

Reformasi manajemen sumber daya manusia : Dari model normatif ke strategik

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Abstrak

This article is meant provide the reader with a general understanding of strategic Human Resource Management model that has been neglected for long time in Indonesia. Dealing with any major people issues that affect or are affected by the strategic plans of the organization, this model is designed to align human resource policy with organization strategy and mission while achieving the competitive advantage through human resource management. To respond the current needs and uncertain situations in Indonesia, it is urgent to leave the normative model of human resource management, and strat to apply the strategic human resource management.