
Human Resource Management From The Philosophy of Science View

Sukamto

Faculty of Economics and Business, Universitas 17 Agustus 1945 Surabaya,
Indonesia

E-mail: kamto3557@gmail.com

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Abstract

One of the resources that is important in management is human resources. No matter how advanced technology is today, the human element still plays a major role in the success of a nation or organization. It could even be said that management is essentially human resource management which is identical to management itself. Philosophy actually provides a set of knowledge (a body of related knowledge) to think effectively in solving management problems, including human resource management, both in terms of ontology, epistemology and axiology. The philosophical basis of human resource management in terms of ontology, epistemology and axiology is a technical approach in an effort to increase human empowerment which is closely interconnected in the concept of achieving expected goals, the methods used and the expected results for the sustainability of human life.

Keywords: *HR Management, Philosophy*

INTRODUCTION

Management science continues to develop to this day. Management science provides us with an understanding of important approaches or procedures for researching, analyzing and solving managerial-related problems. Management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal. The elements of Management are known as 6M, namely: Man (human factors are the most determining), Money (money to achieve goals), Methods (work methods or work systems used to achieve goals), Materials (materials needed), Machines (machines needed to achieve purpose) and Market (market or marketing as a place to buy and sell production results). This human element developed into a field of management science called Human Resource Management (HRM), which is a translation of man power management.

HRM focuses more on discussing the role of humans in realizing optimal goals. These arrangements include matters of planning (human resources planning), organizing, directing, controlling, procurement, development,

compensation, integration, maintenance, discipline and dismissal of workers to help realize the goals of the company, employees and society.

Philosophy is a view of the world and nature expressed theoretically. Philosophy is a science or method of thinking to solve natural phenomena and society. But philosophy is not a dogma or a blind belief. Philosophy questions questions: ethics/morals, aesthetics/art, social and political, epistemology/about the origin of knowledge, ontology/about humans, etc. Philosophy is a tool for making adjustments between the old and the new of a culture

Philosophy is a branch of science that always uses deep, broad, radical thinking (down to its roots), and adheres to wisdom in looking at a problem. In other words, philosophy always tries to find the essence or meaning behind the existence of something. In principle, philosophy places things based on human reasoning abilities. Truth in the context of philosophy is truth that depends entirely on the ability of human reasoning. The ability to think or reason is a form of human intellectual activity through knowledge received through the five senses, processed and aimed at achieving a truth.

Philosophy of science is a branch of science that is very important for sustainability people humans on this earth. The philosophy of science makes a big contribution to the progress and decline of science, and management as a family of science cannot be separated from each other and the philosophy of science.

Management philosophy is knowledge about the nature of management, as well as its principles applied in the administrative process, with a deep, systematic, radical, rational thought process regarding the sources of administrative knowledge and administrative goals. Management philosophy and administrative philosophy examine anatologically, epistemologically and axiologically the elements contained in management. Management elements relate to the implementation process, cooperation in carrying out tasks, and achieving predetermined goals. So the role of the philosophy of science in HR management can be seen in 3 (three) foundations, each of which has a close relationship and is related to advancing the quality of life and human civilization.

METHOD

The type of research used is library research or literature study where researchers rely on various literature to obtain research data and use a qualitative approach because the data produced is in the form of words or descriptions. Library research or literary research is research where the place of study is the library or literature. In this research, research was carried out by utilizing studies that were similar or related.

RESULTS AND DISCUSSION

Understanding Human Resource Management (HRM)

There are several meanings or definitions regarding Human Resource Management (HRM) from experts.

Table 1. Definition of HRM

No	Member Name	Understanding HRM
1	Drs. Malay SP Hasibuan	HRM is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping to realize the goals of the company, employees and society
2	Edwin B. Flipppo	Personnel management is planning, organizing, directing and controlling the procurement, development, compensation, integration, maintenance and dismissal of employees, with the aim of realizing the goals of the company, individuals, employees and society. Personnel management is providing leadership and direction to employees in their work or work relationships.
3		Personnel administration is the assignment of people to a company.
4	Dale Yoder	Personnel management is defined as a process of developing, implementing, and evaluating policies, procedures, methods, and programs related to individual employees in an organization.
5	Andrew F. Sikula	
	John B. Miner and Mary Green Miner	

The Role of Human Resource Management

Human resources play an important role in management. HRM organizes and determines personnel programs that cover the following issues:

- Place workers according to job description, job specification, job requirements, and job evaluation.
- Placing workers based on the principle of the right man in the right place and the right job.
- Establish welfare, development, promotion and termination programs.
- Planning the supply and demand for human resources in the future.
- Estimating the economic situation in general and company development in particular.
- Closely monitor labor laws and compensation policies of similar companies.
- Monitor technical progress and trade union developments.
- Carrying out education, training and employee achievement assessments.
- Manage employee transfers, both vertically and horizontally.
- Manage retirement, dismissal and severance pay.

The role of Human Resource Management is acknowledged to be very decisive for the realization of goals, but leading this human element is very difficult and complicated. Apart from being capable, capable and skilled, the

human workforce is also equally important to have the will and sincerity to work effectively and efficiently. Abilities and skills become less meaningful if they are not accompanied by work morale and employee discipline in working to achieve goals.

Development of Human Resources Management

The development of Human Resource Management is driven by the progress of the times. The development of HRM is influenced by economic, political and social problems.

Economic problems include:

- a. The increasingly limited production factors require human resources to work more effectively and efficiently.
- b. It is increasingly recognized that HR plays the most important role in realizing the goals of the company, employees and society.
- c. Employees will increase work morale, discipline and work performance if satisfaction is obtained from their work.
- d. There is sharp competition for qualified workers among companies.
- e. Employees are increasingly demanding economic security in the future.

Political issues include the following:

- a. Human rights are receiving increasing attention and forced labor is clearly no longer permitted.
- b. The increasing number and strength of labor organizations requires better attention to human resources.
- c. Government intervention in regulating labor is increasing.
- d. There is equal rights and justice in obtaining employment opportunities.
- e. Emancipation of women who demand equal rights in obtaining work.

Meanwhile, social problems include:

- a. The emergence of a shift in values in society due to education and technological advances.
- b. Reduced pride in work results due to detailed job specialization.
- c. There are more and more female workers who, because of their nature, need to receive special treatment according to the law.
- d. Human needs are increasingly diverse, material and non-material, which must be met by companies.

Human Resource Management Functions

Human Resource Management functions are divided into 11 (eleven) sections depicted in the chart below:

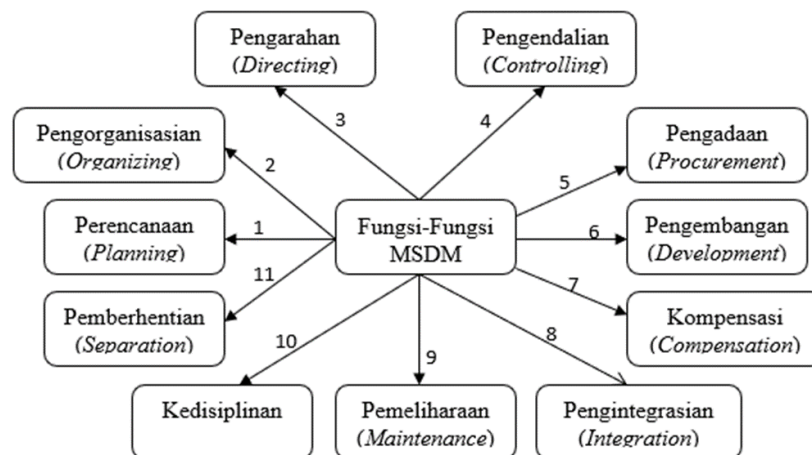


Figure 2. Human Resource Management Functions

From the chart above, it is explained that management functions include:

- a. Planning: planning the workforce effectively and efficiently to suit the company's needs in realizing its goals. The benefits of planning are:
 1. As a standard of control and supervision.
 2. Selection as the best alternative.
 3. Preparation of a priority scale, both targets and activities.
 4. Help managers adapt to environmental changes.
 5. A tool that makes it easier to coordinate with related parties.
 6. Tools that minimize uncertain work.
- b. Organizing: activities to organize all employees by determining the division of work, work relationships, delegation of authority, integration and coordination in the organizational chart. The benefits of organizing are:
 1. Overcoming limited abilities, will and resources.
 2. To achieve goals more effectively and efficiently.
 3. Containers utilize resources that are owned collectively.
 4. A place to develop a person's potential and specialization.
 5. Container for obtaining positions and division of work.
- c. Directing: the activity of controlling all employees so that they want to work together and work effectively and efficiently.
- d. Controlling: the activity of controlling all employees to comply with company regulations and work according to plan, including attendance, discipline, behavior, cooperation, work implementation, and maintaining environmental conditions.
- e. Procurement: the process of attraction, selection, placement, orientation and induction to obtain employees who suit the company's needs.
- f. Development: the process of improving employees' technical, theoretical, conceptual and moral skills through education and training.

- g. Compensation: providing direct and indirect remuneration of money or goods in exchange for services.
- h. Integration: activities to unite company interests and employee needs.
- i. Maintenance: activities to maintain or improve the physical, mental and loyalty conditions of employees so that they continue to work until retirement.
- j. Discipline: the desire and awareness to comply with company regulations and social norms.
- k. Separation: the termination of a person's employment relationship from the company due to the wishes of the employee, the company, or the end of the contract as regulated in

The Relationship between Philosophy of Science and Human Resource Management

Based on the explanation above, it is known that philosophy of science is a branch of science that is very important for the survival of humanity on this earth. The philosophy of science makes a big contribution to the progress and decline of science, and management as a family of science cannot be separated from each other and the philosophy of science. So the role of the philosophy of science in HR management can be seen in 3 (three) foundations, each of which has a close relationship and is related to advancing the quality of life and human civilization.

Ontological Foundations of Human Resource Management

The ontological basis of management practice is the essence of management practice. This essence is the "existence" of management. This is the essence of management practice. Without this essence, management practices become meaningless. The ontology of HR Management can be relevant as an intensive communication network between individuals who have different skills and knowledge, but work to realize the same goals. So, the ontology of management practice is as a communication network that is interconnected with each other. This communication network also assumes the responsibility of each individual to commit to existing tasks and goals.

This goal must be part of a shared identity and ideals. Every organization/company must determine the goals and direction to be achieved within the organization and this must be communicated to all elements that contribute to the survival of the organization.

The aspect of reality that theory and management reach through five-sensory experience is the world of empirical human experience, both in the form of the level of quality and quantity of results achieved.

The material object of management science is the management side which regulates all management activities including, Planning, Organizing, Mobilizing (motivation, leadership, decision making, communication, coordination, and negotiation as well as organizational development) and Control (including monitoring, assessment and reporting).

Gradually, the management ontology foundation applied in HR Management was developed in several company strategies to achieve goals including:

- a. Formulation of Vision and Mission, Opportunities and Challenges, Strengths and Weaknesses, Long Term Suggestions, Alternative Strategies, Selection of strategies used to formulate the goals to be achieved by the company.
- b. Implementation, which includes Annual Targets, Policies, Employee Motivation and Resource Allocation.
- c. Evaluation, including Internal and External Reviews, Measuring Performance, and Corrective Actions.

In the management ontology foundation, it must be able to answer all matters relating to the basic nature of the foundation of an organization, including:

- a. The company must know what field and object the company operates in, whether in the service sector, finance or others.
- b. What is the essential form of the company's object?
- c. What is the relationship between the object and human understanding (such as thinking, feeling and sensing) which produces knowledge?

So overall, the foundation of management ontology is a guideline for every organization in moving towards achieving common goals.

Epistemological Foundations of ManagementHuman Resources

Epistemology comes from the Greek episteme which means knowledge and logos which means theory. So, by this term what is meant is the investigation of the origins of knowledge or its structure, methods and validity.

Management can also be defined as the art and science of managing natural resources (SDA) and human resources (SDM) to achieve economic goals effectively and efficiently. In its development, epistemology shows a basic distance between rationalism and empiricism, even though in fact there are parallel tendencies.

The epistemological foundation of HR management is reflected operationally in the scientific method. Basically, the scientific method is a way of obtaining and compiling a body of knowledge based on:

- a. A logical framework of thinking with arguments that are consistent with previous knowledge that has been successfully compiled.
- b. Describe a hypothesis which is a deduction from the framework and verify the hypothesis in question by testing the factual truth of the statement:

In general, the epistemological foundations of human resource management can be applied in several approaches below:

- a. HR management should take a social systems approach. This social systems approach views that an organization/company is a complex system that operates in a complex environment. Managers recognize and realize that the goals of the organization/company will only be achieved if harmonious cooperation is fostered between fellow employees, subordinates and superiors, and there is good interaction between all

employees. This thinking is based on the existence of interdependence, interaction and interconnectedness between fellow employees. It is possible that a mechanical approach is used because technology is needed to advance the company but not all of it is adapted completely so as not to replace the role of humans as subjects who have creativity and empowerment.

- b. The company must carry out management functions
- c. Companies must provide development for employees.
- d. HR management must carry out its role as follows: carry out preparation and selection of workers (*Preparation and selection*). The things that must be done are preparation, recruitment and selection of workers. Employee development and evaluation (*Development and evaluation*) and providing compensation and protection to employees (*Compensation and protection*).

The epistemological foundation of management must be able to produce the best ways and methods and accompanied by adequate technological support, it will make employees not only workers but also actors and initiators in achieving goals. If employees as human resource assets are nurtured and their needs met, whether related to welfare or knowledge as a personal provision, will certainly produce quality performance.

Axiological Foundations of Human Resource Management

Derived from the Greek *axios* which means 'having a price,' 'having value', and *logos* which means 'theory' or 'reasoning', meaning a theory of desired value or a theory of good and chosen value. This theory has developed since the time of Plato in connection with discussions about forms or ideas (ideas about goodness).

In management practice, there are five values which should be the starting point, namely: Devotion, Humanity, Economy, Environment and Aesthetics.

Axiology is an approach that examines and integrates all these values in human life. In other words, these values are instilled in the personalities of business leaders (managers), staff and employees. In accordance with its objectives, the benefits of HR management are:

- a. The realization of an active, innovative, creative, effective and enjoyable economic activity process.
- b. The creation of managerial activity actors who actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble morals, and skills needed by themselves, society, nation and state.
- c. Achieving economic goals effectively and efficiently.
- d. Achieving significant empowerment as an effort to improve development and quality of human life

Axiological problems include the nature of values, types of values, value criteria, metaphysical status of values. Basically, knowledge must be used for the benefit of humanity. Science can be used as a means to improve the standard of human life and welfare by focusing on nature and dignity. For the benefit of humans, the scientific knowledge obtained is compiled and used communally and universally so that success and happiness will be achieved in balance. As

explained by Nana Rukmana (2006:6) that success and happiness are the achievement of various achievements and certain goals, both in terms of religion and the world, whose influence is clearly visible in a person's life at the individual, family, career and professional levels

CONCLUSION

After the description above, the following conclusions can be drawn:

- a. Human Resource Management is a process of planning, organizing, directing and supervising the efforts of organizational members and the use of other organizational resources in order to achieve stated organizational goals.
- b. Philosophy of Science is a branch of philosophy that seeks to study science from a philosophical perspective to provide answers to a number of questions including what science is (Ontology), how knowledge is obtained (answered by Epistemology) and why science is born (Axiology).
- c. The philosophical basis of human resource management in terms of ontology, epistemology and axiology is a technical approach in an effort to increase human empowerment which is closely interconnected in the concept of achieving expected goals, the methods used and the expected results for the sustainability of human life.

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