

Information and Technology for Advanced Society

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Abstract

Human resource management is a complex and critical process in community organizations and government in rural areas. The countryside is an important supporting environment or area for the surrounding cities. For this reason, for an organization, human resources are one of the important assets that must be maintained, apart from funds and machines or tools. And all these important assets are ensured to work together in order to achieve organizational goals that have been set together, effectively and efficiently. Along with the rapid development of information technology, the role of information technology in human resource management is certain to become increasingly important (Galperin, H., and Mariscal, J., 2007). It is increasingly important to be supported by various forms of process of enhancing and developing the capacity of community organizations in rural areas. In this paper, I would like to convey the role of information technology in order to increase the effectiveness of human resource management in rural areas in community organizations and government. Wherever it is located, human resource management will be a tool capable of transforming a nation's society into a society with added value for itself and its environment.

Keywords : information, technology, advanced, society

Introduction

Humans as social beings are creatures created by God who have various abilities and uniqueness in each of them. Its capabilities and uniqueness are always very interesting and important things to pay attention to in all business sectors and everywhere. Human resources in all areas of business in urban and rural areas always have an interesting side to talk about (Beniger, J., 1986). The topic of discussion generally relates to the uniqueness, advantages and disadvantages that every human being has in every activity carried out by them.

Human resource management activities are the process of managing human resources within an organization to achieve the organization's strategic objectives. Human resource management includes recruitment, selection, training and development, performance management, compensation, and management of work relations (Beniger, J., 1986). The role of information technology in human resource management is increasingly important because information technology can assist organizations in managing human resources more effectively and efficiently (Galperin, H., and Mariscal, J., 2007). The more effective and efficient the human resource management process carried out by an organization wherever it is, it is certain that it will be able to build a more brilliant organization in the future.

Effective and efficient organizational performance needs to be built not only in urban areas in a country. The effectiveness and efficiency of an organization anywhere depends on the management system that accommodates it. Even in rural areas, the management system everywhere is obliged to accommodate all the various abilities of its human resources so that they are able to achieve the stated goals (Bell, D., 1979). Due to the variety of available capabilities, managerial abilities must be ensured to have better capabilities.

The village ¹⁷ is one of the important sectors in the national development of a country. As part of a country's territory, villages have enormous natural resource potential. However, this potential will only be utilized optimally if the management of human resources in the village is carried out properly (Bell, D., 1979). Human resource management, in this case the government team in the village has an important role in increasing the productivity and welfare of its people.

Therefore, special attention is needed ¹⁰ in the development and management of human resources in the village. The process of managing human resource management for government in rural areas has been carried out in many fields everywhere, both in small and large scopes since ancient times (Bell, D., 1973). The variety of scopes that apply human resource management does not only exist in organizations in urban areas. In rural areas, currently the human resource management system is the scope of community organizations which cannot be underestimated at this time.

Good human resource management is essential for rural development and development. Several matters related to the importance of human resource management in rural areas must be considered by officials and managerial teams in rural areas. Several key factors that need to be considered in human resource management in rural areas must be considered together. Efforts to develop the capacity of local communities can be carried out in various ways and in collaboration (Bell, D., 1973).

Various efforts to train and develop community capacity can be carried out, among others, through collaboration with private and government agencies. These types of cooperation are related to skills, education and training, motivation and rewards, performance management, and appropriate policies and regulations (Antonelli, C., Geuna, A. and Steinmueller, W., 2000). Through these efforts, human resource management in rural areas is expected to help increase the productivity and welfare of the people. So that the economic conditions and capabilities of the community and the countryside themselves are able to grow and develop properly and positively for the community and the country.

Literature Review

Information

Information is something that results from the collection and processing of available data. These data will then be processed to produce the information needed for the continuation of a project (Floridi, L., 2008). By processing this information, it is certain that the prepared project can be carried out properly, so that the set goals can be achieved. When the project objectives can be

achieved properly, then the next steps can be ascertained through an increasingly better thought process.

Data and information are two things that are closely related in every work process in any field in order to achieve the goals that have been set together. Every process in converting data into information is something that is highly awaited by the management team in an organization (Floridi, L., 2008). When the results of the process of changing the data produce something positive for all parties, then it is certain that the next step will be better. The process is also a continuation of the steps in developing a project process for all parties involved without exception for the sake of effectiveness and efficiency.

At the village government level, the information needed in human resource management activities related to community development measures is of extraordinary value. Because these are the main ideas for rural area development activities in all fields (Abramovitz, M. and David, P., 1996). These main thoughts will be the first step in the next effort in planning a strategic plan for developing human resource management in the long term. In a long-term effort to develop human resource management, updating information is the foundation for developing rural areas as well in the next step (Galperin, H., and Mariscal, J., 2007).

Technology

Technology is an important tool in carrying out the process of obtaining the necessary data into important information for all parties who need it (R. Mansell Bar, F., Cohen, S., Cowhey, P., Delong, B., Kleeman, M. and Zysman, J., 2000). As an important tool in the process of converting data into information, technology should be well studied and understood by its users. Currently, the process of learning and understanding technology by its users can be carried out independently or through a training process that is accommodated by the organization's management team on a scheduled basis. The process of learning independently at this time is not a difficult way for anyone to do (R. Baskerville, 1999).

Independent learning activities in order to improve and increase the ability to master technology better is not difficult at this time. This process can be done at any time and at any time by anyone. All the learning processes can be carried out without being limited by distance and time. Distance and time are not currently an obstacle for anyone who wants to learn, because of the advancement of technology itself today (Professional Standards Board, Australian Computer Society, 2012).

In developing human resource management activities in rural areas, technology through its progress is a very helpful tool. The human resource management team through the village government will select and sort out the steps or efforts used in efforts to develop human resources in rural areas. Selection and sorting of steps and efforts to optimally develop human

resources through technological developments is a way to adapt to the conditions and situations of existing community areas (Professional Standards Board, Australian Computer Society, 2012). Because by distilling the necessary knowledge using available technological advances, undesirable things can be minimized.

Advanced

Technological progress is a process that no one has been able to stop since ancient times. All of that because progress or change is a dynamic thing, changing without being influenced by anyone. The dynamics of technological progress has become a very amazing phenomenon for the world in many fields. This phenomenon is included in the field of human resources including in its management process (R. Baskerville, 1999).

The phenomenon of technological change that affects many fields, including human resource management, is currently being widely discussed in all parts of the world. The incident became a new process that greatly changed the processes and activities in human resource management. Changes in human resource management activities today have resulted in drastic changes in the number of new job fields. The change in new jobs also affected many existing jobs to decrease in scope and number (Antonelli, C., Geuna, A. and Steinmueller, W., 2000).

However, with increasingly extraordinary technological advances, the human resources who study it must be smarter and wiser (R. Baskerville, 1999). Smart and wise can mean that human resource management activities in rural areas will not force all of these advances to be carried out in rural areas. Because every progressively advanced process certainly brings extraordinary effects to the community. So that with the advancement of technology, it is better for the people who use it to be smarter, so that the human resource management process is getting better (Professional Standards Board, Australian Computer Society, 2012).

Society

The world community wherever it is today is a very dynamic phenomenon of society in all fields without exception. These dynamic communities are spread from both urban and rural areas in all parts of the world. It is said to be dynamic because today's society is very friendly with all forms of change in this world in any case, including in the field of technology. Even people in rural areas are now unfamiliar with technological changes and advances (Angeleski, M., Mitrevski, P., and Janeska, M., 2009).

Technological advances are very common for people in rural areas today. They all understand very well that currently whatever they want to know and learn is no longer limited by space and time or distance (Abramovitz, M. and David, P., 1996). Wherever they are, it is certain that they

can still learn something new and useful. They can feel the benefits when technology begins to provide people everywhere with ease and fluency in their daily activities and necessities of life.

Technological progress has "befriended" all walks of life throughout the world, including rural residents wherever they are. Society has understood that everything must be better through many ways of effort, including in the process of human resource management everywhere. Progress in the field of human resource management is currently quite worrying for many parties, because it is certain that many things will be left behind. For this reason, in the development of human resource management in rural areas, they will assist their citizens to become better managed and develop according to the times (Angeleski, M., Mitrevski, P., and Janeska, M., 2009).

Research Methodology

This scientific writing is a literature study that combines research and descriptive analysis. Data were collected from literature sources such as books, journals, articles and publications related to human resource management and information technology and society.

Findings and Discussions

Information technology can now be used to speed up many processes in human resource management activities (Cohen, D., Garibaldi, P., and Scarpetta, S., 2004). Several things in human resource management activities include employee recruitment and selection, employee training and development, performance management, and compensation. Advances in information technology can also assist in managing employee data such as personal data, salary data, performance data, and employee health data (Cohen, D., Garibaldi, P., and Scarpetta, S., 2004). In this case, with advances in the field of information technology, human error can be reduced and able to increase the accuracy and security of personal data anywhere and in any position (V. Venkatesh, S. A. Brown, L. M. Maruping, and H. Bala, 2008).

The progress of the human resource management process is very important for increasing the productivity and welfare of the community, which also occurs in rural areas. The process of increasing the productivity and welfare of people in rural areas can be carried out in many fields (Ajadi TO, Salawu, IO and Adeoye, FA., 2008). There are several important things in this sector in rural areas, including human resources, and tourism. These two sectors are becoming important today in rural areas, everywhere.

Human resource management activities in rural areas must pay attention to several important factors so that everything becomes better. The first thing that must be considered is education and training for rural communities without any exceptions for those who are interested in moving forward. To support education and training, then the right education and training program. When education and training can be carried out on target, it will be able to improve many things (Ajadi TO, Salawu, IO and Adeoye, FA, 2008).

Some good things that can happen after the implementation of the education and training program are that it can help develop skills and knowledge in managing agricultural businesses, so that it will support tourism development activities in the region. Another thing that can be assisted to develop is small industry in rural areas. Apart from agriculture and small industry, other things that can be improved are competitiveness and innovation (Arikpo I I, Osofisan, A and Usoro, A., 2009), so that they are able to support their tourism activities. These two things are two important processes which will then become the first step in human resource development activities in rural areas.

The field of skills development for rural communities is the next area that needs to be considered in the process of developing rural communities. Rural communities need to have the necessary skills to manage the agricultural sector and small industry. Human resource management in rural areas must pay attention to the development of these skills through appropriate training and education. Then these activities can be carried out regularly and scheduled with the cooperation of parties who have the competence to support (Arikpo I I, Osofisan, A and Usoro, A., 2009).

Activities to develop motivation and appreciation for people who have abilities in rural areas are the next area of thought. Motivation and appreciation are important factors in increasing the productivity and welfare of people in rural areas so that they become more self-confident (Van der Walt, C., 2003). Human resource management in rural areas must provide appropriate rewards to people who work hard, so as to increase their motivation. When motivation and rewards become triggers to become rural community resources who have competence that can be trusted by many other layers of society, the goals that have been set become easier to achieve (Blacksmith, N; Harter, J., 2011).

The performance management sector in community management activities in rural areas is the next activity that can be carried out in the process of developing human resources in rural areas. Because the field of performance management is expected to be able to accommodate the process of improving the performance and competitiveness of rural communities (R. Mansell Bar, F., Cohen, S., Cowhey, P., Delong, B., Kleeman, M. and Zysman, J., 2000). Human resource management in rural areas must pay attention to community performance management in managing the agricultural sector and small industry. Because with the right performance management process it can help increase productivity and efficiency in developing rural communities (J. Bradley and M. P. McDonald, 2011).

The last area that is important to pay attention to in the process of developing human resource management in rural areas is related to policies and regulations. Policies and regulations that support the development of the agricultural sector and small industry are very important in improving the welfare of people in rural areas. Human resource management in rural areas must pay attention to appropriate policies and regulations in order to assist rural communities in managing their businesses. When rural community businesses can be managed properly, it is

certain that income improvements and economic conditions in rural communities will improve and improve (C. Stafford, M.A , 2009).

Good human resource management is very important for village development in the current global era. In rural areas, quality human resources can help increase the productivity and welfare of society in all fields (Blacksmith, N; Harter, J., 2011). Because productivity will improve their welfare now and in the future. In addition, human resource management in rural areas must also pay attention to the welfare of society as a whole (DiMicco, D. R. Millen, W. Geyer, C. Dugan, B. Brownholtz, and M. Muller, 2008).

Another area that also needs attention is the health sector. If the community gets good assistance in the health sector, then other fields can easily be implemented (C. Stafford, M.A , 2009). Because when a person is in a healthy condition, it is certain that his abilities in other fields can also be carried out properly. So that the next community development process can be carried out in accordance with expectations (Floridi, L., 2007).

Furthermore, what must be considered by the human resource management team in rural areas is the field of equitable education for people in rural areas. Education is the right of all levels of society without exception wherever they are (Swain DK, Panda KC, 2009). Because education is the responsibility of the government from the lowest level to the highest level in a country. For this reason, the number of community members who have not been fully able to obtain the right to obtain education can be freely given by the authorities (R. Mansell Bar, F., Cohen, S., Cowhey, P., Delong, B., Kleeman, M. and Zysman, J., 2000).

In the field of social welfare for all layers of human resources in rural areas, it is certain that there will be many things that are closely related to it. Social welfare will be a measure of the success of a human resource management team in an area (J. Bradley and M. P. Mc Donald, 2011). The more "fulfillment" of all social needs for all rural communities, the rural community is ensured to be a community that highly upholds positive values in society properly. so that it can be ensured that all activities contain positive values for the sustainability and progress of the community in these rural areas (Floridi, L., 2007).

Human resource management in rural areas must also pay attention to environmental sustainability and natural resource sustainability (DiMicco, DR Millen, W. Geyer, C. Dugan, B. Brownholtz, and M. Muller, 2008). Sustainability and natural preservation are the basis for the sustainability of a community in a rural area. This includes the process of managing nature wisely and not excessively, just because it is in order to meet needs that provide greater benefits in a short period of time. Therefore, it is necessary to have good human resource management for rural areas, along with technological advances that are always running fast in this global era (Selwin, N., Gorard, S., & Furlong, J., 2006).

Conclusion and Suggestion

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In this paper, it has been explained that the role of information technology in human resource management is very important. By using information technology, human resource management can be carried out more effectively and efficiently (V. Venkatesh, S. A. Brown, L. M. Maruping, and H. Bala, 2008). Information technology can also assist organizations in managing employee data more accurately and safely. Therefore, organizations must make optimal use of information technology in human resource management to increase organizational effectiveness and efficiency (Swain DK, Panda KC, 2009).

In conclusion, human resource management in rural areas is very important in improving the welfare and productivity of rural communities. Skills development, motivation, rewards, performance management, and appropriate policies and regulations should be a major concern in human resource management in rural areas (Van der Walt, C., 2003). Good human resource management is very important for village development. Skills development, motivation, rewards, performance management, and appropriate policies and regulations should be a major concern in human resource management in rural areas (Singh RKJ, Devi Th. M, Raychaudhury A., 2009).

For this reason, it is necessary to form and organize a human resource management team that is solid and has a better outlook for the future. The team tasked with handling human resource management activities in rural areas must also pay attention to the welfare of the people in these rural areas as a whole (Selwin, N., Gorard, S., & Furlong, J., 2006). After the welfare of the people in rural areas has been properly accommodated, the next thing that cannot be left behind is environmental sustainability. Because the process of exploring and exploiting nature and the environment must pay attention to the written and unwritten positive values that exist in the community, so that everything is maintained and sustainable at any time (Springer-Verlag Berlin Heidelberg, 2005).

Steps to develop multi-sectoral human resource management in rural areas will become more positive when more support is received. The form of support can come from government or private agencies or non-governmental organizations that have the same thoughts (Singh RKJ, Devi Th. M, Raychaudhury A., 2009). In line with positive human and environmental values that are written or not written in any region in a country. So that the best thing that has been set as a common goal can be achieved properly in all fields, in all existing areas (Springer-Verlag Berlin Heidelberg, 2005).

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