



Human Resource Management in a Company Based on Human Values

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Abstract

Human Resource Management is planning, organizing, implementing and controlling human resources in an organization to achieve goals effectively and efficiently. Especially if its implementation is based on human values. The problem of assessment is closely related to the problem of the structure of the sciences of human activity and human relations. In today's market-led economy, material well-being seems to trump all measures of human performance. In a blind attempt to achieve economic progress, there are times when managers compromise with human values. This, if not controlled at this stage, can lead to a lot of social inequality. Pancasila values, for example: justice, mutual cooperation, deliberation, the presence of law and unity in working together to achieve common goals. This type of research brings qualitative approaches to library study methods and data collection techniques by taking sources from e-book journals and internet media. By building human resources with character based on Pancasila values, Indonesia can create a generation that is moral and appreciates diversity

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INTRODUCTION

Pancasila as the state ideology is a unifying instrument and a driver of the nation's spirit to achieve a goal. Pancasila is a customary, cultural and religious value that is listed in the life of the Indonesian nation. Pancasila is not only the basis of the state, but also the main guideline in various aspects of the nation's life, including in building human resources with characters such as based on human values. Pancasila can be applied as an ethical system in various aspects of life, including in the field of midwifery if it is associated with the focus of the journal. Pancasila is understood as a moral basis that guides attitudes, behaviors, and decision-making in people's lives and professionalism (Amri, 2018).

Human Resources are a collection of people who are ready and able to contribute to joint efforts to achieve organizational goals. In education, the concept of human



resources can be considered equivalent to the concept of labor which includes the labor force and not the labor force.

An organization is basically a joint work between two or more people in order to achieve a common goal with a system of cooperation or a system of social connections among a group of people within a certain period of time. In order to achieve goals, organizations need a wide variety of resources, ranging from human resources, equipment, machinery, finance, and information resources. Each resource has its own role, position and function, as a resource system must interact and cooperate with each other so that goals can be achieved effectively and efficiently and sustainably.

Based on a systems approach, human resource management is part of a larger system, namely the organization. Therefore, human resource efforts are to be evaluated based on their contribution, based on organizational productivity. In practice, the human resource management model is an open system formed from interconnected parts from one part to another. Every organization, such as corporate, social, and government, has goals that can be achieved through the implementation of certain work, by utilizing and optimizing the resources in the organization. And the most important thing in achieving an organization is the existence of competent, qualified and integrity human resources.

METHODS

This study uses qualitative research methods or a descriptive approach. Where the method is carried out by looking for theoretical sources that are discussed, then these sources are explained and conclusions are drawn in accordance with the problems raised. In this study, the source of theory obtained from studying the literature of several journals is described descriptively. After being collected, then proceed to the next stage, namely the analysis process with a detailed presentation of the theory. The formal object in this research is the precepts of humanity in Pancasila. Meanwhile, for material objects is Human Resource Management in the Company. So that after that a clear picture of a theory is obtained with a fairly capable conclusion.

RESULT AND DISCUSSION

Human Resource Management is a science or theory about how to manage the relationships and roles and functions of resources owned by individuals to the maximum so that they can achieve a common goal.

The definition of management according to Marwansyah is the utilization of human resources in the organization which is carried out through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare, occupational safety and health, and industrial relations (Marwansyah, 2010).

Human Resource Management can be understood as workforce management, namely the utilization, coaching, knowledge, development, elements of good and bad workforce of employees or employees to achieve the most useful results and usability according to the organization. Developing the Pancasila dialectic today is a very strategic value. If all elements of the nation still believe in the truth of Pancasila values, now the challenge is how to contextualize these values in every dimension of life,



including in the economic field. And a significant element in this economy is the mechanism of human management. A strong economy starts from proper human resource management. It is in this region that the spirit and soul of Pancasila as a philosophy of life are absolutely necessary.

One of the simple definitions used by Human Resource Management is to implement the policies and practices needed on the basis of being the key to Human Resource Management activities, namely:

- a. Performance of employees or employees.
That is the overall result of work and devotion achieved by employees in carrying out their duties in accordance with the burdens and responsibilities given to them.
- b. Employee productivity.
That is a significant aspect for a company, because if the company has high performance, it will get sustainable profits.
- c. Employee morale.
That is the mental attitude of individuals or groups that show enthusiasm to carry out their work so that they are encouraged to be able to work together and be able to complete tasks on time with a sense of responsibility for the work imposed on them.

The study of Human Resource Management cannot be separated from the understanding of the Indonesian people's view of life, namely Pancasila because the values of Pancasila, especially human values, have been inherent in the hearts and lives of the Indonesian people. How not, there are so many paradigms in modern management that are found in the reflection of the human values of Pancasila. Furthermore, this form of gratitude is realized through efforts to create products that are able to restore the position of humans in the context of humanity. Thus, this dialectic will continue to develop along with the changing times. We need to believe in the relevance of the conformity of Pancasila values in the contemporary context.

Effective and strategic human resource management is essential in achieving competitive advantage, especially in the era of globalization. Companies or organizations must ensure that their HR strategy is aligned with the overall business strategy to achieve the desired goals (Juaini, M., & Rapii, M, 2017).

The Relationship between Pancasila Human Values and Human Resources.

Pancasila as the basis of the Indonesian state, has a strong relevance in the source of human resource development in Indonesia. For example, the second precept of Pancasila, namely a just and civilized humanity, contains the message that all human beings must be treated fairly, without discrimination and inhumane treatment. In human resource development. This principle is closely related to access to education, health and fair employment opportunities for all Indonesian citizens with regard to justice and human dignity. With this, Pancasila can encourage inclusive and sustainable human resource development.

The application of Pancasila values can play a role in improving the quality of human resources (HR) in Indonesia. Pancasila, as the basis of the state and the nation's



outlook on life, contains values that are essential to form quality individual character and competence (Firdaus, 2021).

The role of Pancasila Education is very vital in shaping the moral character of students. Structured and innovative learning planning is needed in schools to achieve these goals. The implementation of an effective teaching and material system will help students internalize the values taught and build good moral character (Gunawan, R. Z., Fatma, & Najicha, F. U, 2022).

Pancasila as a basic norm (Grundnorm) plays an important role in the development of the national legal system. As the source of all legal sources, Pancasila ensures that all legal products in Indonesia reflect values that are in accordance with the nation's philosophy, thereby supporting the creation of a fair and equitable legal system (Pinasang, D, 2012).

Implications of Pancasila Values in the World of Work.

This includes an anti-corruption culture, respecting applicable rules and norms, and upholding integrity and honesty in making decisions and interacting with colleagues. Pancasila teaches the importance of social responsibility in economic development. In the world of work, the values of Pancasila drive individuals and organizations to carry out their social responsibilities, including making a positive contribution to society, respecting workers' rights, creating fair employment opportunities and participating in efforts to build a sustainable economy.

The application of Pancasila values in the education system is very important to form quality Indonesian people with character in accordance with the nation's ideology. This will contribute to sustainable national development and a prosperous society (Putri, A. L., et al, 2020).

Pancasila is an important element for the Indonesian state and the value of struggle must be preserved. Therefore, re-instilling Pancasila values in the millennial generation is very important as a foundation for acting and thinking (Rusmiati, M. N, 2021).

Implementation of Pancasila in Human Resource Development in Indonesia.

The government and related institutions are implementing Pancasila-based training and human resource development programs. This program can be shown to various sectors, both private government and the general public. This training can include understanding Pancasila values, work ethics based on Pancasila, leadership with integrity, effective communication skills and problem-solving based on justice. Thus, human resources can be equipped with skills and attitudes in accordance with the values of Pancasila so that they are able to contribute positively to the development of a country.

Effective implementation of PKn can shape the character of individuals who are ready to face the Era Society 5.0 well. This education not only enhances knowledge, but also the skills and attitudes necessary to adapt in an increasingly complex and dynamic society (Kirani, A. P., & Najicha, F. U, 2022).

The integration of Pancasila values in the education system can improve the quality of Indonesian human resources, both in terms of knowledge and character. This shows



that education based on Pancasila can produce competent individuals with integrity. The implementation of Pancasila values in education is very important to improve the quality of human resources in Indonesia. The values of Pancasila that are instilled include religious, honest, tolerant, disciplined, independent, democratic, curious, national spirit, respect for achievements, love of peace, love of reading, care for the environment, and social care (Yalinda, A, 2014). By integrating these values, it is hoped that individuals can be formed who are not only intellectually intelligent, but also have characters that are in accordance with the nation's identity (Ramadhan et al., 2021).

CONCLUSION

Human resource management is the planning, organizing, implementation and control of human resources in an organization to achieve goals effectively and efficiently. And employee performance is the result of work in terms of quality and quantity achieved by an employee in performing tasks in accordance with the responsibilities given to him.

In building human resources, Pancasila values, especially humanitarian values, have a very important influence, because Pancasila as the basis of the Indonesian state provides a strong framework to form good individual character. The pride of owning Pancasila is the main value that must be instilled in Indonesian citizens because we can know the meaning of mutual cooperation, social justice, democracy and unity are the core of Pancasila. It is important to implement these values in various aspects of human resource development both through formal education and training and development programs. Because a strong economy starts from proper Human Resource Management.

With this research, it is hoped that we can understand that there is indeed a concept of modern Human Resource Management that can be explored and applied from the understanding of the practice of Pancasila values in daily corporate life, especially based on the second precept, namely human values.

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