

Human Resources Management In Improving Performance And Motivation Of Personnel By Reward System

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Abstract – Human resources (HR) is an important factor in an organization or a company. This is because an organization or company will not run if there are no good human resources. It will also not work well if there is no management of human resources in an organization or company. This study aims to analyze the Management of Human Resource Management to improve performance and motivation through the Reward System ". This research analyzes the effect of Management, HR Management, Reward Systems, on efforts to improve Employee Performance and Motivation, a study of Human Resource Management literature. The research results obtained are whatever the form and purpose, the organization or company is made based on the vision and mission to achieve goals for the benefit of humans and is managed by humans as well. Management of human resource management is very important to do and this research work to explain briefly the analysis of what kind of managerial efforts to improve performance and motivation through the Reward System to achieve success in an organization or company.

Keywords – Management, Reward System, Human Resources, Performance, Motivation.

I. INTRODUCTION

Every level of education, be it undergraduate, master's, or doctoral level, of course, is required to conduct research in the form of scientific works or can be called writing theses, theses, and dissertations. Currently, many scientific research websites function as a forum for journal publications carried out by academics, both lecturers and students. This research was made to make it easier for researchers to make future research following the scope of discussion which is almost the same as previous studies regarding the problems that will be discussed in this research. This is also useful for strengthening a theory that will be used by researchers in conducting research and also looking at the relationship of related variables and building a hypothesis / provisional guess (Alesani & Hathorn, 2013).

This research discusses "Analysis of Human Resource Management (HRM) Management to Improve Performance and Motivation Through the Reward System". This research analyzes the effect of Management, HR Management, Reward Systems, on efforts to improve Employee Performance and Motivation, a study of Human Resource Management literature.

Based on the background that has been explained, a series of problems will be formulated that will be discussed in this literature review research, and this research will focus more on the literature review, discussion, and results. The formulation of this research problem is as follows:

- a. Does the management of human resource management have a relationship and impact on efforts to improve employee performance and motivation?
- b. Can the Reward System improve employee performance and motivation?

II. MATERIALS AND METHODS

2.1. Management

A company certainly has a clear vision and mission, making the vision and mission of course to make it easier for the company to determine the company's direction in the future. The establishment of a company certainly has certain reasons, both to increase value, to advance the life of the company owner/shareholder, and to be useful for the environment around the company (Shammot, 2014).

Management within a company is very important, this is because a good level of management can make the work process easier. Management in a company is usually carried out by the company's directors or managers in the company. Managers or company directors have an important role in a company to take steps and activities to manage human resources in the company (Hakim, 2014). Even though company managers and directors are part of the company's human resources, they are still given the responsibility to manage other human resources in the company, this is because company managers and directors have a functional role in the company's operational activities every day (Alam et al, 2021).

Due to the functional nature of this task, it is useful for supporting other work units, the manager position here does not have centralized authority over other work departments, but a manager has authority over staff/employees within the scope of human resource management itself (Judge, 2014). This can be explained that the management of human resources carried out by the company's leadership for employees is very important and greatly affects the achievement of the company's vision and mission that has been set.

2.2. Human Resource Management-HRM

The achievement of organizational and company goals cannot be separated from good human resource management. Big or small the number of human resources in an organization/company is not used as a measure of success in achieving organizational / company goals. The quality of human resources plays an important role in achieving a goal, this is because the human resources in the company have a role in implementing, planning, and mastering various related aspects (Clegg et al, 2021).

Human resources are an important component or a potential that contains a role to realize certain goals. It takes good human resource management to produce quality human resources that have quality (Clegg et al, 2021). As has been explained, the heart of the progress or failure of an organization or company is about the ability of its human resources itself.

2.3. Reward System

Rewards have been defined in various ways by the world's leading scientists. Rewards can be said as an award if the action or task given has been completed, the simple analogy is that rewards given by an organization/company can make employees in a company more enthusiastic to complete future tasks (Dumez, 2018).

This Rewards System is considered important for companies that want to improve the quality of human resources in their company. This is because human nature is that the more results they get, the more their performance will increase so that their personal goals are achieved. In line with the individual goals of each employee, the better the performance of the employee, the faster the company's goals will be achieved (Jiang et al, 2009).

2.4. Performance and Motivation

As one of the most famous motivational theorists today, Maslow postulates that I am a person who is motivated to fulfill his or her own needs and realizes that these needs can be arranged in such a way into a hierarchy of interests. better than the previous condition (Indah et al, 2019).

The motivation and performance of every human resource in a company are very important so that it is maintained for the sustainability of achieving company goals. As has been explained that human resources are the heart of the company to keep it running, it is important to improve the performance and motivation of every employee in the company. Many factors affect the level of performance and motivation of employees in a company, such as personal factors, work system factors, facilities provided by the company, leadership factors, and situational factors (Alesani & Hathorn, 2013).

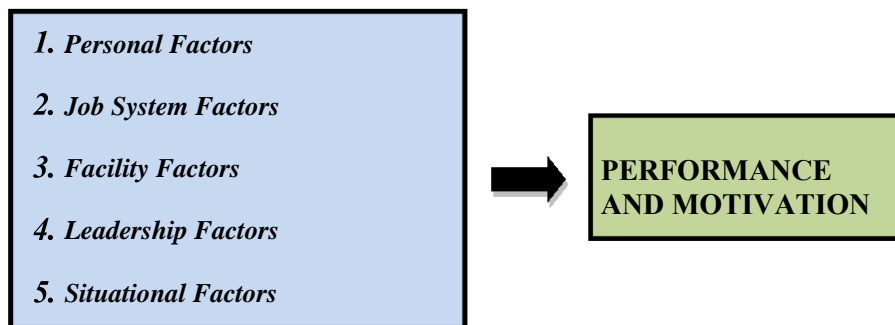


Figure 1. Factors Affecting Performance and Motivation

The concept of the Neohuman Relations approach also explains that human relationships forged by fellow humans will make a job easier and will make the work done produces optimal results in its designation (Dumez, 2018). This is important to do so that the company or organization in its business journey has a good structure and will make the results of the business trip produce maximum results.

Referring to the Classical Organization Theory regarding business management that will produce optimal results, four important points will be explained if this Reward System is run by a company or organization. These points are planning, organizing, directing, and controlling. These points will certainly be optimal if the leadership of the company or organization uses a business management approach through the Neohuman Relations approach (Dumez, 2018). The theories and approaches that have been described are interrelated with each other, this is because human resource management cannot be done with only a system, but the approach to implementing human resource management in a company or organization requires a social or organizational approach. which can be called Neohuman Relations.

2.5. Research methods

Writing method This scientific research uses qualitative methods and uses literature/library research studies. Processing and analyzing reference sources for books, research, journals, and other internet sources, especially in the scope of Human Resources (HR). All references/reference lists in this Research are quoted through Mendeley, Google Scholar, Research Get, and other references.

In qualitative research, the literature review is used systematically and consistently by including various methodological assumptions. It can be explained that the qualitative research method here must be used using an inductive scheme, this is useful to make it easier for researchers to answer the formulation of the problems in this research (Krisdiantoro, 2017).

This research is exploratory in which the next stage will be discussed in detail in certain sections as the formulation of the hypothesis. Furthermore, it will be the basis for researchers to make comparisons with the results and findings of previous research.

2.6. Conceptual Framework

Based on the theoretical study and discussion of the relationship between the variables above, a Conceptual Framework model can be drawn, the function of the Conceptual Framework in this research is to clarify the core of the line of thought in research and is also useful for building temporary hypotheses related to the current problem. discussed and make it easier for the author to analyze and make it easier for readers to understand, the Conceptual Framework is as follows:

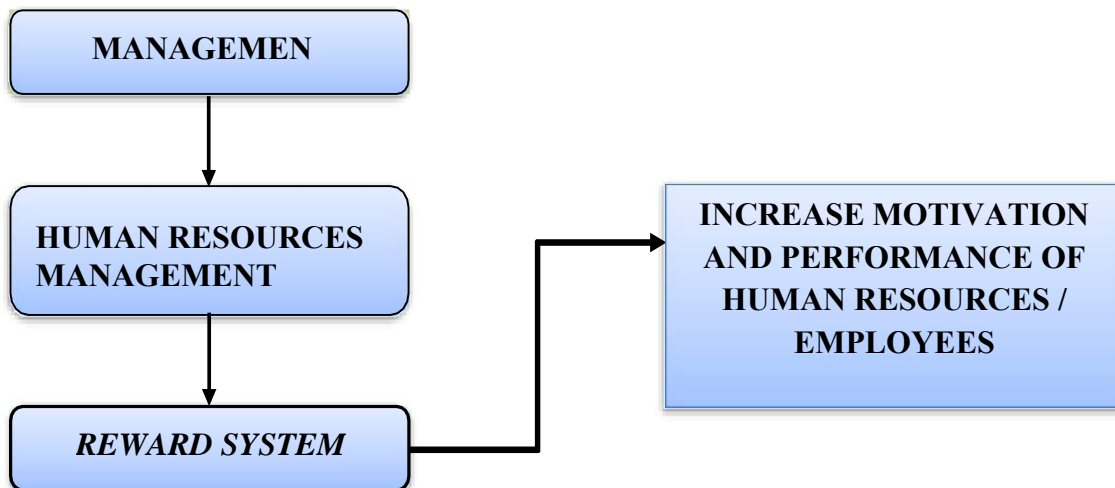


Figure 2. Conceptual Framework

III. RESULT AND DISCUSSION

This research discusses and analyzes the variables of Human Resource Management (HRM), namely: the influence of Management, HR Management, Reward System, on efforts to improve Employee Performance and Motivation. Where the influence of management, HR management, Reward System, affects increasing employee motivation and performance. The following are research studies that already exist and are very relevant to this research.

3.1. Human Resource Management has a Relationship and Impact on Efforts to Improve Employee Performance and Motivation

Running a business, one must understand and deepen the knowledge of good management such as the structure and implementation of proper management practices. The science of business management is very broad if you want to explain one by one, but this research will explain how important the science of business management is in determining the progress or failure of an organization or company. Business management is a process of planning, organizing, coordinating, and controlling human resources to achieve goals effectively and efficiently (Krejcie & Morgan, 2011).

This statement explains the importance of organized business management and good management so that the organization or company gets maximum results and of course achieves goals effectively and efficiently. In line with this thought also said that business management has five main thoughts, namely Planning, Organizing, Directing, and Controlling (Alesani & Hathorn, 2013).

Today's human resource management is considered important for every company so that in the process of achieving company goals it becomes easier to obtain. Management in a company plays an important role in formulating strategies to support the quality in every aspect of the company. One of them is employee performance and motivation, a human resource development can also be called a preparation process for each related individual to take on a different responsibility and it is not uncommon for individuals to take on a higher portion of responsibility within a company (Nugroho & Reza, 2020).

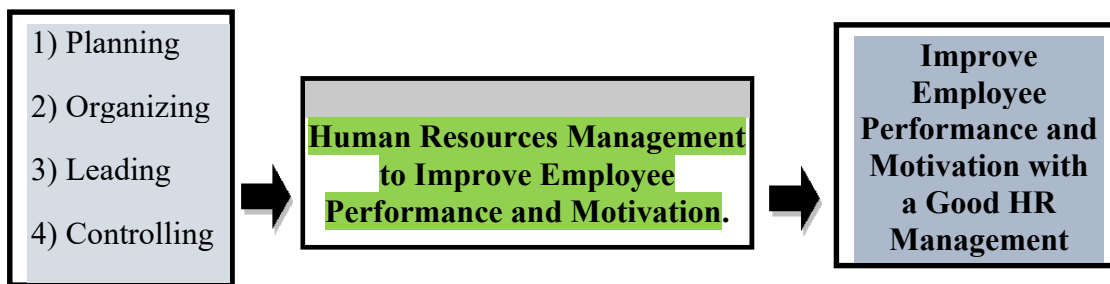


Figure 3. Relationship and Impact on Efforts to Improve Employee Performance and Motivation

In its management to improve employee performance, it includes various functions, namely: 1) Planning, 2) Organizing, 3) Leading, 4) Controlling, which have their respective roles in each function. These functions are in line with what has been explained above that the components of these functions are an important part of efforts to manage human resource management to improve employee performance and motivation (Nugroho & Afifah, 2021).

3.2. Reward System Can Improve Employee Performance And Motivation

Rewards are a form of appreciation given by a company/organization to employees who make a work achievement. The relationship of variables to problems in improving employee performance and motivation is very influential with each other, this is because an award can make worker performance better (Nugroho & Reza, 2020).

Planning is very important to run a business management pattern that aims to manage human resources to be more motivated and improve the quality of employee performance. This is very necessary to do because, without careful planning, all business management processes will not run well. With the Reward System implemented by an organization or company, there must be careful planning in terms of what should be given to workers if the worker has achieved the job target. With the lure of appreciation, the author is very sure that workers will be more enthusiastic to carry out their work and will be highly motivated in doing their work (Indah et al, 2019).

Organizing in carrying out the Reward System pattern is very necessary to do. This is because good human resource management and organizational structure are very important to implement. Organizing in this case is to make it easier for workers to do their respective jobs. With good organization, workers become more focused on completing the assigned work (Alesani & Hathorn, 2013).

After planning and organizing, there needs to be direction (Paşaoğlu, 2015). This is useful for expediting the scheme that has been implemented. In the course of business management, it is necessary to provide direction as well as to function as a supervisory aspect for workers in carrying out their work. The author considers that direction is also an aspect of supervision, this is because when conducting directives, it automatically includes supervisory actions as well. When directing, the leadership of the company or organization also indirectly checks the work that has been done and tests the workers' understanding of the work to be done.

With the Reward System implemented, the three patterns will work well and will produce results for the company. It also makes it easier for the company or organization to control the workers. Indirectly, the company or organization has more power by implementing the Reward System. Companies or organizations have strength because initially there was a reward system for workers if the work done by the worker was maximal and could achieve the predetermined target (Shammot, 2014). Simply put, this Reward System helps the company or organization to achieve the targets and goals that have been set.

IV. CONCLUSION

Interaction between humans is very important to do well, humans are social creatures who need each other. Likewise, if it is associated with the management of human resource management in an organization or company, everything will run smoothly if people who have goals can manage well other humans who will launch or achieve the desired targets and goals. Reward System in the world of business management is very important to do, this is because people will be more eager to do something if there is something they want to get. The owner of the company or organization wants to achieve goals in the form of success in achieving the company's or organization's targets, as well as human beings who are workers, they will be eager to help

company owners to achieve targets and goals because they also get an award from the owner of the company. Therefore, the management of human resource management through the Reward System can improve the performance and motivation of workers to achieve goals or targets.

DECLARATION OF CONFLICTING INTERESTS

The authors declared no potential conflicts of interest concerning the research, authorship, and/or publication of this article.

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