

## Innovation in human resource management for business administration Organizations.

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**Abstract:** The researcher aims to study roles and responsibilities in the network of human resource management (Roles and Responsibilities of Human Resource Management), Human resource recruitment and labor management (Recruitment and Staffing), Training and Development, and Payroll Management. Appraisals and Performance Management, Solving problems and reducing conflicts (Conflict Resolution), and Employee Relations. Innovation "in the view of entrepreneurs as a specific tool. For entrepreneurs to seek benefits and opportunities from various changes to build businesses and Service that differs from competitor's changes bringing new things, whether concepts or methods, to be used in work To create new products that are different from the original human resources as an innovation-driven organization will be successful The organization must have quality resources. Quality people must be recruited. Existing people must be created, and maintained, and quality people must be used. "Quality people" will start from the selection of "people" who come to work. Imagination in innovation Therefore, human resource management innovations for business administration organizations of executives and personnel in business administration organizations by collecting information from the management and personnel in business administration organizations of 20 people and using the questionnaire as a tool Statistics used to analyze data include the average (Mean) Standard Deviation Multiple Correlation Analysis, Simple Regression Analysis, Multiple Regression Analysis.

The results showed that Human Resource Management Innovation Correlation Test for Business Administration Organizations Various aspects (Y1) found that human resource management, human resource recruitment, and labor management (Recruitment and Staffing) (X1) had a P-value equal to 0.001, less than 0.05 ( $0.000 < 0.05$ ) and training and development (X2) has a P-value equal to 0.001 is less than 0.05 ( $0.000 < 0.05$ ), that is, reject the main hypothesis  $H_0$  accepts the secondary hypothesis  $H_1$  means resource management human resources in human resource management, human resource recruitment and labor management, and personnel training and development Influence on human resource management innovation for business administration organizations, executives, and organizational business personnel can be written in the form of regression analysis as follows:  $Y = 103.789 + 1.455 (X1) + 3.035 (X2)$ .

**Keywords:** Innovation Management, human resource, business administration, Organizations

### 1. Background

Innovation "in the view of entrepreneurs as a specific tool. For entrepreneurs to seek benefits and opportunities from various changes to build businesses and Service that differs from competitor's changes bringing new things, whether concepts or methods, to be used in work To create new products that are different from the original human resources as an innovation-driven organization will be successful The organization must have quality resources. Quality people must be recruited. Existing people must be created, and maintained, and quality people must be used. "Quality people" will start from the selection of "people" who come to work. Imagination in innovation, Therefore, human resource management innovations for business administration organizations of executives and personnel in business administration organizations.

The term "human resource management" (HRM) has been commonly used for about the last ten to fifteen years. Before that, the field was generally known as "personnel administration". HRM has changed in name various

times throughout history. The name change was mainly due to the change in social and economic activities throughout history. Industrial welfare was the first form of HRM. Personnel administration, which emerged as a clearly defined field by the 1920s, was largely concerned with the technical aspects of hiring, evaluating, training, and compensating employees and was very much of a "staff" function in most organizations. The field did not normally focus on the relationship between disparate employment practices on overall organizational performance or the systematic relationships among such practices. The field also lacked a unifying paradigm. HRM developed in response to the substantial increase in competitive pressures in business organizations began experiencing by the late 1970s as a result of such factors as globalization, deregulation, and rapid technological change. These pressures gave rise to an enhanced concern on the part of firms to engage in strategic planning - a process of anticipating future changes in the environmental conditions (the nature as well as a level of the market) and aligning the various components of the organization in such a way as to promote organizational effectiveness. An organization's HRM function focuses on the people side of management. It consists of practices that help the organization deal effectively with its people during the various phases of the employment cycle, including pre-hire, staffing, and post-hire. The pre-hire phase involves planning practices. The organization must decide what types of job openings will exist in the upcoming period and determine the necessary qualifications for performing these jobs. During the hiring phase, the organization selects its employees. Selection practices include recruiting applicants, assessing their qualifications, and ultimately selecting those who are deemed to be the most qualified (Whatishumanresource.com, 2017).

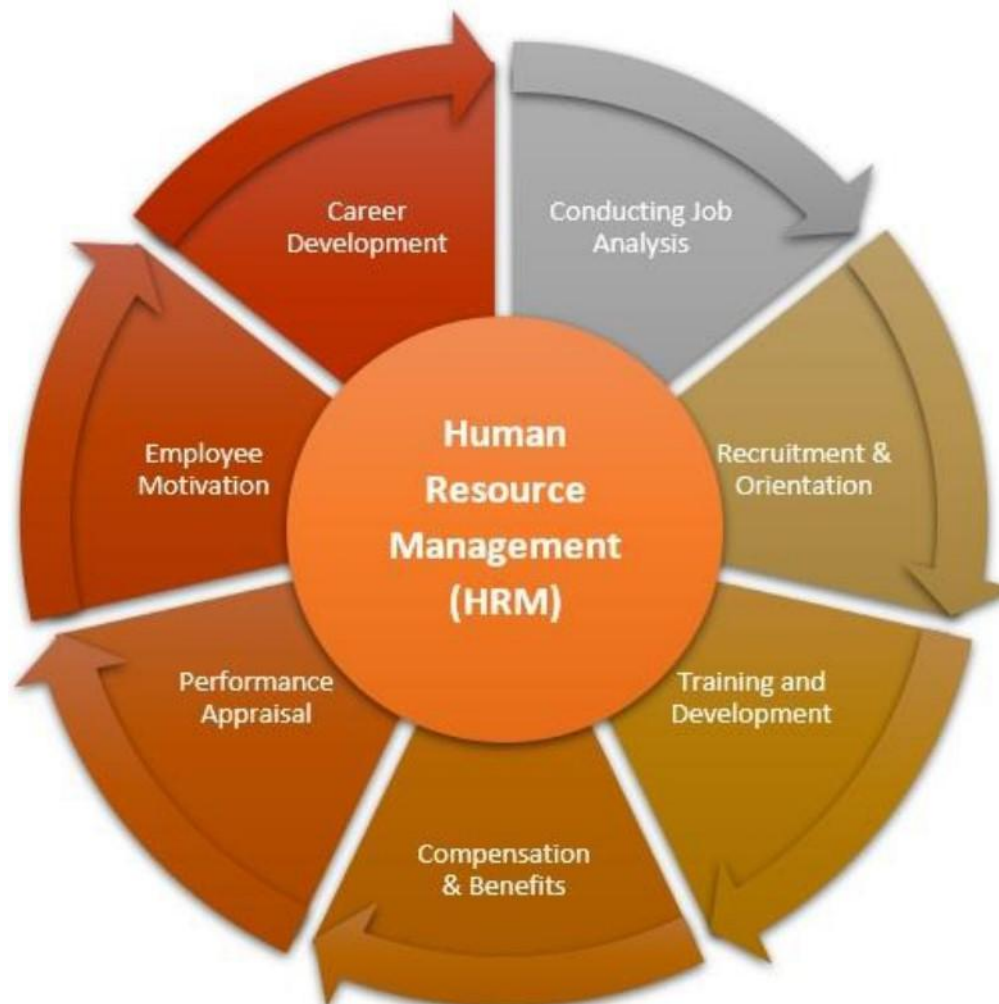


Fig.1 Functions of Human Resource Management (HRM)

## 2. Methods

The methods section is Mixed Method by collecting data from the management and personnel in business administration organizations of 20 individuals and using the questionnaire as a device Statistics utilized to analyze information incorporate the average (Mean) Standard Deviation Multiple Correlation Analysis, Simple Regression Analysis, and Multiple Regression Analysis.

## 3. Results

Table 1 shows the mean ( $\bar{X}$ ) and standard deviation (S.D.) of the opinion levels on various aspects of human resource management influence in business organizations as a whole.

Human resource management in various fields	(	)	Opinion level
Human Resource Recruitment	4	(	the most
Training and development of personnel	4	(	high
In terms of employment rate management	4	(	high
Performance of work	3	(	high
Problem-solving and conflict reduction	4	(	high
Labor relations together	4	(	high
Total	4	(	high

Table 1 it was found that the level of opinions about human resource management in various aspects of business organizations The overall picture was at a high level ( $\bar{X}=4.20$ , S.D. =0.69) when considering each aspect. The aspect with the highest level of opinions was human resource recruitment ( $\bar{X}=4.31$ , S.D.=0.61), followed by personnel training and development ( $\bar{X}=4.20$ , S.D.=0.67). Employment( $\bar{X}=4.17$ , S.D.=0.80) and the least is Problem-solving and conflict reduction ( $\bar{X}=4.13$ , S.D.=0.69)

Analyze the relationship between the independent and dependent variables. Multiple regression analysis is a method for selecting variables into the equation so that the equation can predict the maximum variable criteria. There is a method for selecting variables by using forward regression analysis.

### Hypothesis 1

**H<sub>0</sub>:** Human Resource Management Innovation for Business Administration Organizations Various aspects have no influence on opinions about roles and responsibilities in the roles and responsibilities of human resource management.

**H<sub>1</sub>:** Human Resource Management Innovation for Business Administration Organizations At least one aspect influences opinions about the Roles and Responsibilities of Human Resource Management organizations in business administration.

Table 1 shows the analysis of the relationship between the independent and dependent variables. Analyzing multiple regressions (Multiple regression analysis) is a method for selecting variables into the equation so that the equation can predict the maximum variable criteria. There is a method for selecting variables by using stepwise multiple regression analysis between human resource management innovations for business administration organizations. Various aspects (Y<sub>1</sub>) in business

Multiple correlation coefficient (R), predictive coefficient (R2), and statistical significance. Stepwise multiple regression analysis (Forward regression analysis)

Model	Sum of Squares	df	Mean Square	F	P-value
Regression	22345.173	1	22345.173	20.472	.000 <sup>b</sup>
Residual	19647.027	1	1091.502		
Total	41992.200	1			
Regression	29755.039	2	14877.519	20.668	.000 <sup>c</sup>
Residual	12237.161	1	719.833		
Total	41992.200	1			

Multiple R 0.842  
 R Square 0.709  
 Adjusted R Square 0.674  
 Standard Error 26.830

From Table 1, it can be concluded that the variables selected into the equation are human resource management, human resource sourcing, and rewards. The multiple correlation coefficient (Multiple R) was 0.842, the coefficient of determination (R Square) was 0.709, the adjusted coefficient of work (Adjusted R Square) was 0.674, and the standard error in the system (Standard Error) was 26.830.

Table 2 shows the variables that were selected for the equation.

Model	Unstandardized Coefficients		Standardized Coefficients	t	P value	Correlations			Collinearity Statistics	
	B	Std. Error				Beta	Zero-order	Partial	Part	Tolerance
Constant	103.789	12.583		8.248	0.000					
(X <sub>1</sub> )	1.455	0.454	0.468	3.208	0.001	103.789	-.614	1.455	0.454	0.468
(X <sub>2</sub> )	3.035	0.845	0.524	3.592	0.001	103.789	0.321	3.035	0.845	0.524

Significance of level 0.05

Table 2, the results of the correlation test of human resource management innovation for business administration organizations. Various aspects (Y1) found that human resource management, human resource recruitment, and labor management (Recruitment and Staffing) (X1) had a P-value equal to 0.001, less than 0.05 (0.000 < 0.05), and training and development (Training and Development) (X2) has a P-value equal to 0.001, less than 0.05 (0.000 < 0.05) That is, reject the main hypothesis Ho, accept the secondary hypothesis. H1 means human resource management, human resource management, human resource recruitment and labor management, and training and development. Personnel Influencing Human Resource Management Innovation for Business Administration Organizations Executives and personnel in business organizations can be written in the form of regression analysis equations as follows.

$$Y=103.789 + 1.455 (X_1) + 3.035 (X_2)$$

#### 4. Discussion

The results were discovered in this study.

1. Human resource management Human resource recruitment and labor management (Recruitment and Staffing) influence human resource management innovation for business administration organizations. Executives and personnel of business organizations
2. Training and Development (Training and Development) has an influence on human resource management innovation for business administration organizations. Executives and personnel of business organizations
3. Human Resource Management Human Resource Recruitment and Labor Management and Personnel Training and Development Influencing Human Resource Management Innovation for Business Administration Organizations Executives and personnel in business organizations can be written in the form of regression analysis equations as follows:  $Y=103.789 + 1.455 (X1) + 3.035 (X2)$

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