



Hr Planning Strategy In Company Environment To Face Society 5.0

Anisa Khoiriah¹⁾; Agus Nuryana²⁾; Nadya Mustika Kansa³⁾;
Sarah Patricia⁴⁾; and Hadi Supratikta⁵⁾

Pamulang Universitas, Indonesia

E-mail: ^{a)}anisakhoiriah1994@gmail.com, ^{b)}agus.noeryana@gmail.com,
^{c)}nadya.mustika1910@gmail.com, ^{d)}sarah.patricia1996@gmail.com,
^{e)}dosen00469@unpam.ac.id

Abstract: The development of information system technology is growing quite rapidly so it has an impact on the emergence of trends from revolution 4.0 and Society 5.0. The company's business sector is one of the institutions that contribute to economic activities and activities in Indonesia, of course, it must be able to adapt in the face of several developing trends, including the Society 5.0 trend. An effort that can be made is to understand the role and strategy that companies need to do in facing the Society 5.0 era by conducting a literature study on this concept. From the literacy study, it was found that companies need to take several steps in planning human capital or human resources by compiling a work program which is divided into long, medium, and short term plans which are prepared based on the direction of the company's strategy development. Broadly speaking, the human capital strategy includes capacity and capability development, attract-retain-engagement, and several critical driving programs. As a supporter to achieve the target and support the main strategy, various innovations are carried out which include a more modern human capital, internalization of corporate culture and values, and digitizing the human capital planning system.

Keywords: HRM, Society 5.0,

INTRODUCTION

Currently, technology made by humans is growing. One of them with the emergence of Society 5.0 which was initiated by the Japanese state. This concept supports more than modern-based knowledge for human needs with the aim that humans can carry out life activities more comfortably. The Society is proposed in The 5th Science and Technology Basic Plan as the future society that Japan aspires to be. The concept was approved by the Japanese cabinet in January 2016. Since then, various institutions have begun to elaborate further to make the concept a reality. (Triweko, 2020). This concept was formalized at the World Economic Forum in Davos, Switzerland (Intan, 2022).

The concept between the Industrial revolution 4.0 and Society 5.0 does not actually have much difference, but the concept of Society focuses more on the context of humans or in other words Human Resources. If the industrial revolution uses AI, and artificial intelligence as its main component, while Society 5.0 uses modern technology but Human Resources as its main component. So entering the era of society 5.0, the implementation of

the use of technology has begun to pay attention to aspects of the humanities in order to create various tools in the process of solving existing social problems. (Faruqi, 2019).

Concept Society 5.0 is a refinement of the previous concepts. Based on (Dr. Masahide OKAMOTO, Chair, 2019) Society 5.0 is a representation of the historical form of the development of the 5th society. Where chronologically its development starts from the era where the community has a hunting pattern (society 1.0), and continues to the era of agriculture (society 2.0), Industry (Society 3.0), and Information (4.0).

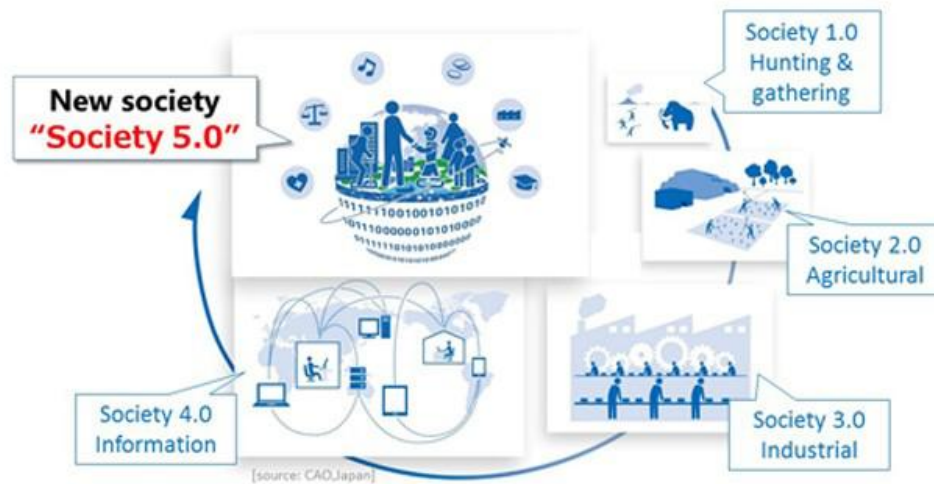


Figure 1. Illustration of the differences between Society 1.0, Society 2.0, Society 3.0, Society 4.0, and Society 5.0 (Faruqi, 2019).

Society 5.0 is a concept developed for the formation of a super smart society that has a pattern of behavior optimizing the use of the internet of things, big data, and artificial intelligence as a solution for a better society.

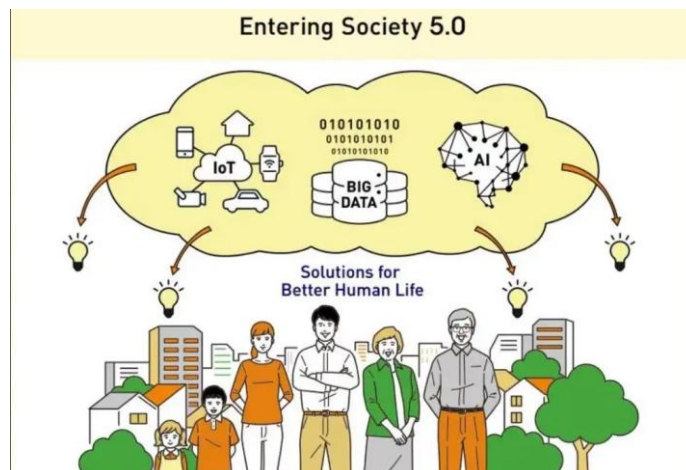


Figure 2. Illustration of the concept of Society 5.0 (Government of Japan, 2018)

The company is one of the institutions or organizations that must also participate in facing the era of society 5.0. The rapid development of existing technology will of course also have an impact on the life of the company. The impact is that competition between companies becomes very tight or competitive (Frilyaningrum et al., 2021). Based on the problems that occurred above, one effort that can be done is to understand and identify the roles and strategies that need to be carried out by companies in facing the era of society 5.0. Therefore the company must have a strategy for dealing with all these changes. This can be

done by studying the literature on the concept of society 5.0 and using existing technology to come up with effective ideas and strategies.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Two approaches are commonly used in defining management, namely etymological understanding and terminology understanding. The word "management" comes from the Latin "manus" which means "hand" and "agere" which means "to do". Of the two words with their respective meanings contained in it is an etymological meaning. Furthermore, the words "manus" and "agere" are combined into a single verb "managere" which means "to handle". This understanding in a grammatical sense is referred to as terminology. "Managere" is translated into English in the form of a verb to be "to manage" with the noun "management".

Human resource management is a tool used in planning, managing, and controlling human resources. Human resource management is a process or policy that regulates human resources (Priyono, 2016). Human resource planning or workforce planning is defined as the process of determining manpower requirements and meeting these needs so that their implementation interacts with organizational plans. HR planning is a process of analyzing and providing the need for human resources so that the organization can achieve its goals (Rahmi, 2019).

Human resource planning aims to achieve the available human resources with the company's needs expressed in the form of activity levels. Human resources are a must for a planning agency to make plans both long-term and short-term in managing human resources (Rahmi, 2019).

For good human resource planning, basic stages or steps are needed that must be achieved, namely 1. Clearly define the quality and quantity of human resources; 2. Complete data and information about HR; 3. Categorizing data and information; 4. Analyze; 5. Determine several alternatives that can be achieved; 6. choose the best alternative from the various alternatives, and the plan chosen to be realized (Masbullah & Salmi, 2022).

METHODS

The method of writing this scientific article uses a literature study/library research. Processing and analyzing reference sources from various articles, books, journals, and official websites related to the scope of Human Resource Management. Research data was sourced from the results collected using a literature review technique. In this technique, it is the collection of research data and information from various books, and journals that are relevant to the focus of the study (Farida, 2019). All references/reference lists in this article are quoted through Mendeley, Google Scholar, and others.

RESULT AND DISCUSSION

Society 5.0 is a human-based society development concept that balances economic progress and solving social problems with a system that combines virtual space and real space. (Triwoko, 2020). Therefore, along with technological developments and the creation of innovations, in the process, good corporate governance in Indonesia cannot be adopted in people's daily lives because there is no platform leading to the era of society 5.0. (Sugiono, 2020).

In the industrial world, many new types of jobs will emerge, and of course, new skills will be required. For now, HR is the main challenge facing Indonesia. The World Economic Forum held in 2018 predicts 75 million jobs will change by 2022, while technological developments will create 133 million new jobs. Therefore, it is very important to prepare Indonesian human resources so that they are able to have the provisions and skills to face this era.

In general, there are several steps that must be taken within the scope of national HR planning:

1. Invite investors to develop human resources: To realize advanced human resources, strong capital is needed, therefore there is a need for investors to contribute to existing

human resources to create wider employment opportunities and provide capabilities for workers in Indonesia in various business sectors.

2. Education reform: the education system is required to be able to keep up with technological developments and utilize information and communication technology as a sophisticated all-round facility to facilitate the learning process.
3. Encouraging National Digital Infrastructure: The government and the national industrial sector need to improve aspects of mastery of technology because this is the main key to determining competitiveness in the digital era.
4. Application of digital literacy: The development of digital technology and access to information can have a negative impact as well as opportunities for the current generation, so the need for digital literacy is one of the solutions.

Improving the capability and capacity of human capital is one part of HR planning. The human capital department actually prepares a work program that is divided into long, medium, and short-term plans which are based on the direction of the company's strategy development. Broadly speaking, the human capital strategy includes capacity and capability development, interesting-retain-engagement, and several critical driving programs. As a supporter to achieve the target and support the main strategy, various innovations are carried out which include more modern human capital, internalization of corporate culture and values, and digitizing the human capital development system. (PT. Wijaya Kusuma Tbk, 2019)

CONCLUSIONS

HR Planning Strategy in the Company Environment to Face Society 5.0 requires the role of human resource management, where HR management is a tool used in planning, managing, and controlling human resources. Human resource management is a process or policy that regulates human resources (Priyono, 2016). While the concept between the Industrial revolution 4.0 and Society 5.0 actually does not have much difference, the concept of Society is more focused on the context of humans or in other words Human Resources. If the industrial revolution uses AI, and artificial intelligence as its main component, while Society 5.0 uses modern technology but Human Resources as its main component. So entering the era of society 5.0, the implementation of the use of technology has begun to pay attention to aspects of the humanities in order to create various tools in the process of solving existing social problems. (Faruqi, 2019). The industrial revolution process requires the role of the Company which is one of the institutions or organizations that must also participate in facing the era of society 5.0. The rapid development of existing technology will of course also have an impact on the life of the company. The impact is that competition between companies becomes very tight or competitive. (Frilyaningrum et al., 2021)

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