

Review Article

GLOBAL FINANCIAL CRISIS MANAGEMENT BY HUMAN RESOURCE MANAGEMENT

ST. Maryam<sup>1</sup>, Rachma Atamimi<sup>2</sup>, Eko Sumartono<sup>3</sup>, Dwi Orbaningsih<sup>4</sup>, Riinawati<sup>5</sup>

<sup>1</sup>Universitas Mataram, Indonesia. Email: [maryamnanang@gmail.com](mailto:maryamnanang@gmail.com)

<sup>2</sup>Universitas Pattimura Ambon, Indonesia

<sup>3</sup>Universitas Dehasen Bengkulu, Bengkulu, Indonesia. Email: [ekosumartono@pdmengkulu.org](mailto:ekosumartono@pdmengkulu.org)

<sup>4</sup>Universitas Gajayana Malang, Malang, Indonesia

<sup>5</sup>Universitas Islam Negeri Antasari Banjarmasin, Banjarmasin, Indonesia

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Abstract

An assortment of variables is engaged with execution and efficiency improvement, and a considerable lot of these elements are reliant. Information on them and how to use them by administrators are in this manner conditions point of reference to representative execution and efficiency. The job of HRM in alleviating worldwide monetary emergency can't be over underlined; the HR supervisors ought to receive a mix of the factors or potentially execution the executive's components as listed in the paper contingent upon the level of the emergency the association is into. Efficiency is the destinations of all association. This paper investigations the effect of HR the executives in alleviating worldwide money related emergency. In dissecting the issues brought up in the paper we applied the enrolment and work profitability hypotheses which empower us direct our Search light on the example and procedures of HR the executives just as the relationship between HR the board and worldwide budgetary administration. Certain steps must be taken to advance human asset the board that can counteract worldwide money related emergency. Among others, there ought to consistently be a human capital review, hierarchical and physical execution review just as compelling and authentic execution evaluation and review reports ought to be submitted to .The executives occasionally. The prompt need, subsequently, is the need to re-evaluate the legitimacy and unwavering quality of representative choice just as execution the executive's instruments being used in associations. It is trusted that when this report is enhanced with comparable investigations in the nation and the world on the loose, speculation can be made on the job of HR the executives in relieving worldwide money related emergency.

**Keywords:** Human Resource, Financial Crisis, Performance

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Introduction

The terms "financial asset to the management" and "human resources" (HR) have usually replaced the term "work force to the board" as a summary of the procedures. Human Resource Management (HRM) takes on a vital role in an association's resilience Human Resource Management (HRM) takes on a vital role in an association's durability. Human Resource (HR) chiefs must lead in this season of worldwide budgetary emergency as well as step forward as shift managers, strategists, mentors, teachers and inspirations. You will obtain the board's model or strategy based on people rather than the approach to go-get-them. The board's human asset (HRM) is a critical and informed way of dealing with the management of the most valued members of an organization-the people working there who contribute to the achievement of the organizational destinations separately and together. Equivalent words, for example, work force the board are frequently utilized in an increasingly confined sense to portray exercises that are vital in the enlisting of a workforce, furnishing its individuals with finance and benefits, and administrating their work-life needs. HRM means, in basic words, using people, developing their skills, utilizing, retaining and remunerating their administrations in accordance with the task and authoritative prerequisite.

Additionally, human resource management (HRM) is described as the term used to describe hierarchical processes developed within an organization for the administration of individuals. For the most part, these HR responsibilities are split into three main board regions: hiring, worker pay, and job characterization / planning. Essentially, HRM's purpose is to improve an association's productivity by improving its employees' viability. Perhaps this order will not shift in any fundamental way, irrespective of the ever-expanding speed of business world development.

Up to this point, the HR office of an association has always been dedicated to breaking down the rungs of the progressive corporate system, irrespective of how its duty is to renew and maintain the organizational influence of the company, which is often referred to — really — as the most prominent asset of an association. Be that as it may, the board has grown significantly as a result of late awareness of the importance of HR for the general well-being of a company. Such appreciation of the value of HRM applies to private undertakings and associations, and while they do not have an indistinguishable amount of HR needs from larger organizations, we must face the executive's gifts that can have a definitive effect on the well-being of corporations. As Burstein saw that in "Employing the opportune individuals—and preparing them well—can frequently mean the distinction between fixing the barest of employments and consistent business development.... Faculty issues don't separate among little and enormous business. You discover them in all organizations, paying little mind to estimate."

Inside all associations, the utility of work for the achievement of authoritative objectives is Stressed. Without a doubt, aside labour, there are various assets that contribute towards the achievement of any association, for example, machine, data, thought and material and so on. While these assets are significant, the human variables are the hugest in light of the fact that the individuals need to facilitate and utilize different assets. Along these lines in associations, it is fundamental to offices viability and proficiency. In any case, the way and habits wherein we respond to work change from one individual to the next. A few people regardless of what you do to them, they will never improve. It is in some cases expected that exhibition evaluation is something very similar with execution the executives. Notwithstanding, there are huge contrasts. Execution evaluation can be characterized as the conventional appraisal

also, evaluating of people by their chiefs at or after a survey meeting. It has been disparaged in light of the fact that as well.

Frequently it has been worked as a top-down and to a great extent bureaucratic framework claimed by the HR division's instead of by line directors (Armstrong, 2009). Likewise as Armstrong and Murlis asserted, performance evaluation time and again deteriorated into 'an exploitative yearly custom'. Interestingly, execution the board is a nonstop and a lot more extensive, increasingly far reaching and progressively common procedure of the board that explains common desires, accentuates the help job of directors who are normal to go about as mentors as opposed to judges and spotlights on what's to come.

### Labour Throughput

Adequacy alludes to how well a movement is accomplishing its approach goals or other proposed impacts. An association is in fact proficient in the event that it is sufficient to the interest on it. Ampleness here suggests fitness and ability to convey the objectives for example to satisfy commitments or achieve objectives. A compelling project or arrangement is one that understands its goals. In different words, viability gauges how much objectives and goals are accomplished. In this way, an effective arrangement or program might be incapable on the grounds that its exercises, however productive, are definitely not adequately coordinated at objectives and thusly not accomplishing such objectives. Effective is along these lines, unique in relation to viability.

On the off chance that specialized productivity is interpreted as meaning viability, it qualifies as a progressively solid measuring stick for judging yield in associations dependent on the proportion of what has been practiced and what was required to be achieved. For instance, the adequacy of the police in diminishing wrongdoing rate would demonstrate the proficiency of the police, while the productivity of an overseer would mean his adequacy in guaranteeing that strategies are very much executed. The idea of proficiency model alludes to the connection between yield and the info. A proficient activity delivers the most extreme yield with least contribution for any given amount and quality. Associations particularly the large once are sorted out in useful units known as divisions and services, organizations and commissions just like the case in the open segment which direct organization or government exercises. In the assessment of target or execution hypothesis developed from the cutting edge idea of result situated the executives. Under it, accomplishment of result or satisfaction of goals and target – completing things inside the stipulated time – is the focal inspiration. It puts more accentuation on time than on men and materials. Since the focal centre is inspiration to accomplishment, the reception of present day the executive's methods of Project Management, Management by Objectives (MBO) and Program and Performance Planning System (PPBS) becomes relevant. The proficiency of the community worker could be made a decision about additional by how minimal expenditure he has spent than by how much he has accomplished. Overspending a vote is more clear and reprehensible than missing the mark concerning an objective target setting and execution the board are seen contrastingly in the private and open part associations. Having said these, the two speculations hold the key for clarifying the topic of for the paper.

### Human Resource Management

In comparison, HRM influences that form corporate culture are commonly referred to as key parts of company or managerial accomplishment, whether by facilitating cooperation and partnership over the enterprise, setting objective performance targets or making some other step. HRM is a crucial way to tackle procurement, inspiration, enhancement, and HR organization executives. It is dedicated to mixing a proper corporate culture and presenting programs that reflect and support the undertaking's fundamental beliefs and ensure its prosperity.

Human resource the office duties of the executive can be loosely defined by territories of human, hierarchy, and vocation. Singular administration often involves helping employees identify their strengths, weaknesses; fixing their shortcomings; and making the best possible contribution to the company. These obligations are assisted through, for example, execution surveys, preparation and testing, a variety of exercises. In the meantime, organizational development relies on developing a competitive structure that amplifies human energy as a part of broader methodologies of collaboration. The critical responsibility also involves the creation and maintenance of a transition program that allows the organization to respond to the emergence of external and internal impacts. The third task, career development, is to align individuals within the organization with the most desirable positions and technical approaches. Furthermore, the HRM office ought to be arranged so that it can adequately speak with all zones of the organization. Since the division or director of HRM is charged with dealing with the profitability and improvement of workers at all levels, the workforce of human assets should be approached and the assistance of key leaders should be provided. In addition, the HRM office should be arranged so that it can speak with all of the organization's zones adequately.

HRM systems generally change from organization to group, balanced by the form, scale and control of the association's thinking processes they represent. Nonetheless, most organizations carry out HRM activities around member bunches to help them lead registration, impartial, and various roles in a focus field. For each division, distinctive worker advancement bunches are important in preparing and creating representatives in specific regions, such as dealing, designing, promoting, or official training. Some HRM divisions, on the other hand, are completely free and are composed entirely of work. Of starters, the corresponding preparatory office covers all of the association's divisions. Nonetheless, late onlookers pointed to a trend selected of core re-evaluations of HR systems and roles.

Currently, senior management anticipates that HR will move past the normal, compartmentalized 'shelter' approach to dealing with an inherently interconnected, collaborative function of support. Despite this shift in expectations, it has been recognized that HR's inexorably basic pattern is to decentralize HR capability and make it accountable to directly line managers. This creates the likelihood that HR will be seen and included as a comparable basic part of the business / association process.

Partners of ads, project and events. Be that as it may, HR must retain an interconnected functional partnership in places where clear expertise, such as compensation and enlistment duties, is actually required. Occupation Assessment includes agreeing on the essence and responsibilities of different work roles on a regular basis with the help of other operational areas. This can include assurance of the skills and encounters that are important enough to act in a position, recognizable evidence of occupation and industry patterns, and expectations of future business levels and preconditions for aptitude. In the meantime, staffing is the real process of dealing with the advancement of the faculty into, within and outside an association. Upon completion of the selection of some portion of the staffing procedure, choice is cultivated through job posts, interviews, reference checks, testing, and various tools.

Supporting the Working Power of a Company is another key HRM capability. It involves structuring an overarching structure that incorporates the HR in an organization and creating communications systems that aid the group in operating together in a related manner. Different tasks involve well-being and well-being and the relationships of the board. For the most part, human asset support exercises identified with safety and well-being involve consistency with government laws that shield representatives from work

environment hazards. Such recommendations are carried on by several governmental organizations, including the Occupational Safety and Health Administration (OSHA) and the Federal Environmental Protection Agency (FEPA), as well as various state entities that amend legislation in the fields of employee remuneration, representative compensation, and different regions. Help undertakings associated with board relations professionals primarily involve: collaborating with trade guilds; coping with grievances connected with undesirable conduct, for example, robbery or inappropriate behaviour; and formulating communication mechanisms to foster involvement what is more, a common feeling of critical execution among staff.

Estimates are relevant for both the organization and the employee, as they are the essential information used to determine on the extension of wages, progresses and, because of the employees who behave poorly, degrade or even expel. HR areas also track Prize Programs on a regular basis. This aspect of the executives' human resource is significant because it is the portion by which organisations subsequently reward their labourers for past achievements and elite reasons. Another important responsibility to HR workers is workplace preparation and growth. HR is responsible of assessing the planning requirements of an organization and of implementing and reviewing workplace development projects tailored to satisfy such needs. Such planning efforts will vary from instruction programs aimed at integrating new contracts to the organisation, to intensive training programs intended to acclimatize employees with a different product environment. HR bosses have previously been forced into a support job where they were questioned once in a while for their musings on cost / advantage avocations and other operating aspects of the endeavour / business. The changing character of the association / business structures and the commercial center makes it progressively essential for large-scale business owners and administrators to pay more prominent attention to the human asset components of these changes, with which HR administrators are intensively involved, are important factors in the development of business and association management.

### Global Financial Crisis in HR Management

The recruitment process in organisations and especially in the public sector has faced so many challenges, including the problems of bias, i.e. jobs has been focused on favouritism at the negation of merit over the years. Management lacks sufficient personal records, and there is also a wide gap between job seekers and organizations in details. As a consequence of the sharp decline in demand for their products and services, the global economic crisis is forcing companies / organizations to expand their financial resources to offset the impact of limited income.

Efficiency is the key to any company's survival in this type of economic state. Management goals should be running the company at the least possible expense. To do that, businesses need to retain a pipeline of competent employees to support the company in increasing its revenues, growing the business, innovating new products, and making activities as effective as feasible and, in the case of public sector organisations, providing the public goods and services that are required of them. Employees who produce too much "wastage" should be motivated to be more successful and their financial contribution to the company should be equivalent to the salaries they earn. They don't suggest they should put a price tag on every person, but we should also note that business organizations are not associated with charity or organisations. Income is their lifeblood at all stages. HR administrators should always find a way to inspire these staff, either through training and development or through coaching, before implementing any drastic actions such as relocation, demotion or termination. However the size of many business organizations is getting the hardest hit, no wonder, the efforts are focused on reducing costs in all areas of business operations in order to avoid closing shop. Probably the most important function that HRM will perform in times of recession is to keep employees

updated on a timely basis. With many already unemployed (some are unfortunately unemployed) and job opportunities narrowing or disappearing, employees need to be informed ahead of time and warned about the possibilities of losing their jobs so they can prepare emotionally and financially.

They also need to develop other skills to help earn a decent living other than their current job. The HRM should have integrated the development of livelihood skills into its annual training curriculum. A global financial crisis has a psychological effect on the average worker. Especially when the news of larger and more established companies lay off employees and/or close their shop, they are also likely to be careful about their own job security. It includes a focus on Human Resource Accounting theories / models that are not our main concern here. It is enough to refer to HRA's techniques and impacts. Human Resource Accounting is a tool for assessing the efficiency of an organization's workforce training practices and the use of resources. There were many advantages of following HRA.

This helps a company making managerial decisions based on human resource availability and need. It gave the investors and other client's true insights into the organization and its future potential when the human resources were quantified. The following important information could be gained when introducing and incorporating HRA within an organization: (1) Cost per employee. (2) Benefit percentage in human capital. (3) The amount of wealth each employee has created. (4) Any employee's income. (5) The wage percentage charged to the total income produced. (6) Every employee's average salary. (7) Levels of absenteeism of the workforce.

### Conclusion

Ultimately, it was established that due to the problems with weak and inadequate recruiting practices and poor performance control in most public and private organisations, the processes are viewed as lazy, Lousy, incompetent and wasteful workers resulting in low output and profitability of employees and, in some situations, the collapse of such businesses, especially during the economic recession. HRM's position in preventing global economic meltdown cannot be over-emphasized, human resource managers will follow a mixture of variables and/or performance management components as mentioned above, depending on the degree of the organization's crisis.

An organization's properties could be generally categorized as tangible and intangible assets. Tangible assets included all the physical assets that could be listed in the balance sheet, including plant and equipment, bond portfolios, inventories, currency, cash equivalents and bank balance, marketable securities, accounts and receivables, financial receivables. Intangible assets included a company's reputation, brand value, and intellectual properties. The human resource included an organization's workers' expertise, experience, skills and talents. It is not possible to overemphasize the need to reassert meritocracy in reward and reward management, as well as the need to improve accountability in organizations, as higher pay alone will not automatically result in higher performance and productivity.

Finally, there should always be an audit of human capital, organizational and physical performance, as well as effective and genuine performance assessment and audit reports should be periodically submitted to management. Nevertheless, the immediate priority is the need to re-examine job selection quality and efficiency as well as performance management techniques in use in organizations. Above all, the guidelines need to be maintained continuously and inculcated as a way of life in companies in general and the Department of Human Resources in particular for continuous performance management as well as training staff and the company should the unthinkable arise.

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