Peran Hukum Bisnis dan Economic Analysis Of Law (EAL) dalam Konteks Sumber Daya Manusia Elektronik (E-SDM) Sebagai Legitimasi dan Media Pengelolaan SDM Yang Multiguna di Era Society 5.0 dan Era Digita

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Abstract. *Current developments in technology and information systems This is progressing quite rapidly. Electronic human resource management (E-HRM) as an organizational unit consisting of personnel who process human resource data using computer and non-computer technology. This study uses the literature review method related to business law (BL), economic analysis of law (EAL), and E-HRM research. Literature sources in this study used books, information sources from official government agencies and international organizations as well as scientific articles accredited by Science and Technology Index (SINTA) or SCOPUS. The search strategy uses keywords related to related topics. E-HRM is the embodiment of the intelligent society 5.0 culture in managing the staffing system. Various scopes of personnel management such as planning, administration, payroll and staff evaluation can be carried out effectively and efficiently in mining industry.*

Keywords: BL, EAL, E-HRM; Society 5.0; E-Compensation.

1. INTRODUCTION

A current development in technology and information systems this is progressing quite rapidly and following the development of Indonesia has begun to lead to the creation of smart cities or so-called smart cities. Developing smart cities this is accompanied by changes in people's behavior in order to maximize the use of technology, information systems, and Internet technology to access all kinds of information and practice show transactions. The development of Society 5.0 is closely linked with the development of this smart city (Jamil et al., 2023).

It is important to point out that the skills and roles in Human Resources are no longer relevant and do not correspond to the evolution of their responsibilities The evolution of technology in HR continuously creates new tasks and new roles for HR professionals and motivates them to develop strong skills in HR technologiess (Pradana et al., 2023).

According to the Paychex Pulse 2018 HR Survey, HR leaders can play a strategic role in decision-making and the overall success of their business using digital technology. It facilitates recruitment and regulatory compliance and makes them more successful in management roles. In a 2018 study by Oracle and Research Now SSI in 9 countries across

Europe, Australia, North America, and Latin America, HR professionals were asked to describe the top drivers of engineering transformation. Numbers to make human resources more strategic and valuable to the business. The reasons given by respondents included greater support for senior executives (37%) as well as increased flexibility and leadership in managing change (32%) and unlocking hidden talents (29%) (Pradana et al., 2023).

HR management is growing rapidly and a number of professionals are starting to formulate an E-HRM to respond to the times. E-HRM provides information to all company managers related to company human resources. E-HRM is an organizational unit consisting of personnel who process human resource data using computer and non-computer technology. Therefore this paper will discuss the various roles of E-HRM in companies in the era of Society 5.0 (Shaddiq et al., 2021).

2. LITERATURE REVIEW

The first study by (Sari et al., 2018) used the waterfall method and collected qualitative data in the field. The research results obtained by the design of this system can display the results of HR achievements at elementary school (SD) Global Surya in accordance with the expectations of all HR parties. Research by (Riatmaja, 2023) to find out the role of using human resource information systems in dealing with the coronavirus disease 2019 (COVID-19) pandemic crisis faced by startup companies in Yogyakarta. This research was conducted by taking 100 samples from various startup companies in Yogyakarta at random. The calculation technique used in this study is the Multiple Linear Regression Analysis model. Based on the results of the analysis, shows that there is a significant influence between the use of the human resource information system from the teleworking usage system, recruitment system, benefits system, support system, and performance system in its role in facing the 19 pandemic crisis, where almost all startup companies in Yogyakarta implementing work from home (Yusri & Yahya, 2023).

Previous research was also conducted by (Syarief et al., 2023). This study examines electronic human resource management (e-HRM) and the evolution of business culture and workforce according to the digital paradigm. This study uses a qualitative and descriptive approach. The results of the study show that e-HRM brings significant benefits to organizational success, especially in terms of work efficiency and effectiveness (Subekti & Shaddiq, 2024).

3. METHODOLOGY

This study uses the literature review method related to E - HRM research. Literature sources in this study used journals, information sources from official government agencies and international organizations as well as scientific articles accredited by Science and Technology Index (SINTA) and SCOPUS. The search strategy uses keywords related to related topics.

4. DISCUSSION

a. E-HRM As a HR Planning

Human resource planning is a process of analyzing and simulating personnel needs in accordance with the aggregate data of human resources held by the organization, associated with the future operational development plans of the department. This basically has an impact on the supply of human resources or the placement of human resources in a location or unit where there is a need. Coupled with the era of society 5.0 that requires all mechanisms to be automated and centralized in big data, E-HRM is the embodiment of human resource planning that can analyze, calculate and make planning decisions (Norrahmiati & Suharto, 2023). Correctly determined, according to research done by (Almashyakhi, 2022) which highlights the significant impact of evidence-based electronic human resource management on strategic human resource management. E-HRM plays an important role in improving decision making, improving human resources, training and evaluating employee performance, towards strategic benefits. Regression analysis shows a significant positive impact of E-HRM on strategic human resource management and business law.

b. Staff Administration

Basically, this process is the most thorough process of collecting information related to the HR system. In this process, collect information related to the completeness or completeness of the general management process related to personnel. The process includes the registration process of general employment data such as employee personal data, ranking history, location history, education history, ownership divergent ability history, family list and many other important data. All this data is centralized in the management of big data. This is of course in line with the smart management concept based on big data which has always been introduced in the concept of society 5.0. Agree with (Amer Abuhantash, 2023) which states that E-HRM can maximize data analytics through collected big data and economic analysis of law.

c. Compensation and Benefits

The range of compensation and benefits encompassing processes implemented with E-HRM includes a pay mechanism. The process of determining wages and transactions, including the use of "wages" in determining wages, as well as other earnings related to additional income such as overtime, meal allowances drink, subsidized housing, incentives for remote areas, supervisors and the like. this can be quickly and accurately distributed through the E-HRM based on all employee data that has been collected. According to research (Pratiwi & Waskito, 2023) that electronic performance appraisal can speed up the employee evaluation process, making it easier for every employee to see the results of their work. So it can create a sense of satisfaction among employees in mining industry.

d. Staff Performance Evaluation

A good employee performance appraisal system is review and feedback. When conducting research, use basic criteria predefined by management. In addition, based on the results of studies are usually done in groups. This can be communicated and discussed with the employee to better assess the assessment method and the expectations of the job performance. It is hoped that with the existence of the E HRM, it is possible to obtain a more objective evaluation system that deals with previously found facts. According to (Oyoru, 2023) that E-HRM has a good impact on the organization. Research results show that organizational performance increases when electronic employee evaluation is implemented as part of E-HRM.

CONCLUSION

BL, EAL, and E-HRM is the embodiment of the intelligent society 5.0 culture in managing the staffing system. Various scopes of personnel management such as planning, administration, payroll and staff evaluation can be carried out effectively and efficiently in mining industry.

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