

The Role Of Human Resource Development (HRD) In The 5.0 Era

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Abstract. Human resources can also be referred to as personnel, labor, workers, employees, human potential as the driving force of the organization in realizing its existence. Society 5.0 is considered a concept built on the basis of humans and technology. In this era, people will be faced with a life accompanied by technological sophistication. This study aims to analyze the role of human resource development in the 5.0 era. The role of human resources as one of the elements in the organization can be interpreted as humans who work in an organization. This research uses a qualitative descriptive method with a literature approach or literature review. The research data was obtained through literature study and data analysis from various scientific sources. The results show that the role of human resource development in the 5.0 era is to digitize the work environment based on technology, collaboration with cyber systems, flexible work processes that can be adjusted to customer needs, mental tasks and work teams.

Keywords: Role, Human Resource Development, 5.0 Era.

INTRODUCTION

In the era of society 5.0, developing human resources is not an easy thing, because various superstructures and infrastructures need to be prepared to support the realization of a quality human resource process. Companies that want to continue to exist and have a positive image in the eyes of the community will not ignore the aspect of developing the quality of their human resources. Therefore, the role of human resource management in the organization is not small, even as a central manager and provider of human resources for other departments. However, the role of human resource management in the era of society 5.0 is very important to note (Yopi, 2022).

The role of human resource development in the era of society 5.0 is very crucial, meaning that an in-depth review of all kinds of changes that occur and not hasty in making policies by considering the long-term impact on the organization or company must be carried out. One of the keys to an organization being able to compete ideally is to build and create human resource assets with sustainable competitive advantages (Nurul, 2022).

According to Pereira et al., (2020) explained that Society 5.0 focuses on using the tools and technologies developed in the Industry 4.0 era to benefit humanity. The intelligent system developed by Industry 4.0 can be seen by the public as an advantage. The future society can utilize advanced technology in solving problems and the economy. Society 5.0 has a special

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focus on positioning human resources as the center of innovation, technological transformation, and industrial automation.

For human resources, the state of society 5.0 has a significant impact. Smart factories barely need human labor, except for a few highly skilled workers. And because of this, many workers are predicted to become unemployed due to limited job opportunities and high labor competency standards. Even without the era of society 5.0, many countries, including Indonesia, have experienced unemployment problems. the era of society 5.0 will add to the burden as well as become a challenge for every country to overcome the problems of increasing human resource competence, rising unemployment, and welfare gaps. All will make the pressure on the job market even stronger.

The unemployment rate in Indonesia according to the Central Bureau of Statistics from 2019 to 2020 there is still an increase of 60 thousand people (Statistik, 2020). In general, the cause of unemployment is because job seekers are not proportional to the number of jobs available (Arief & Saputra, 2019). Another cause of unemployment is the lack of soft skills possessed by job seekers, lack of information about job opportunities, uneven job opportunities, government efforts in providing training to improve soft skills to job seekers that have not been maximized, and also there are still many job seekers who are lazy and easily give up in looking for work. Where the main cause of unemployment is not only a lack of expertise and soft skills, but the whole world is facing as well as being a challenge for every country to overcome the problem of increasing the competence of human resources in the era of society 5.0 (Dewi, 2023).

From the description previously stated, technological innovation in the era of society 5.0 will always have an impact on human life. Technological advances have contributed to human well-being in terms of new jobs, goods, travel and communication. At the same time, technology also has a disruptive power. Technology can affect how human resources are employed and companies operate. Technological change in the society 5.0 era may not be as drastic as in the past, but the acceleration of technological improvement and adoption is happening even faster. The era of society 5.0 takes decades to fully undergo changes so the adjustment time is longer, especially on employment opportunities for human resources to the labor market and employment.

LITERATURE REVIEW

Human Resource Development

According to Kurniawati (2020), HR development is a planned effort by the organization to improve HR competence which is carried out continuously in the long term, which is carried out to ensure the availability of HR in accordance with the needs of the position, and is aimed at improving individual performance which leads to organizational performance.

Development implementation is carried out by implementing the following strategies:

1. Strategy's Role Management Development, namely management development methods carried out in line with the company's strategic plan.
2. In the context of evaluating candidates and the 9-box grid, or developing employees for higher positions, it is done by applying assessments and 9 competence boxes
3. Managerial On the Job Training and Rotation, development in the work environment that can be done through coaching (assistance), action learning, stretch assignments (encouraging employees to complete work beyond their comfort zone).
4. Off the Job Management Training and Development Techniques, namely development methods carried out outside the work environment through seminars, university/campus programs, role play, corporate universities (internal development centers), executive training, learning system for SHRM (Society) certification for Human Resource Management)

METHODOLOGY

The approach method used in this research is descriptive qualitative with a literature approach or literature review. Qualitative descriptive research is a problem formulation that guides research to explore or portray the social situation to be studied thoroughly, broadly and deeply (Moleong, 2018). This descriptive qualitative research is a study that aims to provide accurate data about conditions, people and other symptoms (Sugiyono, 2019). Research data obtained through literature studies and data analysis from various scientific sources obtained will be analyzed and outlined using qualitative methods.

RESULTS AND DISCUSSIONS

Based on the results of research on the role of human resource development in the 5.0 era, that the role of human resource development in the era of society 5.0 is very crucial, meaning that an in-depth review of all kinds of changes that occur and not hasty in making policies by considering the long-term impact on the organization or company. One of the keys

to an organization being able to compete ideally is to build and create human resource assets with sustainable competitive advantages.

The current state of society 5.0 has had a very significant impact. Smart factories barely need human labor, except for a few highly skilled workers. And because of this, many workers are predicted to become unemployed due to limited job opportunities and high labor competency standards. Even without the era of society 5.0, many countries, including Indonesia, have experienced unemployment problems. The era of society 5.0 will increase the burden as well as become a challenge for every country to overcome the problems of increasing human resource competence, rising unemployment, and welfare gaps (Faruqi, 2019).

The results of the discussion show that the role of human resource development in the 5.0 era is:

1. Digitization of the work environment based on technology, that is, a job will constantly coexist with technology, so human resources need to develop ICT-based knowledge and skills.
2. Collaboration with cyber systems, namely human resources are expected to be able to collaborate with cyber systems and be able to operate them properly so as to minimize errors.
3. Flexible work processes that can be adjusted to customer needs, namely human resources must be able to work flexibly according to company needs to meet customer demands.
4. Mental tasks, i.e. human resources are able to collaborate with robotic systems to complement knowledge creativity and experience.
5. Teamwork, namely having a work team that has different competencies so that the work process becomes innovative, shares knowledge and has social skills. Including collaboration with robotic systems.

The use of technology is one way to increase company productivity. Since many technologies are evolving quickly in this digital age, training and development programs for employees in using these technologies can help workers catch up with these advancements. Since workers who are more skilled at their jobs can find new ways to complete their usual tasks in a more effective and efficient manner, increased productivity is also a result of the growth of human resource skills (Gustiana, Hidayat & Fauzi, 2022).

Development as a deliberate effort by the company to support the acquisition of competencies, knowledge, skills and behaviors relevant to the employee's job. The purpose of training is to help employees master the knowledge, skills and behaviors emphasized therein and apply them in their daily activities (Noe, 2020). And according to Jackson et.al. (2018), The main purpose of development is to increase employee competence to improve performance in the near future and in a particular job. Development is a planned process of changing

attitudes, knowledge, or behavior that produces expertise with experience in order to achieve effective performance, and is useful in improving the ability of individuals and organizations in the future. Development aims to improve employee performance from previous tasks. According to Dessler (2020), Human resource development provides practical knowledge and its application in the world of work business to increase work productivity and achieve the desired goals of the company's organization. Training is the process of pursuing the skills needed by employees in carrying out their work.

According to Dessler (2020), that the implementation of development can also be done by applying the following strategies:

1. Strategy's Role Management Development, namely the application of management development techniques in accordance with the business strategic plan.
2. Candidate Assessment and the 9-Box Grid, i.e. Assessment and nine competency boxes are used to develop employees to fill higher positions.
3. Managerial On the Job Training and Rotation, i.e. workplace growth can be achieved through coaching (mentoring) techniques, action learning, and stretch assignments (encouraging employees to complete work outside their comfort zone).
4. Off the Job Management Training and Development Techniques, specifically, development techniques used outside the workplace, such as seminar techniques, university or college programs, role-playing exercises, corporate universities (internal development centers), executive coaching, and SHRM (Society for Human Resource Management) certification learning systems (Irman, Fina & Andi, 2022).

The objectives to be achieved from development are to improve employee morale, employees are expected to carry out work better, employees are expected to be able to maintain or take better care of machinery or production equipment, employees are expected to reduce wasteful use of raw materials, employees are expected to reduce the number of work accidents by working more carefully, unnecessary supervision can be reduced and employees are expected to work more independently.

Meanwhile, another goal of human resource development is to help ensure that the organization has the skilled and knowledgeable people needed to achieve company goals. Human resource development aims to train new employees to obtain the level of ability required in the job, quickly and economically. The purpose of resource development is to develop the abilities of existing staff, so that employee performance in the current position is improved and employees are prepared to accept greater responsibilities in the future (Fauzan et al., 2023).

From the various explanations above, how can resources keep up with the rapid flow of technology in the era of society 5.0, therefore the need for development and development for

human resource management. So that the company or institution will continue to exist and be able to keep up with the times without having to fear the rapid development of technology.

According to Rohida (2018) explains that human resources in the era of society 5.0 need to increase competence in utilizing digital technologies such as big data, internet of things, robots and artificial intelligence. Programs to improve these skills are very important to understand so that human resources are able to adapt to industry demands.

In the world of work welcoming the era of society 5.0, individuals in the workplace are expected to improve soft skills to adapt to the current digital era. Points that need to be considered in efforts to develop human resources towards superior competence in the digital era are (Tahar, Setiadi, & Rahayu, 2022):

1. Digital Skill for Digital Competency, namely digital competency is the knowledge, skills, attitudes and awareness needed when using information technology. So that management must seriously improve employee skills training in achieving digital competence.
2. Implementation of Digital Competency Development, namely with digital skills and good digital implementation is a company's success in implementing digital technology.
3. Increasing Human Value, namely the development of human resources which includes developing self-identity, namely fostering a sense of empathy and sympathy, being able to interact or communicate with any social group so as to survive in all dynamics.

To succeed in achieving society 5.0, there are three levels of individual competence that must be developed for human resources, namely (Monovatra et al., 2019):

1. Interpersonal competence, which includes communication, (virtual) collaboration, social intelligence and intercultural competence.
2. Intrapersonal Competencies, i.e. intrapersonal competencies include critical thinking, sense-making, adaptive thinking and integration, transdisciplinary and self-direction.
3. Enhancing technology, information and communication skills, i.e. ICT skills including expertise in information and communication technology, computational thinking, social media literacy and information security awareness.

Furthermore, regarding environmental factors in personnel decisions in the era of society 5.0, namely the external environment of the organization that technological challenges have an impact in 2 ways. Where is the impact that changes the industry as a whole, for example advances in transportation and communication increase the mobility of the workforce. Automation, for example the use of computers in the company. In the economic challenge that economic changes have an impact on the demand for new employees, the growth and development of training programs. From these changes, the impact on the company is an increase in work, offering good benefits, and improving working conditions. Political and government circumstances; for example, government policies on UMP (provincial minimum wage), decisions on layoffs, and others. Demographic challenges; e.g. changes in education

level, age, percentage of population in the labor force. Geographical conditions; for example, companies located in remote areas, will affect employee compensation levels (Muhammad, Neni & Ai, 2022).

Socio-cultural conditions such as the amount of female labor participation, the number of people easily obtaining education. The labor market there are 3 factors that affect the activities of meeting the company's personnel needs, namely the company's reputation in the eyes of the workforce, the growth rate of the workforce and the availability of workers with the required knowledge and skills. As well as the activities of competitors; for example, the hijacking of managers, salary increases or years at a bank will affect other banks (Andi et al., 2019).

While in the internal environment of the organization, namely the character of the organization is a product of all the characteristics of the organization, its people, goals, organizational structure, technology, equipment used, policies, size, age, success and failure. Thus, personnel activities must be tailored to this character. Employee unions; have real challenges for organizations that have labor organizations, and potential challenges for those that do not have employee unions. In companies that have employee unions, management and unions enter into labor agreements that regulate various working conditions. With a detailed information system about the data concerning the company's employees. Individual differences in employees such as differences in personality, physique, talent and intelligence. And in the value system of managers and employees such as time-off, work scheduling, or work design (Haryono, 2018).

In facing the challenges of the organizational environment in the era of society 5.0, personnel and human resource management can take steps by monitoring the environment, to identify changes in environmental variables, evaluate the impact of environmental changes, take proactive actions from environmental changes that occur and obtain and analyze feedback (Andika, 2021).

Development for human resources in the future as a process of teaching certain knowledge and skills and attitudes so that employees are increasingly skilled and able to carry out their responsibilities better, in accordance with work standards. Training usually refers to the development of work skills that can be used immediately. The term training also refers to the total structure of employee on- and off-the-job programs that companies use to develop

skills and knowledge, primarily for performance and career promotion. A meaningful training system must be integrated with the company's HR strategy if it is to be effective.

CONCLUSION

The results of this study indicate that the role of human resource development in the 5.0 era is to digitize the work environment based on technology, collaboration with cyber systems, flexible work processes that can be adjusted to customer needs, mental tasks and work teams. Development as a deliberate effort by the company to support the acquisition of job-relevant competencies, knowledge, skills and behaviors of human resources. The purpose of development is to help human resources master the knowledge, skills and behaviors emphasized therein and apply them in their daily activities. Human resources in the era of society 5.0 need to increase competence in utilizing digital technologies such as big data, internet of things, robots and artificial intelligence. Programs to improve these skills are very important to understand so that human resources are able to adapt to industry demands. In the world of work in the future, it can welcome the era of society 5.0, individuals and groups of human resources who are placed at work are also expected to improve soft skills to adapt to the current digital era. Research limitations are things that are included in the breadth of the scope of the research but because there are certain methodological or procedural difficulties, they cannot be covered in the research because they are beyond the control of the researcher. Some of the limitations of the research are limitations in terms of analyzing challenges and solutions to human resource development in the 5.0 era linked to similar theories

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