



Utilization of Digital Technology for HRM Management

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Abstract

Currently people's lives are in the grip of the digital era. Almost all aspects of life have changed to become more modern and sophisticated. The modernity of people's lives is marked by an all-digital phenomenon. In the business world, the Covid-19 pandemic has triggered digital initiatives for most business people. In order to continue to excel, entrepreneurs are required not only to be able to reformulate work methods, but also to be able to create values (creating values). By conducting a study of the existence of web-based information systems and competency design, an analysis will be obtained regarding efforts to connect the supply chain of the competitiveness of Indonesia's human resources in utilizing web-based information technology. The experience of other third world countries (India, China, Korea for example) in the IT industry strengthens our belief that the IT industry is the hope that is still lagging behind for the Indonesian nation today. The success of these countries in developing the information technology industry, especially the software industry, has broken the argument that only developed countries can participate in the digital economy.

Keywords: Covid , Technology, HRM, Digital

1. Introduction

The rapid development of science and technology creates a new structure, namely the global structure. This structure will result in all nations in the world including Indonesia, inevitably being involved in a uniform global order, uniform patterns of relations and associations, especially in the field of science and technology. The rapidly increasing aspects of Science and Technology (IPTEK), especially communication and computerization technology, have caused these global issues to spread more quickly and hit various orders, whether political, economic, social and cultural. With the rapid development of technology, world society, especially Indonesian society, continues to change in line with technological developments, from

an agricultural society to an industrial society and continues to a post-industrial society (information society) which is all technological. Achievement of goals in the political, economic, socio-cultural and defense and security fields tends to be increasingly determined by mastery of technology and information, although the quality of human resources (HR) is still the main priority. The era of globalization, which is characterized by the increasingly rapid development of information flows and information exchange, has given birth to new phenomena in every line of management or organizational sector. Information is one of the resources that is needed in an organization. Information is data that is processed into a form that is more useful and more meaningful to those

who receive it, while data is a source of information that describes a real event. To get this information, it is necessary to have a system that processes data into valuable information. Web-Based Information System is an information-producing system that supports a group of managers by utilizing web technology. Globalization, which is definitely faced by the Indonesian nation, demands efficiency and competitiveness in the business world. In the context of globalization, in regional and international relations, there will be competition between countries. Indonesia in the global competition arena according to the World Competitiveness Report ranks 45th or the lowest of all the countries studied, below Singapore (8), Malaysia (34), China (35), the Philippines (38), and Thailand at number 40 (www.google/SDM/Indonesia_in_global_competition/co.id). Therefore, as an important role, human resources must be prepared in such a way as to be ready to face advances in information technology and can become superior and quality resources according to the times. Quality does not only mean being clever but fulfilling all the quality requirements demanded by the job so that the work can actually be completed according to the plan. An organization that does not have quality human resources will fail to achieve the vision and mission set by the organization. Human resources are one of the determining factors for the success or failure of an organization in achieving its goals, whether it is a public or private organization.

2. METHODS

This research is a quantitative descriptive study using a survey method which is conducted online. The research instruments used were questionnaires and online interviews in google form format to 100 respondents consisting of students who took theory, practicum, field work practice (PKL) courses. In addition, secondary data

collection is carried out through literature studies to find documents, articles, news and others related to the effectiveness of HRM Management. The presence of web-based information systems, one of which is the internet, as a variety of modern means of communication allows humans to interact with each other without limits of time, place, across cultural boundaries, even with subjects they have never known. The Association of Indonesian Internet Service Providers (APJII) released data that by mid-2019 there were an estimated 16 million internet users in Indonesia accessing the internet from housing, offices, schools/campuses, to internet cafes (warnet) . While until June 2019, the number of internet users in Indonesia has reached 25 million people (<http://www.mail-archive.com>). Then, if you look at the data on the growth of internet users in Indonesia in 2011, the number is truly extraordinary. There are around 45 million people who access the internet using a desktop browser (PC browser), such as Internet Explorer, Fire Fox, Opera, Safari, Chrome, and so on. However, the tremendous growth in internet users comes from mobile netters, aka internet users who use handheld devices such as cell phones, Blackberrys , iPhones , and various other smartphones. This is indeed understandable by our common sense, considering that every resident of Indonesia today, on average, already has a handheld device (cell phone) and can access the internet through their cell phone.

Sector	Target Year 2019			
	ksport (millio n dollars)	DM	S rductive- t as (dollars/ or ang)	P
Technology			3	2
Information	.200	50,000	3,000	
Module			1.	8,
Component	.000	000,000	000	
Semi tor conductor			8	5
	.000	0.000	0.000	

Telecommunication	.000	60,000	6	6,000
Electronics consumer	.800	0.000	4	5,000
Tool House ladder	.500	87,500	1	8,000
Tel	0.000	417,500	2.	

Table 1. Estimation HR needs and Productivity

as a breakthrough to overcome this HR crisis, is based on two ideas. First, to ensure the quality of human resources, the specifications for human resources to be developed must be determined by the trend of the needs of the IT industry in order to remain globally competitive. Emphasis on human resource development is aimed at two lines: an innovative (knowledge-intensive) workforce and an efficient (certified) workforce. Second, to guarantee the quantity aspect, HR development must utilize IT technology from an early age. HR requirements for IT literacy (using computer applications, programming computers, and accessing the Internet in English) are made equivalent to those required to be literate. High-quality educational materials should be created in an IT format and distributed throughout Indonesia cheaply or even for free.

3. RESULTS

William Martin, as quoted by Syifa, stated that the information society is a society in which the quality of life as well as the prospects for social change and economic development depend on improving the flow of information and its utilization. The reality of the daily life of the information society is marked by the use of computers, electronic media as well as audio-visual media, along with adequate telecommunication network infrastructure. The computer is the result of the development of electronic and informatics technology, which was originally large and took up space to put it, now small form with big abilities. The benefits of computers are currently very urgent, starting as a tool for writing, drawing, photo editing, playing videos/songs, conversation technology

via satellite (Skype), web data access for public service functions (e-government), learning functions (e-learning), banking functions (e-banking), library functions (e-books), as well as economic-transaction functions or on-line business (e-business), correspondence or social networks such as chat, facebook, twitter, as well as to support research data analysis to industrial and business problem solving programs.

Education		Need		
Q	C			K
short	example	99	00	composition
Q	S	6	6	70
high	arjana	.5	.9	%
M	D			18
gasp	iplom	.9	.0	%
R	S			12
end	MK/	.9	.7	%
	Q			
	raining			
Total		.3	.6	

Table 2. Estimation HR needs (million people) on the IT industry in the USA

Next in this paper submit a number of tree thought as breakthrough For overcome this HR crisis, is based on two idea. First, for ensure HR quality, desired HR specifications developed must determined by need trends _ the IT industry to stay competitive globally. Emphasis HR development is aimed at two path: power Work innovative (which is solid knowledge) and power Work efficient (certified ones). Second, for ensure aspect quantity, HR development must utilise IT technology since early. HR requirements for IT literate (using application computer, programming computer, and access the Internet language English) made equivalent to imperative literate read-write. Material education quality tall must formed in IT format and spread cheaply throughout Indonesia or even free.

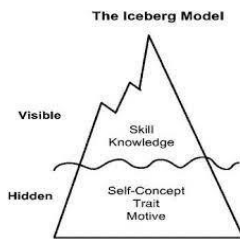


Figure 1. The Iceberg Model

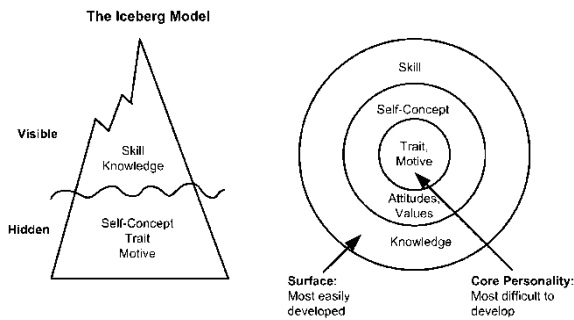


Figure 2. Competency & Assessment Centre

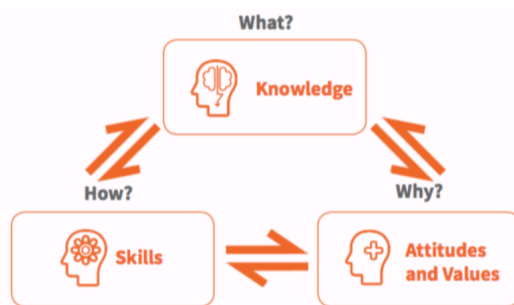


Figure 3. Component DQ Institute competence

4. Conclusion

From description on can concluded description role science and technology in effort enhancement Indonesian human resources in this era of globalization, Already clear also that with utilization system information based *web* Already goods Of course support in increase HR quality. With increasing quality of human resources, then Indonesia is more Ready face era globalization mature This. Need very It should be noted that with the existence of science and technology in the era of globalization this , no doubt also will raises negative impact _ from various aspect , fine aspect economy , culture nor information And communication , for that's filtration is necessary once in science and technology absorption , so impact negative science and technology can even capable shifted (switched up) to a power that will give mark as comparison performance And standard competence every individual

always _ want to move proceed answer challenge civilization .

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