

IMPLEMENTATION OF EFFECTIVE HUMAN RESOURCE MANAGEMENT POLICIES IN IMPROVING ORGANIZATIONAL PERFORMANCE IN THE INDUSTRIAL ERA 5.0

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Abstract

In the context of Industry 5.0, this study intends to examine how well human resource management practices are being implemented in terms of enhancing organizational performance. The fusion of cutting-edge technologies with a human-centered approach, like automation, the Internet of Things, and artificial intelligence, characterizes this period. In facing these changes, organizations need to adopt human resource policies that are able to accommodate technological developments, as well as improve employee welfare and productivity. The study's findings show that human resource policies that focus on personalization, work flexibility, skill enhancement through reskilling and upskilling, and collaboration between humans and technology are able to significantly improve organizational performance. In addition, innovative leadership support and an adaptive organizational culture additionally contribute significantly to the effective execution of this policy. As a result, this study highlights how crucial it is to have efficient human resource management to meet obstacles and seize opportunities in the Industry 5.0 era in order to achieve more optimal organizational performance.

Keywords: Implementation, policy, human resources, organizational performance, industry 5.0

INTRODUCTION

Competition is becoming more intense in the current era of Industry 5.0, and businesses must be able to compete successfully and efficiently on a global basis. Businesses need to be able to seize worldwide possibilities and quickly adjust to shifts in markets, technology, and regulations (Budiyono et al., 2024). In this situation, human resource management is becoming more and more crucial since employee performance and quality have a significant impact on an organization's ability to succeed. A well-crafted human resource management policy can assist businesses in finding, nurturing, inspiring, and keeping talented workers. Good workers can improve productivity, creativity, customer happiness, and profitability, among other aspects of an organization's performance.