

MANAJEMEN SUMBER DAYA MANUSIA

Human Resource Management 7e

Gary Dessler



Edisi Bahasa Indonesia • Jilid 1

Manajemen Sumber Daya Manusia Gary Dessler

Gary Dessler



Manajemen Sumber Daya Manusia Gary Dessler:

Manajemen Sumber Daya Manusia Marihot Tua Efendi Hariandja, 2002 **Human Resource Management** Gary Dessler, 2008 Memahami Aspek Pengelolaan SDM ... , **Manajemen Sumber Daya Manusia : Teori Komprehensif dalam MSDM** Fauzia Afriyani, Lily Dianafitry Hasan, Abdul Rokhmat, Yudi Wahyudin, Narulita Syarweny, 2024-09-09 Buku Referensi Manajemen Sumber Daya Manusia Teori Komprehensif dalam MSDM menawarkan panduan yang mendalam dan menyeluruh tentang berbagai aspek kritis dalam manajemen sumber daya manusia MSDM di berbagai jenis organisasi Buku ini dimulai dengan penjelasan mengenai definisi ruang lingkup serta sejarah dan perkembangan MSDM yang kemudian diikuti dengan pembahasan mendetail mengenai peran dan fungsi utama MSDM dalam meningkatkan efektivitas dan kinerja organisasi secara keseluruhan Setiap bab dirancang untuk memberikan wawasan praktis dan teori yang relevan mulai dari perencanaan sumber daya manusia rekrutmen seleksi hingga pengembangan manajemen kinerja dan strategi kompensasi serta tunjangan semuanya dijelaskan dengan rinci dan terstruktur Lebih jauh lagi buku ini menyoroti pentingnya hubungan industrial yang harmonis serta kesehatan dan keselamatan kerja K3 yang menjadi komponen kunci dalam memastikan kesejahteraan karyawan dan menciptakan lingkungan kerja yang aman sehat dan produktif Dengan pendekatan yang komprehensif ini buku ini menjadi referensi esensial bagi praktisi MSDM akademisi dan mahasiswa yang ingin memahami dan mengimplementasikan teori serta praktik MSDM secara efektif dalam konteks organisasi modern Manajemen Sumber Daya Manusia Sigit Purwanto, Supangat Supangat, Meriam Esterina, Samuel Souhoka, Felix Chandra, Akbar Hariputra, Nenden Nur Annisa, La Ode Muhammad Rauda Agus Udaya Manarfa, Endra Gunawan, M. Rachmat Sulthony, Tezar Arianto, Sunardi, 2024-09-26 Buku Manajemen Sumber Daya Manusia ini menyajikan pembahasan lengkap dan sistematis mengenai konsep teori serta praktik pengelolaan sumber daya manusia dalam organisasi modern Di tengah dinamika dunia kerja yang semakin kompleks buku ini hadir sebagai panduan penting bagi pembaca yang ingin memahami lebih dalam tentang bagaimana mengelola tenaga kerja secara efektif dan efisien Setiap bab disusun secara sistematis dimulai dari definisi MSDM diikuti dengan perencanaan strategis sumber daya manusia metode rekrutmen dan seleksi serta pelatihan dan pengembangan untuk meningkatkan kompetensi karyawan Topik-topik penting lainnya seperti hubungan industrial kepemimpinan kesehatan dan keselamatan kerja juga dibahas secara detail lengkap dengan studi kasus dan contoh praktis Ditujukan untuk mahasiswa akademisi dan praktisi buku ini memberikan wawasan tentang bagaimana organisasi dapat mengelola sumber daya manusianya secara efektif di era modern yang penuh tantangan Dengan pendekatan yang holistik buku ini menjadi referensi penting bagi siapa saja yang ingin memahami dan menerapkan MSDM secara optimal

Manajemen Sumber Daya Manusia (Teori & Aplikasinya) Jumawan, S.E., M.M., Dr. Supardi, S.T., M.M., CPHCM., DR. D.Sc. Drs. Sunarno Sastroatmodjo, AP., B.II.Sc., B.Sc., S.E., S.H., S.T., S.AP., S.IP., S.Pd., S.Sos., S.Ikom, M.M., M.Si., C.JKP., C.CW., C.ED., 2025-06-21 Buku yang ada di tangan pembaca ini terdiri dari 14 bab diantaranya sebagai berikut

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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 : Memahami dalam Konteks Organisasi Publik dan Bisnis Istikomah, SE., MM.,Dr. Deden Hadi Kushendar, S.Si., M.Si., Judul Manajemen Sumber Daya Manusia Memahami dalam Konteks Organisasi Publik dan Bisnis Penulis Istikomah SE MM Dr Deden Hadi Kushendar S Si M Si Ukuran 14 5 x 21 cm Tebal 234 Halaman Cover Soft Cover No ISBN 978 623 505 004 1 No E ISBN 978 623 505 005 8 PDF SINOPSIS Buku ini berjudul Manajemen Sumber Daya Manusia Memahami dalam Konteks Organisasi Publik dan Bisnis Buku ini terdiri dari lima belas bab Adapun pembahasan masing masing bab sebagai berikut Bab 1 Konsep Teori dan Paradigma Bab 2 Nilai Nilai Fundamental Bab 3 Ruang Lingkup Sumber Daya Manusia Bab 4 Pendekatan Pengelolaan Sumber Daya Manusia Bab 5 Perencanaan Sumber Daya Manusia Bab 6 Rekrutmen SDM Bab 7 Seleksi SDM Bab 8 Pengangkatan dan Penempatan SDM Bab 9 Motivasi SDM Bab 10 Pengembangan SDM Bab 11 Bab Penilaian Kinerja SDM Bab 12 Pembinaan SDM Bab 13 Kompensasi SDM Bab 14 Pemberhentian SDM Bab 15 Isu Isu Kontemporer Msdm Semoga buku ini dapat menambah pengetahuan dan wawasan pembaca tentang Manajemen Sumber Daya Manusia Memahami dalam Konteks Organisasi Publik dan Bisnis

Manajemen Sumber Daya Manusia : Dasar-Dasar MSDM Yusuf Arifin,Gia Rizky,Iwan Adhicandra,H. Farid Riadi,Agus Siswanto,2024-08-28 Buku Referensi Manajemen Sumber Daya Manusia Dasar dasar MSDM merupakan panduan komprehensif yang membahas konsep dasar dan praktik manajemen sumber daya manusia dalam organisasi Dimulai dengan

pengertian ruang lingkup sejarah dan perkembangan MSDM buku ini juga menjelaskan peran serta fungsi utama MSDM dalam mencapai tujuan organisasi Bab selanjutnya mengulas perencanaan SDM termasuk strategi rekrutmen dan seleksi yang efektif untuk memastikan organisasi mendapatkan kandidat yang tepat Selain itu buku ini menekankan pentingnya pengembangan karyawan melalui pelatihan dan manajemen kinerja untuk meningkatkan kompetensi dan produktivitas Bagian berikutnya membahas sistem kompensasi dan tunjangan menguraikan komponen struktur serta evaluasi kompensasi yang adil dan kompetitif untuk memotivasi karyawan Bab terakhir fokus pada hubungan industrial dan kesehatan kerja K3 menyoroti pentingnya hubungan harmonis antara manajemen dan karyawan serta penerapan kebijakan K3 untuk menciptakan lingkungan kerja yang aman dan sehat Dengan pendekatan praktis dan pembahasan mendalam buku ini sangat cocok bagi mahasiswa praktisi dan profesional yang ingin mengembangkan keahlian dalam MSDM

Manajemen Sumber Daya Manusia (MSDM) Hesti Widiarti, 2022-07-15 Manajemen Sumber Daya Manusia MSDM sebagai suatu bidang yang khusus mempelajari peranan dan hubungan manusia dalam mencapai tujuan organisasi perusahaan terus berkembang hingga sekarang Karyawan sebagai sumber daya utama dalam perusahaan adalah aset yang mempunyai kontribusi terbesar terhadap kemajuan ataupun kemunduran organisasi perusahaan Penanganan yang tidak tepat oleh manajemen akan menghambat pencapaian tujuan organisasi perusahaan Dengan MSDM pihak manajemen perusahaan akan dapat mengarahkan karyawan secara benar sehingga potensinya akan terus berkembang sehingga diharapkan karyawan akan bisa mewujudkan tujuan organisasi perusahaan akan lebih mudah dan tercapai secara optimal Luasnya permasalahan di bidang Sumber Daya Manusia SDM mengharuskan organisasi membatasi ruang gerak dan aktivitasnya pada aspek aspek penting dari manajemen sumber daya manusia itu sendiri Oleh karena itu pada penyusunan buku ini akan diuraikan masalah masalah pokok dalam SDM dan batasan batasannya Dengan memahami proses dalam Manajemen Sumber Daya Manusia pembaca khususnya mahasiswa baik Diploma atau Strata satu SI sebagai target dari buku ini diharapkan dapat merumuskan sebuah konsep utama dalam MSDM Pada pendidikan Diploma dan Strata satu S1 pengajaran Manajemen Sumber Daya Manusia bertujuan memberikan dasar kemampuan bagi mahasiswa untuk menyusun proses perencanaan dan pengembangan sumber daya manusia Adapun bagi para mahasiswa ekonomi buku ini dapat menjadi sumber acuan untuk memahami konsep MSDM secara mudah dan terstruktur

Manajemen Sumber Daya Manusia Ni Putu Ayu Sintya Saraswati, Ni Kadek Nonik Rasminingsih, 2024-04-15 Buku ini membahas secara detail tentang bagaimana mengelola sumber daya manusia sehingga tercipta kinerja yang berkualitas dalam ruang lingkup organisasi Manajemen sumber daya manusia merupakan titik sentral dalam mencapai tujuan organisasi sehingga mengelola sumber daya manusia menjadi sangat penting Pada buku ini dijelaskan dengan rinci terkait ruang lingkup manajemen sumber daya manusia analisis jabatan perencanaan sumber daya manusia rekrutmen dan seleksi pelatihan dan pengembangan karyawan kompensasi fungsi integrasi kebutuhan dan motivasi bagi sumber daya manusia kepemimpinan dan konflik dalam organisasi pemeliharaan sumber daya manusia pemutusan

hubungan kerja produktivitas tenaga kerja sampai dengan strategi pengembangan diri karyawan Buku ini ditulis dengan bahasa yang sederhana dan mudah untuk dipahami Harapannya buku ini dapat memberikan informasi untuk dapat membuka wawasan pembaca tentang berbagai informasi terkait dengan manajemen sumber daya manusia Manajemen Sumber Daya Manusia Sari Asrini, Julius Ch Aponno, Made Dwipa Negara, M. Asnawi, Gunawan Wibisono, Nurhayati, Sri Rahayu, Prisilia Talakua, 2025-06-24 Buku ini membahas tentang Manajemen Sumber Daya Manusia SDM yang merupakan proses strategis dalam mengelola individu yang bekerja dalam suatu organisasi untuk mencapai tujuan bersama Manajemen SDM berperan penting dalam menciptakan budaya kerja yang positif meningkatkan komunikasi antar karyawan dan manajemen serta memastikan kepatuhan terhadap hukum ketenagakerjaan Dalam era modern manajemen SDM dituntut untuk adaptif terhadap perubahan teknologi globalisasi dan kebutuhan pasar yang dinamis Pendekatan yang lebih humanistik dan berbasis data kini mulai diterapkan agar pengambilan keputusan lebih tepat sasaran Dengan pengelolaan SDM yang efektif organisasi tidak hanya mampu mempertahankan karyawan berkualitas tetapi juga membentuk tim kerja yang solid **MANAJEMEN SUMBER DAYA MANUSIA** Asih Handayani, 2025-04-15 Buku Manajemen Sumber Daya Manusia menyajikan pembahasan komprehensif mengenai pengelolaan tenaga kerja dalam organisasi modern Buku ini menggali berbagai aspek penting dari manajemen SDM mulai dari perencanaan kebutuhan tenaga kerja rekrutmen seleksi pelatihan dan pengembangan hingga penilaian kinerja dan kompensasi Disusun secara sistematis dan didukung oleh teori serta praktik terkini buku ini memberikan pemahaman mendalam mengenai peran strategi manajemen SDM dalam meningkatkan produktivitas dan daya saing organisasi Tidak hanya itu buku ini juga membahas isu-isu kontemporer seperti manajemen bakat keberagaman di tempat kerja keseimbangan kerja dan kehidupan serta pengaruh teknologi terhadap pengelolaan SDM Ditujukan bagi pelajar praktisi serta siapa pun yang tertarik dengan dunia manajemen dan pengembangan sumber daya manusia buku ini menjadi referensi penting yang tidak hanya teoritis tetapi juga aplikatif *Manajemen Sumber Daya Manusia* Fiansi, Nirma Rosalia, Ria Astri Yani, Raissa Arham Delyuzar, Edah Jubaedah, Dian Anita, Agustinus Sihombing, Nining Latianingsih, Hertya Andriani, Astriyani Sandya Paramita, Rasty Yulia, Evie Farida Juliartha Hotmaida Rismauli, Prisilia Talakua, Yoana Nurul Asri, 2025-07-26 Manajemen Sumber Daya Manusia MSDM merupakan fondasi penting dalam memastikan keberlangsungan dan keunggulan kompetitif organisasi Oleh karena itu buku ini disusun secara sistematis mulai dari konsep dasar perencanaan rekrutmen pelatihan pengembangan hingga pengukuran kinerja Selain itu aspek-aspek penting lain seperti kepemimpinan hubungan industrial keselamatan kerja komunikasi budaya organisasi hingga manajemen perubahan turut dibahas secara mendalam Buku ini diharapkan dapat menjadi referensi yang bermanfaat bagi mahasiswa dosen praktisi HR maupun siapa saja yang tertarik memahami lebih jauh bagaimana manajemen sumber daya manusia bekerja sebagai sistem yang utuh Materi yang disajikan juga dilengkapi dengan pendekatan kontekstual dan aktual terhadap tantangan serta isu-isu strategis yang dihadapi organisasi masa kini *Manajemen Sumber Daya Manusia di Lembaga Pendidikan Islam Fati'ah*

Kusmaduni,2022-06-15 Buku ini pada prinsipnya mengemukakan tentang manajemen sumber daya manusia Buku ini merupakan buku awal yang membahas tentang manajemen sumber daya manusia mulai dari konsep dasar manajemen sumber daya manusia perencanaan sampai pada pelatihan dan pengembangan sumber daya manusia di lembaga pendidikan Islam Buku ini cocok untuk dibaca semua kalangan baik masyarakat umum akademisi praktisi pendidikan bahkan mahasiswa yang menempuh pendidikan manapun Manajemen Sumber daya manusia yang pelik tersebut berusaha penulis paparkan dengan bahasa yang ringan dan mudah dipahami sehingga memudahkan pembaca dalam memahami dan mendalami isi dari buku manajemen sumber daya manusia pendidikan Islam ini Kepala Sekolah dan kepala Madrasah sebagai pengelola lembaga pendidikan Islam merupakan sosok yang lazim untuk membaca buku ini supaya dalam menjalankan

kepemimpinannya dapat dilaksanakan dengan efektif dan efisien Penerbit Garudhawaca Manajemen Sumber Daya Manusia Siti Sufaidah, S.Kom., M.Si.,2023-08-22 Tujuan penyusunan buku ini adalah meningkatkan pemahaman pembaca mengenai materi Menejemen Sumber Daya Manusia Dengan membaca buku kumpulan materi komunikasi bisnis ini penyusun berharap dapat membantu pembaca dalam memahami materi ini dan dapat memperkaya wawasan pembaca

MANAJEMEN SUMBER DAYA MANUSIA Ratna Koba Susanti,Muhammad Yahya Arief,Loso Judijanto,Rooswita Santia Dewi,Firman Rusliawan,2025-08-07 Buku Manajemen Sumber Daya Manusia Teori Konsep dan Implementasi ini membahas secara komprehensif berbagai aspek penting dalam pengelolaan tenaga kerja di organisasi modern Disusun dalam lima bagian utama buku ini menguraikan konsep dasar MSDM mencakup pengertian tujuan fungsi ruang lingkup serta prinsip prinsip dan pendekatan yang mendasarinya Selain itu pembaca diajak memahami bagaimana peran MSDM berkembang menjadi fungsi strategis yang terintegrasi dengan tujuan bisnis MSDM kini tidak hanya mengelola administrasi karyawan tetapi juga menjadi mitra utama dalam mendorong inovasi manajemen perubahan dan penciptaan budaya kerja yang adaptif di era global dan digital Bagian berikutnya mengulas secara praktis proses perencanaan SDM strategi rekrutmen dan seleksi serta metode pelatihan dan pengembangan yang efektif Evaluasi pelatihan dan strategi peningkatan kompetensi juga dibahas untuk menunjang pertumbuhan organisasi Buku ini menekankan pentingnya kepemimpinan dan budaya kerja yang positif sebagai fondasi keberhasilan manajemen SDM Ditulis dengan pendekatan teoritis dan aplikatif buku ini menjadi referensi ideal bagi mahasiswa akademisi praktisi HR dan para pemimpin organisasi yang ingin menerapkan manajemen SDM secara efektif strategis dan berkelanjutan *BUKU AJAR MANAJEMEN SUMBER DAYA MANUSIA DI LEMBAGA PENDIDIKAN* Dr. Bahrani, M.Pd., Dra. Hj. Ananiah, M.M.Pd.,2025-09-23 Buku Manajemen Sumber Daya Manusia di Lembaga Pendidikan ini menyajikan pendekatan komprehensif dalam memahami dan menerapkan manajemen sumber daya manusia secara strategis dalam konteks institusi pendidikan Buku ini dirancang untuk menjawab kebutuhan para mahasiswa akademisi pengelola sekolah serta praktisi pendidikan dalam mengelola tenaga pendidik dan kependidikan secara efektif guna meningkatkan mutu layanan pendidikan Pembahasan buku mencakup konsep dasar MSDM tujuan dan fungsi strategisnya peran SDM

dalam menciptakan iklim belajar yang berkualitas serta dampaknya terhadap mutu lulusan Selain itu buku ini juga menyajikan strategi perencanaan rekrutmen dan seleksi tenaga kerja yang relevan dengan kebutuhan lembaga pendidikan modern Dilengkapi dengan studi literatur terkini teori teori manajemen SDM dan latihan soal buku ini tidak hanya bersifat teoritis tetapi juga aplikatif Dengan gaya penulisan yang sistematis dan mudah dipahami buku ini menjadi referensi penting dalam memahami pentingnya pengelolaan SDM yang unggul dan profesional sebagai fondasi utama Manajemen Sumber Daya Manusia: Strategi dan Praktek Modern Dr. H. Budi Rismayadi, SE., MM,Hj. Mumun Maemunah, S.E., MM,Dr. Wike Pertiwi, S.E., MM,2024-05-15 Manajemen Sumber Daya Manusia Strategi dan Praktek Modern Buku ini adalah panduan komprehensif yang membahas berbagai aspek manajemen sumber daya manusia MSDM dalam konteks organisasi modern Dari pengadaan karyawan hingga keselamatan dan kesehatan kerja setiap bab membahas topik penting yang relevan dengan pengelolaan SDM yang efektif Bab pertama membuka dengan menguraikan ruang lingkup dan fungsi MSDM memberikan pemahaman yang mendalam tentang konsep dasar yang membentuk dasar dari disiplin ini Bab bab selanjutnya membahas topik seperti perencanaan SDM pengadaan karyawan penilaian prestasi kerja budaya organisasi manajemen kompensasi motivasi kinerja hingga keselamatan dan kesehatan kerja Melalui pembahasan yang rinci pembaca diajak untuk memahami pentingnya setiap aspek MSDM dalam menciptakan lingkungan kerja yang produktif inklusif dan berkelanjutan Konsep konsep teoritis didukung oleh studi kasus contoh aplikasi di dunia nyata serta saran praktis untuk implementasi dalam konteks organisasi yang beragam Dengan gaya yang mudah dipahami dan konten yang terstruktur dengan baik buku ini cocok digunakan sebagai referensi bagi mahasiswa profesional MSDM dan para pemimpin organisasi yang ingin meningkatkan praktik pengelolaan sumber daya manusia mereka Dari teori hingga praktik terbaik buku ini menawarkan pandangan menyeluruh tentang pentingnya sumber daya manusia dalam kesuksesan organisasi masa kini dan masa depan

Manajemen Sumber Daya Manusia Dr. I Gusti Ketut Purnaya, S.E., S.H., M.Si.,Sekolah Tinggi Pariwisata Bali International, Sumber daya manusia merupakan sumber daya terpenting yang dimiliki oleh suatu organisasi Salah satu implikasi dari investasi terpenting yang dilakukan oleh suatu organisasi adalah di bidang sumber daya manusia Buku ini ditujukan untuk mahasiswa agar dapat memperlancar proses belajar mengajar dalam kuliah Manajemen Sumber Daya Manusia Melalui buku ini mahasiswa diharapkan memperoleh pemahaman mengenai fungsi sumber daya manusia mulai dari aktivitas perencanaan tenaga kerja sampai dengan pengembangan karier serta hubungan industrial antara manajemen dan tenaga kerja

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