

THE ROLE OF UTILIZING MANAGEMENT AUDIT ON HUMAN RESOURCE EFFECTIVENESS IN THE COMPANY

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Abstract

To ensure that the human resource management function of a company or organization runs well, a human resource management audit is very important to overcome economic challenges so after all, one of the keys to a company's success lies in the quality of its human resources. The results of this literature review aim to analyze the role of management audit in human resources. The method used to write this journal article is a literature review with an explanation of findings, theories and sources from other research which are quoted from references to become the basis for conducting research that comes from thoughts that have been produced by the researchers. The results of a review of research journals overall conclude that management audits can be utilized in the effectiveness of human resources which helps achieve company goals. By increasing the effectiveness of the company to achieve its goals, the company requires a management audit. This is in accordance with the results of a review which concluded that management audit plays an important role in human resources.

Keywords: Management Audit, Human Resources, Effectiveness.

1. INTRODUCTION

Human resources are the most important and important resources that need to be identified to achieve the Company's goals (Soedarsa and Anwar, 2014). The results of this assessment are communicated to management along with recommendations for improving human resource performance (Apriliawati, 2016). Human resources (HR) are an important component for an organization. Human resources themselves are a very potential asset owned by an organization and play an important role in achieving organizational goals. Papina and Aisyah (2016) say that human resources can be likened to a driving engine in a company/organization. Thus, human resources need to be managed well and professionally, by balancing staff needs and business needs for the company's progress.

Adni (2014) said that the Human Resources Department is responsible for many other elements of company production, such as: Finance, production and marketing. According to Soedarsa and Anwar (2014) there is a very interesting phenomenon occurring in the world of work today, such as: The number of companies in Indonesia is increasing. This allows companies to have a professional and efficient workforce, so they have no interest in moving to another company. , then Not much attention is paid to personnel audit, although it is an advantage that allows companies to develop human resources as much as

possible, as well as the phenomenon of Hiring employees who do not fit the profile due to their education, This will hinder efforts to increase productivity due to lack of knowledge in the field science that forms the basis of their work.

Examination of the activities carried out by management and the policies that have been issued by management is called a management audit (Lintoman, 2019). A human resource management audit of an organization or company can help management find and evaluate various problems (Dewi, 2015). Management Audit of Human Resources is very important for the effectiveness and efficiency of the HR function in managing the company's/Organization's human resources to overcome economic challenges, so however, one of the keys to a company's success lies in the quality of its human resources (Yulianti and Khairani, 2017).

Performance appraisal has several weaknesses, for example: apart from the absence of clear career criteria, performance reviews are not based on accurate data and there is no program to give appreciation to employees or sales employees who excel, this also applies to calculating incentive bonuses for sales employees as a whole. transparent, then companies must improve the performance appraisal system to increase the effectiveness of company reviews (Saputra, 2010).

2. LITERATURE REVIEW

Management audit

Management audits are techniques carried out regularly to assess the effectiveness of an organization or workplace compared to company and industry standards. Management audits use personnel who understand the area of the object being examined to ensure management that objectives have been achieved and that situations requiring improvement have been discovered, covering various areas to increase effectiveness (Wahyuandari, 2019).

Tsauri & Rustam (2015) toosaid management audit is a systematic process to assess and evaluate and assist management in improving the efficiency and effectiveness of an organization's operations, thereby providing suggestions or solutions to problems that arise. Management audit is a method that is regularly and systematically used to assess the effectiveness of a unit or job compared to company and industry standards (Wahyuandari, 2019).

Human Resources

Human resources are a very important organizational force and driver (Sinambela, et al, 2022). Human resources are people who work for an organization or company and help plan, organize, implement and evaluate its operations (Saputra, 2022). Human resources are the organization of various formal systems to ensure the effective and efficient use of human expertise to achieve company or organizational goals in accordance with the stated objectives (Putri, et al, 2022).

Human Resources Audit

Human resource audit is a systematic and scientific evaluation process of an organization's needs for human resource development as well as its strengths and weaknesses, with the aim of improving overall organizational performance (Acharya, et al, 2023). Human resource audits must be sufficient to provide insight to managers and human resource professionals regarding the effectiveness of the human resource function and fill various effectiveness gaps (Acharya, et al, 2023). According to (Abbas et al, 2022) human resource audits include review, analysis and evaluation of every human resource activity carried out by the company to ensure that these activities run economically, effectively and efficiently.

Effectiveness

The level of success of a company in achieving its goals is referred to as effectiveness (Adni in (Bayangkara, 2008)). (Tenda Dalam (Sugi, 2012)) Effectiveness in work discourse means moving and doing work wholeheartedly, not half-heartedly, meaning that someone must work with professionalism so that tasks can be completed on time and in accordance with organizational regulations.

Based on the theoretical explanation explained above, the hypothesis is as follows:

H1: management audits influence the effectiveness of human resources in the company

3. RESEARCH METHOD

The method used in writing this journal is a literature review with an explanation of findings, theories and sources from other research quoted from Google Scholar references using keywords such as; management and human resources audits, to become the basis for conducting research originating from ideas that have been produced by researchers.

4. RESULTS

Based on the findings of previous research articles explained and collected by the author in the results of previous research, this article discusses the importance of a strong human resource system in achieving desired audit results for clients, the relationship between auditor quality and human resources as well as KAP size and audit quality are also discussed (Prujsser, et al, 2023). To achieve audit results in management audits of human resources, there are nine human resource audit functions which have been separated into four general discussions initiated by sections in the HR division whose companies have implemented them effectively. There are departmental human resource functions carried out effectively, namely: recruitment and evaluation, remuneration and benefits, training and development, as well as work relations and general issues (Tsauri & Rustam, 2015).

However, there are still companies that have not conducted employee satisfaction surveys as feedback and reference in planning human resource planning strategies for the next period. According to Tsauri and Rustam (2015) there are several recommendations for

companies, such as considering monitoring employee satisfaction as feedback and management reference in planning human resources, then documenting and reporting every training and development implementation needed to measure its effectiveness. Motivational variables and work environment cannot moderate the impact of human resource management audits on employee performance.

Pratiwi (2022) said in her research that motivation and work environment variables cannot moderate the influence of management audits of HR on employee performance. This is also supported by research conducted by providing advice to companies to evaluate and mix human resource procedural policies on a regular basis, as well as conducting employee satisfaction surveys as a basis for evaluation for future human resource planning.

If some company employees do not comply with the disciplinary regulations set by the company, this will result in some work not being carried out optimally. Therefore, it is recommended that company leaders control the discipline of their employees more (Tenda, 2015). Stanley (2012) said in his research that in order to improve the discipline that has been determined by the company, training and development is also needed in accordance with what has been concluded that training and development can have a positive impact on the organization, such as improving employee performance and vice versa.

From previous research, there is an influence of management audits on the effectiveness of human resources. So, according to the results of the review that the author obtained from previous researchers, after the author reviewed twenty journals, according to the journals that I obtained, I concluded that these twenty journals dominated management audits by providing important tasks in human resources to achieve goals. company.

5. CONCLUSION

The results of a review of research journals overall conclude that management audits can be utilized in the effectiveness of human resources to achieve company goals. By increasing the effectiveness of the company to achieve its goals, the company requires a management audit. This is in accordance with the results of a review which concluded that management audit plays an important role in human resources.

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