



## Three Approaches to Strategy human resource management based on management

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**Abstract:** This paper as an importanHuman Resource Management (HRM) in enhancement processes of knowledge managemen. Every company should be able to see the existing challenges and potential in its human resources. Good human resource governance will improve the quality of cooperation among employees of the company. Moreover, effective human resource governance encourages creativity in every problem-solving process. Creativity and work efficiency of human resources can improve the overall organizational performance. The fundamental aim of strategic human resources management is to generate strategic capability by ensuring that the organization has the skilled, committed and well-motivated employees it needs to achieve sustained competitive advantage.

**Keywords:** Human Resource, Management, Employees, Governance

### INTRODUCTION

Silalahi and Sundiman (2016) agreed that human resources should introduce new thinking in managing the company through the knowledge which it had. The role of competent human resources is needed to ensure the survival of the company. It is knowledgebased human resources and has the skills so that it can master the development of existing technology. Managers competing in business can choose among three distinct ways to fight. They can construct a fort and guard it; they can sustain and use remarkable assets; or on the other hand they can deftly seek after transitory open doors inside basic principles. Each approach requires different ranges of abilities and works best in more favorable conditions. The methodologies used to make sense of the most common way of coordinating chosen system into human asset strategy are creating occasionally as the climate continues to change.

Performances, productivity, creativity, innovation, personal attributes, behavior towards customers or clients are among essential component that make a company or a business prevail upon competition and entire coarse business world, in many occasions. Hence, looking into the core of business concept, we see that humans are very attractive and useful capital to have and use. (Gashi, 2013). In the mean time, possibility approach trusts that to further develop its business execution, firm should ensure there is coherency between human asset strategy chose,

business system and other hierarchical viewpoints so the representative way of behaving and the firm reason will be adjusted. To wrap things up, is configurational methodology. This approach depends vigorously on firm capacities for making human asset as an arranged framework or example (arranged human asset) that sorts out each action to get the level consistency (inward consistency) and vertical consistency (outside consistency) that will bring about business execution. From those two definitions, we can presume that skill is a trait of worker that decides his/her presentation in the working environment and can be worked on through nonstop preparation and improvement.

Taking into account the significance of representative skill for a firm, it is recommended that firm view the worker capability not just as his/her capacity in leading his/her undertaking and obligation yet in addition as a novel necessary asset to win the opposition. Hence, firm has such a worry to develop the capability in a successful and productive manner. This time, the vast majority of the organizations will generally consider skill more as in reverse looking than forward thoroughly searching with regards to firm system and changes.

They can develop a post and gatekeeper it; they can support and utilize wonderful resources; then again they can deftly seek after short lived open entryways inside fundamental standards. Each approach requires various scopes of capacities and works best in additional ideal circumstances. The philosophies used to get a handle on the most well-known approach to organizing picked framework into human resource technique are establishing infrequently as the environment keeps on evolving. Close to that, according to dynamic limits perspective, fundamental fit is the watchword during the time spent arranging and executing system. The strategy ought to fit the chance elements both in external environment and other various leveled factors. Key fit with its all the more remarkable, complex, and directing credits, is the principal piece of probability or best fit approach and expected to go probably as an expansion between the outside-in and the back to front ways of managing get the helpful energy expected to gain a legitimate high ground.

Meanwhile, probability approach believes that to additionally foster its business execution, firm ought to guarantee there is coherency between human resource technique picked, business framework and other progressive perspectives so the agent approach to acting and the firm explanation will be changed. To wrap things up, is configurational technique. This approach relies enthusiastically upon firm capacities with respect to making human resource as an organized system or model (organized human resource) that sorts out each activity to get the level consistency (internal consistency) and vertical consistency (outside consistency) that will achieve business execution. From those two definitions, we can assume that expertise is a characteristic of laborer that chooses his/her show in the workplace and can be dealt with through constant planning and improvement.

Considering the meaning of delegate expertise for a firm, it is suggested that firm view the specialist ability not similarly as his/her ability in driving his/her endeavor and commitment yet likewise as an original essential resource for win the resistance. Consequently, firm has such a concern to foster the capacity in a fruitful and useful way. This time, by far most of the associations will by and large consider ability more as in turn around looking than forward completely looking concerning firm framework and changes.

## **MANAGEMENT**

Strategic management provides overall direction to the enterprise and involves specifying the organization's objectives, developing policies and plans designed to achieve these objectives, and then allocating resources to implement the plans. Academics and practicing managers have developed numerous models and frameworks to assist in strategic decision making in the context of complex environments and competitive dynamics. Strategic management is not static in nature; the models often include a feedback loop to monitor

execution and inform the next round of planning. Many organizations have timing decides that set the mood of key vital cycles. Truth be told, pacing is one of the significant components that put basic principles procedures aside from conventional techniques. Timing rules can assist with synchronizing an organization with arising open doors and direction the organization's different parts to catch them. Nortel Organizations presently depends on double crossing rules for its decisively significant item development process: project groups should continuously know when an item must be conveyed to the main client to win, and item improvement time should be under year and a half. The principal rule keeps Nortel in a state of harmony with state of the art clients, who address the best open doors. The second powers Nortel to move rapidly into new open doors while synchronizing the different pieces of the company to do as such (Winland, 2010).

Administrators contending in business can pick among three particular ways of battling. They can fabricate a fortification and shield it; they can sustain and use remarkable assets; or on the other hand they can deftly seek after transitory open doors inside basic principles. Each approach requires different ranges of abilities and works best in more favorable conditions. Organizations with straightforward guidelines systems must adhere to the guidelines strictly figure Ten Instructions, not discretionary ideas to stay away from the impulse to transform them too oftentimes. A steady technique assists managers with quickly figuring out a wide range of chances and gain transient benefit by taking advantage of the appealing ones. All the more quietly, it can prompt examples that form long haul advantage corporate administration. Vital authority is important to convey the vision of the firm and targets of the brilliant courses of action (illustrated above) to the administration level. Authority catches the mental side of the executives which goes past monetary execution estimation. It tends to be the wellspring of inspiration, strengthening imagination, and development, which frequently are expected to control firms out of testing circumstances. Corporate administration is a company's basic framework that works with and controls key activity. It gives a screen to moral way of behaving and administrative consistence. Corporate administration decides the connections among the investors, the governing body, and the organization's administration. The customary instruments of corporate administration were the partners, the directorate, and leader remuneration. The set of three of control systems has gone under analysis and investigation. Patterns in corporate administration are to incorporate business execution estimation and partner criticism with customary monetary proportions of control. Results of key action. conceptualises this as strategically proactive HR that involves creating future strategic alternatives. This includes activities like creating a culture change, identifying mergers and acquisition possibilities, tracking the market and proactively making changes (Krishnan & Singh, 2010).

The worldview above demonstrates that in each sort of development there is a made worth climate from expenses, quality or execution. This arrangement of advancement's sorts agreeing to is adjusted with the worldwide worth of development, for instance, the worldview advancement prompts the launch of new structures and fostering the organization's exercises, nonetheless; the made worth from the authoritative development is confined on the current organization's exercises through the presentation of new authority models and new administration strategies. At the most reduced level, Tidd recommended the Cycle improvement as a sort of development and that implies the acquaintance of new adjustments with the current exercises and activities without complete changes, and the outcome is the decrease of expenses and quality improvement. Notwithstanding the distinctions between the made upsides of each sort of development, the fundamental and fundamental goal is to build the worldwide advantage of the organization. What we can comment from the various types of development is that there is a typical thought which is the improvement and the advancement which shows the principal job of the mechanical information. Also, on the grounds that any

organization expects to cover the biggest market part or basically to safeguard and keep up with its market position, the development assumes a major part in that, so it can be (market) considered as a significant variable.

### **Organizational, Innovation Capabilities, and Sustainable**

From a resource based strategy perspective, the meaning of resources and limits in cultivating an association's advantages are underlined. Improvement is basic to procuring high grounds. Progression frameworks are the fundamental work out close to nothing and medium-sized adventures, especially in additional creating practical unfaltering quality. Headway is gathered into two sorts: fanatic and consistent. Radical improvement is the place where a very extraordinary and novel improvement transforms into the essential game plan in the business. Meanwhile, consistent headway is the advancement that carries out slight upgrades and changes as per existing practices. Advancement is a huge driver of business power and improvement for an association execution, especially for.

Advancement is basic to an association's presentation and improvement limit basically influences thing quality and useful execution. While the ability to upgrade doesn't directly impact an association's money related show, yet rather an indirect effect on its practical execution. Lately, as the hour of business competition has become more enthusiastically, monetary experts ought to constantly find ways and philosophies to overcome challenge in their specific fields. In picking the strategies and thoughts to be used, ideally, monetary experts should have the choice to join inside factors, particularly resources, and look at the plan of the business from a distance. Following taking apart the business structure considering external factors, the association might have expanded all pieces of inside resources (resources) by making various advantages. High ground factors are those that are gained or can be made/made. Advantage starts from an association's fundamental choices to make the most of market possibilities. A business framework, moreover called vicious strategy, is ordinarily developed at the divisional level, and highlights propelling the serious spot of an association's things/organizations in the specific business/market segment served by the division. The division's business strategy could focus in on growing advantages in the creation and proposition of things and organizations. Business procedures should organize different valuable activities to achieve divisional targets. The possibility of an association's advantage was made using the nonexclusive method proposed in before studies. Assessments that show high ground factors are imitability, durability, and straightforwardness of coordinating. High ground is at the center of an association's show in a merciless market. An association's advantage creates from the value or benefits that the association can make for its buyers. If the association can make an advantage more than one of these three nonexclusive frameworks. They are seen from the premium side as well as from the size and construction of the market to be put. The ability to practice this procedure is seen from the stock side or asserted and seen from the association's ability (Farida & Setiawan, 2022).

Entation of plans intended to accomplish a company's goals. Vital administration is the most common way of pursuing choice, arranging, planning and making a few moves by the top supervisors of an organization to accomplish put forth objectives and targets. Choices are of little utilize except if they are followed up on. They made sense of that the definition catches two vital components of key administration. In the first place, the essential administration of an association involves three on-going cycles: examination, choices, and activities. This suggests that essential administration is worried about the examination of vital objectives (vision, mission, and key goals) alongside the investigation of the inner and outer climate of the association. Additionally, pioneers and directors should settle on essential choices and make fundamental moves to execute the choices. Second, the pith of key administration is the investigation of why a few firms beat others. In this way, chiefs need to decide how a firm is

to contend so it can get benefits that are supportable over an extended time of time (Monday et al. 2015).

One more component of the fruitful deteriorating industry organizations is their continuous spotlight on cost cutting. Dropping unnecessary business exercises, re-appropriating a few capabilities to outside organizations that can carry out those roles less expensive yet better, updating inward business processes, merging underutilized creation offices, shutting significant expense retail outlets, and pruning minimal items are instances of cost decreases. Further developing the assembling system seems, by all accounts, to be the most famous methodology to decrease costs. These improvements are much of the time the consequence of a persistent and purposeful spotlight on productivity (Rahman and Shariat Ullah 2022).

When in doubt, little firms don't have the assets expected to make and keep a different vital arranging capability. All things considered, the arranging system will typically be taken care of by the pioneers and other ranking directors. As a matter of fact, the most common way of drafting the marketable strategy is an ideal opportunity to ensure that every one of the individuals from the beginning up bunch are persuaded about the legitimacy of the business idea and completely dedicated to turning into the underlying "financial backers" in the organization prepared to commit their full time and work to executing the arrangement. While the ideal circumstance, for the reasons recorded above, is for some type of strategy to be set up when the organization is officially sent off, the truth will in general be that the systems of many firms will quite often arise as the business creates. Regardless of whether that is the case the heads of the organization must basically have some broad edge of reference with respect to the issues that should be thought about while figuring out which exercises of the little beginning up group should accept need (Gutterman, 2023).

### **The Human Resource Management of Strategy**

Meanwhile, contingency approach believes that in order to improve its business performance, firm must make sure there is coherency between human resource policy selected, business strategy and other organizational aspects so that the employee behavior and the firm purpose will be aligned. Last but not least, is configurational approach. This approach relies heavily on firm capabilities for creating human resource as a planned system or pattern (planned human resource) that organizes every activity to obtain the horizontal consistency (internal consistency) and vertical consistency (external consistency) that will result in business performance. Horizontal consistency or horizontal fit shows the congruence among the various HRM practices while vertical consistency shows the congruences between the HRM (functions, system, and strategy) and the firm strategy.

The utilization of new data and correspondence advancements, which have sped up the course of globalization and which is a significant calculate strengthening worldwide rivalry, While new cycles have diminished creation costs, growing new items has become progressively significant. These days, the expense esteem is as of now not the just or fundamental prerequisite of rivalry, and components like item quality, creation adaptability, and advancement limit have acquired expanding significance. Right now, causing to notice the connection between cutthroat power and creation system is important. In the Fordist creation framework, where seriousness depends on cost and efficiency increment depends on cost decrease; While modest work gave a relative benefit, these days, creation frameworks that underline the nature of creation and development have been tried. Contest is an idea that shapes the premise of progress or disappointment of firms. Serious technique; to look for a favorable situation in an industry and attempt to acquire a beneficial and maintainable situation against the powers or components that decide the bearing of industry contest. The drawn out exhibition



of the organization as far as accomplishing better than expected execution is to give a manageable upper hand.

Two distinct methodologies in HR the executives writing are important in characterizing vital HR. The main methodology tends to vital human asset the executives (SHRM) as a result. As indicated by this methodology, the SHRM is to get a feasible upper hand, which is the primary objective of the undertaking, through its current HR. All in all, the SHRM is yield situated, which can be considered as a maintainable upper hand. As per the other methodology, the SHRM exercises are joined with business techniques. As per this methodology, the human asset of the association is engaged with an extensive variety of procedure setting processes. In this sense, the SHRM doesn't just attempt to settle still up in the air by the senior administration but at the same time is engaged with the most common way of formulating and carrying out applicable systems.

A significant highlight be noted right now, as called attention to by the advanced administration approach, is that each organization keeps on working under its particular possibility conditions. Consequently, still up in the air inside the system of SHRM which model is appropriate for related organizations. In this manner, as per the conditions of the organization, it ought to initially be resolved which model is more suitable. The second step after this assurance is; is the assurance of the HR technique as per the model. Right now, there are four unique SHRM systems inside the structure of Bamberger and Meshoulam. These systems; The responsibility methodology comprises of a cooperative system, a paternalistic procedure, and a conventional HR technique. Once more, considering the possibility states of the undertaking, a system detailing which is viable with the important models ought still up in the air. In the wake of figuring out which systems will be utilized, the last step is the assurance of the ways of behaving that will execute these techniques. In this sense, there are four good examples that HR directors will apply in HR the board writing.

Assuming we check out at the meaning of Patrick M. Wright toward this path: As such, SHRM is the macroorganizational approach that analyzes the job and elements of HRM in huge associations. key HR the board is characterized as exercises that expect to make it workable for an association to accomplish its objectives and as a component of its arranged human asset scattering. This definition thinks often about two unique aspects, which contrast from conventional HRM. In the first place, in an upward direction expects that HR rehearses be connected to the association's essential administration processes.

## CONCLUSIONS

Knowledge management is divided into several things. Those are knowledge-based work culture, an orientation to compete, and the application of formal and informal science in work company. Working companies also have a close relationship with work culture. If the work culture created by the company shows a positive development for employees of the company, employees of the company will feel safe and comfortable in the work company. It also deals with the competing orientation of each employee of the work company, where in the company, it gives the widest opportunity to show creativity, convey, and realize positive ideas.

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