a person's work journey as long as he works in his life. To achieve a career path at a certain level, an employee must improve the quality of himself so that a promotion or rank can occur. While in a company, employees can carry out their duties and work with full responsibility. Thus, leaders who are satisfied with the performance of employees will provide opportunities for promotions/ranks. For this reason, employees must also act professionally and always develop themselves to be better.

9. Safety and health



Employee safety during work activities in the company is important to note. Facilities and infrastructure must be adequate so as to prioritize the safety of employees and provide a sense of security for employees while working. Occupational health is related to the condition of the employee and the condition in the employee's corporate environment. Health insurance that can be provided by companies can be in the form of health insurance such as BPJS Employment.

10. Industrial relations

Industrial relations is an association of employees that is used to bridge the interests and desires of the employees represented by the union and management on the other. This aims to equalize the rights and obligations of each party. Industrial relations is the union of employees.

11. Work termination

Termination of employment between employees and companies which are usually caused by certain reasons such as the wishes of employees, work contracts that have ended and the wishes of the company. During the Covid-19 pandemic, many companies went bankrupt, so the company held layoffs for employees. Because of this, the company must meet the needs of the rights obtained by employees in carrying out layoffs.

The related field of human resource management is directly handled by the manager of the Human Resources (HR)/Personnel section. HR managers must have knowledge of human resource management itself which contains various elements of improving the performance of employees or company employees. The role of the HR manager is currently more complex, including analyzing tasks, measuring employee performance, career planning, motivating, coordinating training plans for all sections, customer oriented, wages, attendance and so on. The success of HR managers in improving the quality of human resources depends on the performance, functions and managerial competencies that are fulfilled. This success is also inseparable from the strategy and understanding of commitment to the influencing factors.

The factors that affect the quality of human resources in a company are as follows:

1. company culture

The corporate culture is positive, healthy and runs in synergy and in harmony with the company's strategy that has been set. A corporate culture that encourages employees to improve good performance to obtain benefits and employee job satisfaction. During the Covid-19 pandemic, a disciplined corporate culture must be built when collecting tasks that are responsible so that the quality of human resources can last well.

2. Environment

An environment within a company that is supportive of each other is able to improve the quality of human resources in the company. The environment during the Covid-19 pandemic which was carried out through online communication made employees not understand the real environment. This sometimes creates a negative work environment that can affect the quality of human resources.

3. Technology

Advances in technology that are increasingly rapid should be a means to develop the quality of human resources for each individual. This is because access to useful information and extensive skill training can be easily obtained. During the Covid-19 pandemic, which did not allow face-to-face meetings, company employees spent more time using technology. The use of technology must be balanced with self-control so that the quality of human resources does not decrease and the bad influence of technology does not decrease.

4. Leadership

The role of the leader encourages the quality of employee human resources by providing motivation and encouragement to company employees. Leaders are required to be wise and fair to all employees, such as when employees reach targets, leaders can give the awards they deserve. In improving the quality of human resources, employees need leaders who not only give instructions but also invite employees to move forward together and leaders who are not stubborn. In a sense, like when making company decisions, leaders must also provide opportunities for employees to convey ideas. This can give employees a sense of confidence because they feel their voices are heard so that employees can think critically.

5. Adaptation



The ability to adapt employees to the corporate environment is able to improve the quality of human resources. If employees can adapt to the environment, leaders and co-workers, it will make employees feel comfortable and without any pressure so that the deployment of human resources can be more optimal. During the Covid-19 pandemic, employees found it difficult to adapt to their company colleagues, so employees felt alien to the company environment.

6. Productivity

Employees who have a high level of productivity in the corporate environment, the quality of human resources also increases. Productive activities are able to hone and develop the quality of the human resources they have. There are limitations to the activities carried out during the Covid-19 pandemic, making VV employees think about doing useful activities at home so that the human resources they have are of high quality.

7. Motivation and recognition

Motivation is the desire of a person to do a job well and make the most of what is his responsibility. Every employee must have high motivation at work. High motivation can encourage the ability to improve the quality of human resources. In addition, indirect recognition is also a factor that can improve the quality of human resources. Recognition from other people regarding good employee performance can generate employee motivation. Employees will feel more cared for and happy because they get recognition for their performance. During the Covid-19 pandemic, employees often felt a lack of motivation from those around them, causing the quality of their human resources to decline.

A company or organization must have a strong strategy to improve the quality of human resources by considering the influencing factors. Strategy is a planning formulation made by an organization or company by taking into account internal and external influences so that the focus of goals can be achieved. Companies must have the right strategy in improving the quality of human resources so that company goals

can be achieved. The company's strategy in order to improve the quality of human resources after Covid-19, is as follows:

1. Clear job description

Work after the Covid-19 pandemic requires an adaptation period from work from home to work from office. This requires companies to provide clear job descriptions for employees so that employees can carry out company work effectively and efficiently.

2. Detailed work planning

The work process after the Covid-19 pandemic carried out within the company must be carried out with detailed work planning for employees. This is because employees can complete their respective duties and authorities with full responsibility.

3. Emphasis on qualifications and technical skills

Companies must emphasize the qualifications of human resources in the company. Companies should also place emphasis on technical skills for employees. This technical skill is in the form of training and skills development owned by human resources in the company.

4. Emphasis on worker-specific training.

Work that is usually done online/online from home makes employees feel awkward when they return to work directly at the company after the co-19 pandemic. Companies need training for company employees so that the quality of human resources they produce can increase.

5. Emphasis on pay

After the Covid-19 pandemic, the company saw the performance of its employees directly. Good employee performance should be rewarded in the form of awards or compensation given. That way, employees will feel that the performance of their HR can be well appreciated by the company.

6. Use of job appraisal

Assessment of the company's work is carried out regularly, indirectly able to improve the quality of human resources owned by the company. By evaluating employee performance, it is expected that employees can compete to improve the quality of human resources provided to the company. Employees can also use job evaluation as material for evaluation and introspection so that they can do better and more optimal future work.

7. Development



Development is a process of technical, moral, conceptual and theoretical skills for employees through education and training. Companies can organize training for employees so that the human resources they already have can develop. For example, companies can hold seminars on developing employee skills.

Conclusion

Based on the description that has been presented, the environment of human resource management during the Covid-19 pandemic is very broad. Human resource management needs to be done so that the company's human resources can be qualified and competent. The human resource manager must have sufficient knowledge to manage the company's human resources. Human resource management has a relationship with the quality of human resources in the corporate environment.

Improving the quality of human resources during the Covid-19 pandemic has many influencing factors. These factors can come from within the company environment, organization and individual employees. By knowing the factors that influence the quality of human resources, the company can determine the right strategy, which includes the existence of: clear job descriptions, detailed work planning, emphasis on quality and technical skills, special training on HR, review of salaries, performance appraisal activities, HR development. The strategy implemented is useful for the continuity of activities in the company. Companies must be able to formulate and plan structured strategies in order to organize and allocate human resources in such a way that companies can compete competitively.

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