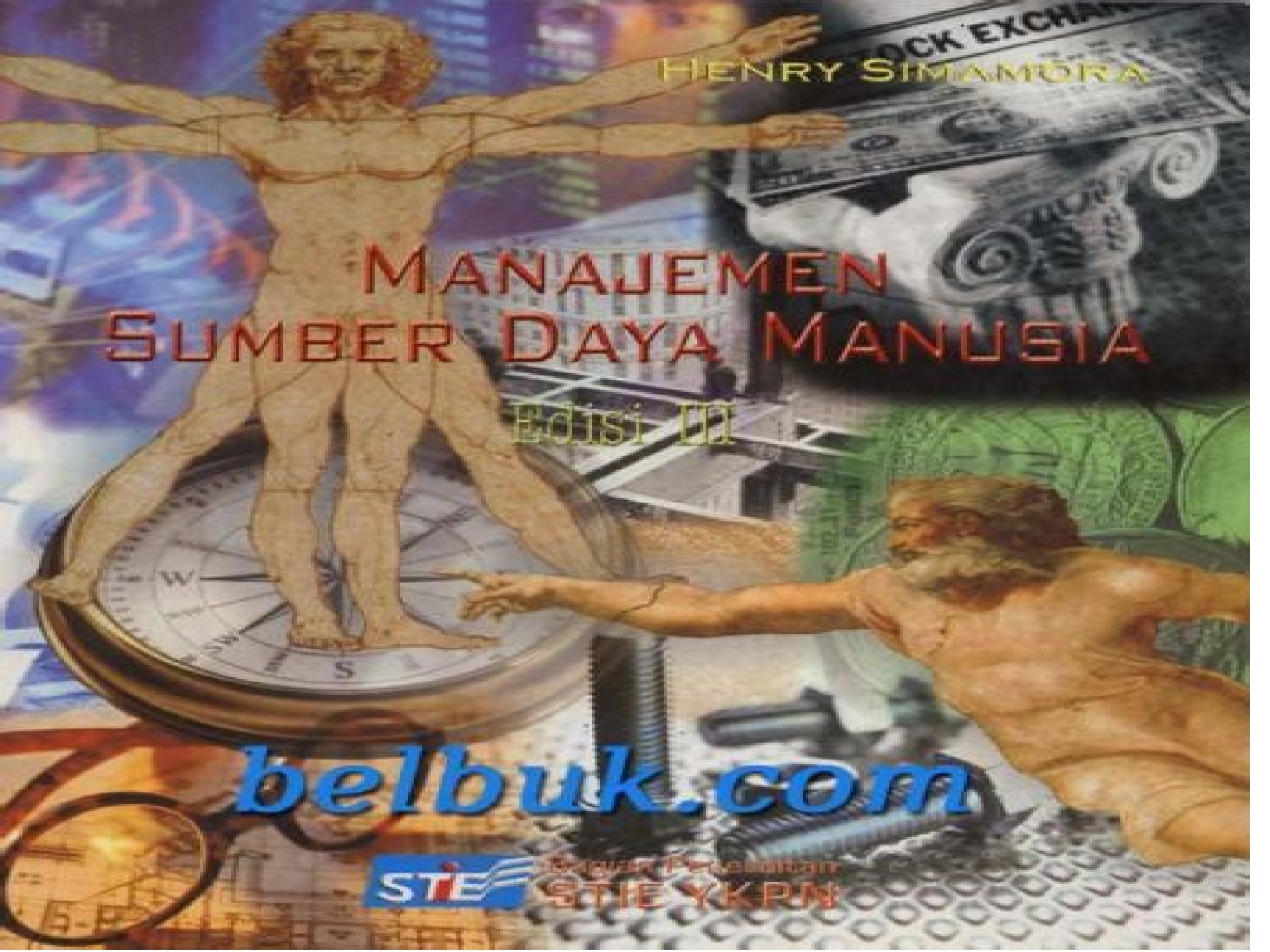




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MANAJEMEN SUMBER DAYA MANUSIA

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Manajemen Sumber Daya Manusia Simamora

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Martoyo, Widayati Widayati, Marfua

Suebudi Leni Susanti, Irwan Idrus, Ni

Kadek Nonik Rasminingsih, Bayu

Mahendra, I Ketut Sirna, Ahmad Fauzi

Maryadi

Manajemen Sumber Daya Manusia Simamora :

MANAJEMEN SUMBER DAYA MANUSIA Dwi Putra Buana Sakti, Rusdiana Br Simamora, Ahmad Karim, Arnida, Siti Nurmayanti, Edi Muhammad Abduh Alhamidi, Nadiah Abidin, Budi Gautama Siregar, I Made Darsana, Abdullah Mitrin, Erni Salijah, Riri Mayliza, Triana Melinda Sinaga, 2023-02-14 Sistematika penulisan buku ini diuraikan dalam tiga belas bab yang memuat tentang Konsep dasar manajemen sumber daya manusia fungsi pengelolaan sumber daya manusia penilaian kinerja sistem informasi pengelolaan sumber daya manusia rekrutmen dan seleksi pelatihan dan pengembangan perencanaan kompensasi audit riset sumber daya manusia struktur organisasi dalam manajemen sumber daya manusia peran komunikasi dalam manajemen sumber daya manusia keselamatan dan Kesehatan kerja pemeliharaan hubungan kerja dan yang terakhir tentang sistem keputusan hubungan kerja **BUKU MANAJEMEN SUMBER DAYA MANUSIA** Yulianah, S.E., M.M., Penulis Yulianah S E M M ISBN 978 623 500 999 5 Halaman vi 158 Ukuran 15 5 x 23 Tahun terbit 2025 Sinopsis Dalam era globalisasi dan persaingan bisnis yang semakin ketat sumber daya manusia SDM menjadi aset paling berharga bagi organisasi Keberhasilan suatu organisasi sangat bergantung pada kualitas dan pengelolaan SDM yang efektif Manajemen Sumber Daya Manusia MSDM hadir sebagai disiplin ilmu dan praktik yang berfokus pada pengelolaan aspek manusia dalam organisasi untuk mencapai tujuan organisasi secara efektif dan efisien MSDM bukan lagi sekadar fungsi administratif yang mengurus gaji dan absensi Dalam lanskap bisnis yang dinamis dan kompetitif saat ini MSDM telah bertransformasi menjadi mitra strategis yang krusial dalam mencapai tujuan organisasi Perannya meluas mencakup perencanaan tenaga kerja pengembangan karyawan manajemen kinerja kompensasi dan benefit serta hubungan industrial yang semuanya dirancang untuk mendukung strategi bisnis secara keseluruhan MSDM sebagai sebuah fungsi dalam organisasi tidak berdiri sendiri la berinteraksi dan memanfaatkan prinsip serta konsep dari berbagai disiplin ilmu lain untuk mencapai tujuannya yaitu mengelola sumber daya manusia secara efektif dan efisien demi tercapainya tujuan organisasi **MANAJEMEN SUMBER DAYA MANUSIA** Farah Chalida Hanoum, Mohamad Rizan, Dewi Susita, Siti Nurjanah, Agung Kresnamurti Rivai P. , Imam Makhrus, Heri Prabowo, Kristin Violinda, Afzil Ramadian, Ernawati Ernawati, Ria Kusumaningrum, Raka Pria Anugrah, Goklas Siahaan, Ika Usmalia Ibrahim, Sonny Taufan, Tuti Ningrum, Bayu Dewantoro, 2024-10-11 Buku Manajemen Sumber Daya Manusia untuk Mahasiswa dan Umum ini hadir sebagai referensi dalam menambah wawasan tentang manajemen sumber daya manusia Sumber daya manusia merupakan aset penting bagi organisasi Mereka membutuhkan perhatian dari berbagai pihak agar prestasinya dapat dimaksimalkan sehingga tujuan organisasi tercapai Berdasarkan hal tersebut manajemen sumber daya manusia diperlukan untuk meningkatkan efektivitas sumber daya manusia dalam sebuah organisasi Buku ini hadir sebagai referensi untuk mahasiswa maupun masyarakat umum yang ingin menambah wawasan mengenai manajemen sumber daya manusia Adapun topik topik yang akan dibahas dalam buku ini antara lain konsep MSDM perencanaan SDM rekrutmen pengembangan SDM pemberian kompensasi dan sebagainya Semoga hadirnya buku ini

memberikan manfaat bagi para pembaca Buku ini ditujukan untuk membantu para mahasiswa dalam mempelajari konsep konsep manajemen sumber daya manusia dan untuk mempermudah mempelajari materi manajemen sumber daya manusia terutama bagi yang belum mengenalnya Manajemen sumber daya manusia merupakan cabang ilmu manajemen yang khusus membahas salah satu unsur manajemen yaitu man manusia Manajemen sumber daya manusia memegang peran vital dalam sebuah organisasi baik itu organisasi pemerintah industri pendidikan dan sebagainya Apabila sumber daya manusia dalam organisasi dikelola dan dimanfaatkan dengan baik maka organisasi tersebut akan lebih mudah dalam mencapai tujuan Begitu pentingnya peran manusia dalam organisasi maka buku ini hadir untuk menambah referensi bacaan bagi para pembaca

MANAJEMEN SUMBER DAYA MANUSIA (MSDM) Lathifaturahmah Lathifaturahmah, Anang Martoyo, Widayati Widayati, Marfua Suebudi Leni Susanti, Irwan Idrus, Ni Kadek Nonik Rasminingsih, Bayu Mahendra, I Ketut Sirna, Ahmad Fauzi Maryadi, 2023-11-05 Manajemen sumber daya manusia menjadi seni yang selalu menarik untuk dibahas Dinamisasi terjadi seiring perkembangan zaman Konsep dan teori yang ada berkembang dalam konteks kenyataan Komprehensifitas Buku Manajemen Sumber Daya Manusia ini menjadi menarik untuk dibaca Kami menyusunnya dalam 10 bab yang mencakup berbagai aspek penting dalam manajemen sumber daya manusia Buku ini akan menginspirasi Anda tentang strategi analisis perencanaan pertumbuhan promosi kompensasi kerja sama tim dan pentingnya kesehatan dan keseimbangan kehidupan kerja dalam bab bab berikut Strategi dan Analisis Manajemen Sumber Daya Manusia Analisis dan Perancangan Jabatan Perencanaan dan Rekrutmen Sumber Daya Manusia SDM Memahami Pelatihan dan Pengembangan SDM Manajemen dan Penilaian Kinerja Manajemen Karier Perancangan Sistem Kompensasi Hubungan Ketenagakerjaan Kesehatan dan Keselamatan Kerja MSDM Internasional Dengan demikian buku ini dapat dijadikan tools bagi para profesional dan mahasiswa yang tertarik dalam bidang manajemen sumber daya manusia dan mengaplikasikannya secara efektif dalam konteks organisasi

BUKU AJAR MANAJEMEN SUMBER DAYA MANUSIA Dr. H. Firdaus, S.E., M.M. ,2023-10-18

Manajemen sumber daya manusia merupakan suatu proses perencanaan pengorganisasian pengarahan dan pengawasan kegiatan pengadaan pengembangan pemberian kompetensi pengintegrasian pemeliharaan dan pelepasan sumber daya manusia agar tercapai berbagai tujuan individu organisasi dan masyarakat Mondy dan Noe mendefinisikan manajemen sumber daya manusia human resource management sebagai pendayagunaan sumber daya manusia untuk mencapai tujuan tujuan organisasi Manajemen sumber daya manusia dapat diartikan sebagai pendayagunaan sumber daya manusia di dalam organisasi yang dilakukan melalui fungsi fungsi perencanaan sumber daya manusia rekrutmen dan seleksi pengembangan sumber daya manusia perencanaan dan pengembangan karir pemberian kompetensi dan Industrial Perencanaan dan implementasi fungsi fungsi ini harus didukung oleh analisis jabatan yang cermat dan penilaian kinerja yang objektif Tugas Manajemen Sumber Daya Manusia MSDM adalah untuk mengelola manusia seefektif mungkin agar diperoleh suatu satuan sumber daya manusia yang saling memberi manfaat Manajemen Sumber Daya Manusia MSDM merupakan bagian dari

manajemen umum yang memfokuskan pada sumber daya manusia Fungsi fungsi Manajemen Sumber Daya Manusia mungkin akan dijumpai ada beberapa perbedaan dalam berbagai literatur hal ini sebagai akibat sudut pandang akan tetapi dasar pemikiran relatif sama Aspek lain dari Manajemen Sumber Daya Manusia adalah peranannya dalam mencapai tujuan perusahaan secara terpadu Kegiatan perencanaan kualitas dan kuantitas Sumber Daya Manusia SDM merupakan pekerjaan manajemen sumber daya manusia yang paling mengandung ketidakpastian karena adanya faktor peramalan terhadap kecenderungan lingkungan bisnis yang terus bergerak sangat dinamis Terkait hal ini perusahaan harus mampu melihat kecenderungan perkembangan teknologi seperti yang bisa berpengaruh terhadap kualitas dan kuantitas sumber daya manusia perusahaan di masa mendatang Merencanakan sumber daya manusia karyawan secara efektif agar sesuai dengan kebutuhan perusahaan demi terwujudnya tujuan perusahaan

Manajemen Sumber Daya Manusia Rizki Afri Mulia, 2021-11-19 Human Resource Management dapat didefinisikan sebagai manajemen yang efektif dari orang-orang dalam suatu organisasi Manajemen sumber daya manusia membantu menjembatani kesenjangan antara kinerja karyawan dan tujuan strategis organisasi Selain itu tim manajemen sumber daya manusia yang efisien dapat memberikan keunggulan bagi perusahaan dalam persaingan

Administrasi Kepegawaian Syamsir Syamsir, Nika Saputra, 2022-11-10 Administrasi adalah ilmu yang mempelajari negara serta kepentingan publik serta dituntut bertanggung jawab terhadap publik yang dilayaninya Birokrasi publik pada hakikatnya adalah pelayanan kepada masyarakat Tetapi faktanya banyak birokrat pemerintah yang tidak memiliki kompetensi dan akuntabilitas yang tinggi dalam melaksanakan tugas wewenang dan tanggung jawab yang diberikan kepadanya Birokrasi adalah lembaga yang paling banyak di sorot oleh masyarakat terkait dengan kinerja dan kepegawaian Perhatian masyarakat ditujukan pada praktik yang menyimpang mal administration dari kepegawaian dalam menjalankan tugas dan tanggung jawabnya Ini menunjukkan pentingnya administrasi kepegawaian dalam administrasi publik Buku ini bertujuan untuk membantu memberikan pengetahuan tentang pentingnya administrasi kepegawaian di sektor publik dan sektor privat serta bagaimana praktik dalam birokrasi Harapan penulis mudah-mudahan buku ini dapat memberikan bimbingan kepada pembaca bagaimana meningkatkan administrasi kepegawaian dalam birokrasi

Analisa Sumber Daya Manusia Dr. Arip Rahman Sudrajat, S.Sos., M.Si., CPAP., Dr. Dian Purwanti, S.Sos., M.AP., Andi Mulyadi, S.Sos., M.Si., M. Rijal Amirulloh, S.IP., M.KP., Dr. Rika Kusdinar, S.Sos., M.Si., Analisa Sumber Daya Manusia

Analisa Sumber Daya Manusia adalah Upaya pengembangan sumber daya manusia yang berfungsi melakukan perencanaan sumber daya manusia penerapan perekrutan pelatihan pengembangan karir karyawan atau pegawai serta melakukan inisiatif terhadap pengembangan organisasional sebuah organisasi atau perusahaan Analisa sumber daya manusia ini menjadi bidang kajian penting dalam perusahaan atau organisasi karena problem yang dihadapi organisasi atau perusahaan bukan hanya persoalan bahan mentah modal alat kerja dan produksi saja tetapi juga problem sumber daya manusia yang notabene adalah pihak yang menjalankan dan mengelola faktor-faktor produksi sekaligus merupakan tujuan dari kegiatan produksi itu sendiri

Kegiatan Analisa Sumber Daya Manusia adalah evaluasi rutin yang dilakukan oleh bidang Manajemen Sumber Daya Manusia atau bidang Human Resources Development dengan tahapan tertentu. Analisa Sumber Daya Manusia merupakan tanggung jawab manajer khususnya untuk menciptakan SDM yang handal dalam menghadapi tantangan teknologi modern. Analisa Sumber Daya Manusia juga diperlukan sebagai Upaya untuk menerapkan prinsip *The right man in the right place* *The right man on the right job* sebagai bentuk tanggungjawab profesional dari organisasi atau perusahaan kepada masyarakat atau pelanggan yang dilayani. Langkah pertama dari kegiatan Analisa Sumber Daya Manusia adalah dengan melakukan Analisa pekerjaan yang memungkinkan setiap individu di dalam organisasi atau perusahaan bisa merasakan kenyamanan dalam bekerja bermartabat dan merasakan nilai keadilan. Banyak informasi yang bisa dikumpulkan dengan melakukan Analisa pekerjaan. Tujuan utamanya adalah untuk menyelesaikan seluruh proses dan untuk menetapkan kesesuaian yang sempurna antara pekerjaan dengan pegawai atau karyawan. Sehingga capaian setiap pekerjaan yang dibebankan kepada pegawai atau karyawan bisa efektif sesuai target yang telah direncanakan organisasi atau perusahaan. Yang merah gak usah. Manfaat atau kegunaan dari kegiatan Analisa sumber daya manusia adalah supaya dapat tercipta Sumber Daya Manusia yang handal dalam menghadapi tantangan teknologi modern. Pada Era Revolusi industri 4.0 dimana tuntutan digitalisasi semakin tinggi dan tidak dapat dihindari, kegiatan Analisa pekerjaan juga memiliki tujuan supaya bisa menciptakan sumber daya manusia yang maksimal dengan pemanfaatan teknologi yang maksimal namun tetap memberikan kenyamanan bagi SDM tersebut. Tahapan Analisa pekerjaan SDM harus dilaksanakan secara profesional supaya efektif dalam menentukan kualifikasi yang secara langsung bisa berpengaruh terhadap keberhasilan organisasi atau perusahaan. Analisa Sumber Daya Manusia sangat berguna sebagai dasar untuk proses rekrutmen calon pegawai atau calon pejabat yang akan mengisi formasi yang tersedia. Kegiatan Analisa Sumber Daya Manusia satu paket dengan Analisa pekerjaan atau Analisa beban kerja. Karenanya Analisa Sumber Daya Manusia akan memberikan manfaat bagi terwujudnya organisasi atau perusahaan yang kompetitif di masa depan sesuai dengan perkembangan zaman.

Pengupahan Berkeadilan Menurut Hukum Islam

Eva Zulfa Nailufar, 2014-09-29. Sistem pengupahan buruh perusahaan di Indonesia telah banyak menyebabkan konflik seperti adanya jenjang kesejahteraan yang terlalu menyolok antara pimpinan dan bawahan. Telah terjadi pemisahan dan polarisasi berupa perkembangan golongan yang memiliki pekerjaan yang baik dengan memperoleh gaji tinggi dapat meningkatkan kedudukan sosial, terjamin kebutuhan hidup, dan memiliki kesempatan memperoleh pekerjaan yang lebih baik. Pada pihak lain, perkembangan bawahan buruh dengan pekerjaan yang berat, waktu yang panjang, pekerjaan yang berganti-ganti, dan tidak memiliki kepastian dalam pekerjaan, sistem kerja kontrak, dan outsourcing. Di samping itu, buruh dibayar dengan upah yang sangat murah dengan tunjangan yang sangat minim. Upah murah terjadi akibat kebijakan pemerintah bersama para pengusaha yang menjadikan KHL (Kebutuhan Hidup Layak) seorang lajang dengan tingkat hidup paling minim dan komponen KHL dengan harga termurah di pasar sebagai pijakan dalam menentukan besarnya upah UMP seorang buruh.

sehingga mereka tidak memperoleh upah kecuali upah yang hanya cukup untuk melangsungkan kehidupannya agar mereka tetap dapat bekerja Dalam konteks ini sebenarnya buruh belum memperoleh upah Mereka hanya memperoleh biaya hidup biaya operasional sebulan sehingga bisa bekerja Begitupun untuk upah penyesuaian upah sundulan yang tertuang di PKB antara pengusaha dan serikat buruhnya Adapun penyebab lain sehingga buruh dibayar dengan upah murah menurut para pengusaha adalah dikarenakan persentase porsi pengeluaran biaya untuk upah terlalu kecil terjadi beban biaya operasional dan suku bunga bank yang terlalu tinggi serta terlalu banyak pengeluaran untuk pungutan illegal Sistem pengupahan berkeadilan menurut Islam merupakan alternative untuk dapat menyelesaikan permasalahan sistem pengupahan di Indonesia Visi dan misi dari pendirian perusahaan adalah kemaslahatan dengan menciptakan kesejahteraan totalitas antara sahib al mal mustajir dan ajir serta negara dan lingkungan dimana perusahaan erada Melalui pendekatan syirkah inan wa al ijarah maka akan diperoleh maksimasi pendapatan buruh sehingga nilai lebih dari hasil kerjanya akan diperoleh buruh sebagaimana haknya Buruh mendapatkan upah dikarenakan perusahaan memperoleh laba dalam bentuk bagi hasil yang terdiri dari gainsharing profit sharing dan employee ownership Di samping itu untuk kebutuhan kesehariannya sehingga mereka dapat bekerja buruh memperoleh biaya operasionalnya dalam bentuk UPL Upah Pokok Layak UPL yang diterimanya adalah UPL yang memenuhi lima kebutuhan pokok manusia yang terdiri dari perlindungan terhadap agama jiwa akal harta dan keturunan UPL terdiri dari upah gaji pokok dan tunjangan Gaji pokok adalah biaya opsional buruh sehingga mereka dapat menjalankan pekerjaannya selama sebulan sedangkan tunjangan adalah lima kebutuhan pokok di luar gaji pokok untuk buruh dan keluarganya

Bimbingan Konseling untuk Karir Sukses Habiburrahman, M.Pd., 2024-07-12 Buku Karakter Pendidikan Islam mengupas tuntas tentang pentingnya pembentukan karakter dalam pendidikan Islam Buku ini dimulai dengan penjelasan tentang konsep dasar pendidikan dalam Islam mencakup tujuan prinsip dan nilai nilai yang mendasarinya Melalui perspektif historis dan kontemporer penulis menjelaskan bagaimana pendidikan Islam tidak hanya berfokus pada aspek kognitif tetapi juga pada pengembangan karakter mulia seperti kejujuran tanggung jawab dan kasih sayang

Strategi Rekrutmen Pejabat Struktural di Perguruan Tinggi Ir. Muh. Rizal S, ST., S.AN., M.Pd., IPM, 2023-07-22 Buku ini dirancang untuk memberikan wawasan mendalam tentang berbagai aspek yang terkait dengan strategi rekrutmen pejabat struktural di perguruan tinggi Mulai dari perencanaan rekrutmen yang cermat penggunaan metode dan teknik seleksi yang efektif hingga pelibatan para pihak terkait dalam proses rekrutmen setiap tahapan penting dalam proses ini akan dijelaskan dengan baik Selain itu buku ini juga membahas tantangan dan kendala yang sering dihadapi dalam rekrutmen pejabat struktural serta memberikan solusi dan saran praktis untuk mengatasinya Peningkatan transparansi akuntabilitas dan pengembangan branding perguruan tinggi juga menjadi fokus penting dalam buku ini dengan tujuan menciptakan proses rekrutmen yang lebih efisien dan profesional Penulis Ir Muh Rizal S ST S AN M Pd IPM Editor Dr Rahmat Fadhli Ed M Jumlah i xi 135 hlm Ukuran 15 5 x 23 cm

Pengelolaan sumber daya manusia pada organisasi

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