



MANAGING HUMAN RESOURCE MANAGEMENT IN BALANCING WORK AND CAREER DEVELOPMENT AT THE KEDIRI DISTRICT SOCIAL SERVICE

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Abstract

Human Resource Management is the process of resolving every problem in the life of a worker, customer, supplier, manager, and other areas related to workers. Work-life balance is caused by employees' efforts to manage stress, anxiety, and various psychological problems. Career development is supported by business ventures so that the business can continue to grow in the future. This research aims to understand Human Resources Management in balancing work and career development at the Kediri Regency Social Service. Qualitative analysis is in line with descriptive technique, conducting research that has a clear object, and primary data as a summary in the analysis that is used to help the conversation and come directly. Work balance, at its purest, fosters a state in which employees who help manage their time are effective at structuring their time and harmoniously linking work-related demands with personal needs or group responsibilities. Someone who successfully maintains or implements work. work-life balance is an employee with high productivity from a high level of career development. Within the Kediri Regency Social Service there has been a good work ethic and career growth that is in accordance with employee competencies.

INTRODUCTION

Human Resources Management refers to the process of resolving every problem that arises in the life of a worker, customer, supplier, manager, and other areas related to work to support organizational or business activities and to determine the achievements that will be taken from previous tasks that have been completed. Managers must ensure that all businesses, regardless of size, have employees with appropriate work schedules and schedule flexibility who can carry out the available tasks to help the business achieve its goals Utilize more precise and concise time frames (Halsa et al., 2022). Human Resources is the management using more appropriate and shorter time, activities in HR include the activities of creating an idea or innovation plan, proper organization, training, as well as monitoring from trainers related to human resources, including holding an event, developing a talent or talents that one has, rewards being given, uniting small components into broader components maintaining every existing facility and infrastructure and this release is aimed at achieving goals that will be achieved individually, within the organization and in the public environment. This human resource management system can ensure that businesses can achieve their goals by focusing on employees who have a strong work ethic, a strong sense of self-worth, and a strong sense of community. Building a more efficient management system with available business-specific components will help improve employee morale and work-related stress in the corporate environment. HR in this way can help the company.

According to (Darmadi, 2022), Human benefits include participation in organizationally supervised training programs, orientation for new employees, and the ability to learn from completed training sessions.,preparation of job descriptions, work processes, work structure, implementation of discipline, motivation, security effects, effect planning, and employee turnover Manager. In this context it is useful to raise the threshold of acceptable behavior regarding work in the department, it is important to realize that Career Advancement in oneself is not as an ability in other people's lives and at least a life that has a stronger support system can have a negative impact on work performance. Successful self-development enables a person to contribute to others more optimally and more reliably at the workplace. And this is what indicates an increase in the quality of work results due to a pleasant personal life.

In today's society, human resources who have high solidarity can become more professional looking for ways to increase employee morale, increase organizational benefits, strengthen employee-business relations, and participate in training programs, look for ways to increase employee morale, increase organizational benefits, strengthen employee-business relationships, and participate in job site training programs. Every person who works can be trusted to achieve their goals in life by looking for work, work as a place to work as an integral part of achieving their goals. Therefore, humans have minimal time. Therefore, there are many other tasks outside of work duties that must be completed without hesitation and hesitation. This balance of work and career development can develop a company smoothly.



Work balance is a person who has personal knowledge that can be useful as a resource when carrying out a task and is fully committed to his business to balance work life with work-related responsibilities. Working life circumstances other than in A small organization must have equal working relationships with other small organizations as well as members of smaller organizations influencing other aspects of daily life (Elfira et al., 2021). As a result of problems that continue to occur at work and outside the office, employees of the Kediri Regency Social Service are now increasingly anxious. Having these qualities can help employees become more productive and able to bring new ideas or innovations to the company. This can also help prevent frequent and potentially dangerous work-related stress. An important benefit of achieving close relationships and professionalism is the importance of balancing work commitments between employees and life directly. Work-life balance keeps employees happy at work and helps them manage their time effectively.

Achieving work-life balance is caused by employees' efforts to manage stress, anxiety and various psychological problems. When employees work together, they balance their available time and devote all their working time to activities related to work or personal life. In this way, employees will be more focused at work and more relaxed at work, as well as being more productive and having a higher quality and quantity of work. From the perspective of employees' personal lives, it is known that various problems that arise at work can also be related to personal matters. Stress in work-related life may not always be severe. According to (Manggaharti & Novianti, 2019). On reducing one's personal life. A problem at work that then affects a person's personal life may cause new problems or even make a person feel uneasy because an unexpected situation will occur.

According to (Sari et al., 2023), Career development is a journey of extreme things within a company to develop continuity. Within a company, an employee can apply the skills they have chosen by assessing their own competence so that they can do their job more effectively. The career development process is carried out by a business venture so that the business can continue to develop in the future until the end of its existence. Career development has the potential to increase employee work days with high quality. Following short-term education according to company procedures and career performance. employees to increase employee productivity in a particular field so that employees are more enthusiastic about working. This kind of career growth cannot be achieved through any kind of HR planning, recruitment, training or education. Every activity that originates from HR Management for career development must have good potential and quality for all Social Service Employees in Kediri Regency.

The aim of the previously completed research is to understand the use of Human Resources Management in work balance and career development for social services in Kediri Regency. The type of analysis used is qualitative analysis which is useful for better understanding a phenomenon and carrying out investigations into certain goals that will be pursued, as well as using more accurate, clear, concise and visible data from the



phenomenon being studied to create clear and complex illustrations that can be expressed in words, illustrates non-verbal cues derived from data sources, and carries them out in a friendly environment, (Rijal Fadli, 2021)

RESEARCH METHODS

This research uses a qualitative approach with descriptive techniques. The instrument used in this research was an in-depth interview with the informant, namely a career woman with the initials LF, who is an ASN and a housewife and has 2 young children. This informant was not chosen without reason, researchers have looked at several categories of career women who also take care of the household, but LF was chosen because she is young but has to balance office needs and household matters. The results of the interviews were subjected to a coding process to determine themes that approach work life balance. Then a triangulation process was carried out with theory to see the similarities and differences in work-life balance from both points of view.

The interview process was carried out more than twice, the first being on September 30 2023 to carry out a persuasive approach with the informant. Another aim is to build closeness so that it will make it easier to extract data. The second interview was conducted on October 15 2023 to ask informants about work-life balance and its impact on household and work matters. Meanwhile, the third interview was on October 26 2023 to confirm the research results and also ask questions regarding career development perspectives. Why is this because someone who is divided between household and work affairs usually tends not to pursue a career, but this conclusion cannot be taken just by one side. However, it requires further in-depth study or study both from the perspective of the individual and the company itself.

RESULT

HRM in Work Balance

Work Balance is work-life balance refers to an employee's ability to balance their personal and professional obligations to balance their personal and professional obligations. Work-life balance, in its purest form, refers to the state in which an employee can manage their time effectively. work-related demands with personal needs or group responsibilities. Reconcile work-related demands with personal needs and group responsibilities. Someone who successfully maintains or implements work. work - life balance is an employee with high productivity from a high level of career development. With this, workers can feel more relaxed and less capable of a person due to external impacts on the organization which includes the environment of the workplace, residence, the company which includes the workplace, residence, along with the smooth settlement of boundaries that have been discussed by the office is where the company's assets are managed.

Term provisions for work-work allowance used in The term “foreign language” refers to English which was introduced in the late 1970s to describe inequality in the

workplace. "work-life balance" is the same as in-person life, (Pangemanan, 2017). First used in English in the late 1970s to describe the tension between an individual's work and personal life. In accordance with (Muliawati & Surabaya, 2020), work-life balance refers to an individual's ability to balance their personal and professional lives. According to (Hutagalung et al., 2020), the impact of work-related stress is a state in which an individual experiences minimal conflict and a sense of well-being in his or her professional work. social life due to their ability to manage multiple competing demands and priorities work life balance has been determined by, (Isnatun & Riyanto, 2020) as an individual's ability to initiate conscious efforts as well as group efforts to balance his personal professional life.

Results of research analysis (Lumunon & Sendow, 2019) showed that work-related stress can be determined by the number of work hours that are available to workers to improve their work and personal lives. Employees without stating their work may experience their performance level as low and their work performance is unsatisfactory for their organization. Another way to address the problem of uneven work lives is through contracts where employees from uneven work lives are transferred, in a sad way, to uneven work lives. One extreme is subsistence, while the other extreme is hedonism.

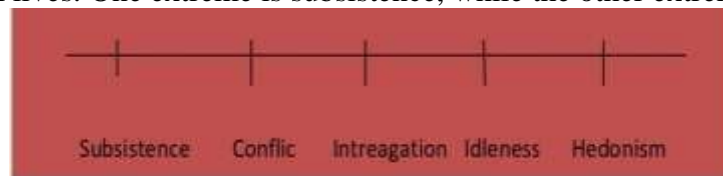


Fig.1 Cucumber Equilibrium, (Tariq et al., 2012).

The most extreme type is subsistence, which is defined as work that is done continuously during working hours and has few useful daily resources that can be applied to various aspects of daily life. Then a conflict occurs where people scramble to remove the tangled pieces of demands. The fourth law is integration, which is defined as achieving a higher level of consciousness in various aspects of life. Laziness has a continuous form. Fourth, it is defined as having the ability or willingness to work. According to (Elfira et al., 2021) It states that having the following components for work-related balance:

1. Time Balance, refers to the time allocated by workers and personal time to different workplaces.
2. Engagement balance, which emphasizes psychological readiness or commitment to work properly while anywhere.
3. Satisfaction balance, also called satisfaction level, both inside and outside the workplace.

Study by (Son, 2021) Work-Life Balance has three dimensions, consisting of:

1. Work disruptions have personal life implications in that it is sad how an individual's work can interfere with their daily life.



2. Interference with personal life (PLIW) with work) entitled What personal life is really like Everyone disturbs e-learning life.
3. WEPL (Personal/Work Life Improvement) which evaluates every thing in an individual's personal life can improve an individual's performance at work.

The Kediri Regency Social Service with social networks can be seen as a particularly useful resource for every individual receiving help from someone they can trust. Building strong working relationships is critical to achieving organizational goals. Supervisors can help employees become more cooperative, motivated, and productive. On the other hand, special subjects in the analysis of completed research are interpreted as people who have important qualities in their professional life as everyday subjects. An employee who has completed his training can appoint a special person as a mentor or friend.

Based on the results of interviews obtained from informants who work at the Kediri Regency Social Service, he balances his work by being competent and when working to avoid work stress, he often participates in other activities so he doesn't just work, so his mood is happier with this happy atmosphere. work is more relaxed and not disturbed by circumstances that might cause discomfort at work.

Activities that are often participated in by employees include activities that can relax the mind, such as playing table tennis with other employees, so playing can create a happy, happy atmosphere and can increase self-confidence when working and make this work not a burden but a responsibility towards the employees. workers at the Kediri Regency Social Service.

Efforts to organize and balance the existing work he manages professionally between his personal life and work life in the office on the whole so that he can live directly, nowadays there are many working women who are already at home so he can manage it stably and can be used as a good role model between the company and his personal life who can be used as a competent person in sharing his time.

Based on observations that the informant's work balance is doing various things to create a happy atmosphere with a good atmosphere, then carrying out work will be more relaxed and less likely to be considered a work-related task.

HRM in Career Development

Career Development According to, (Meidola Hutauruk, Amini, 2023) is the main body that has a function in HRM because it helps develop work ethics. On the other hand, career development has a secondary function, namely training employee behavior and improving training results for work-related tasks. Another goal of career development is to help prepare the organization for the work it will do once it is employed according to high standards. HR management can be used as a means of achieving individual or organizational goals, as can the procurement, development, maintenance and use of HR. The first human resource management is career development as a means of education and a means of ensuring the implementation of individual education. Based on the description above, it can be concluded that the career development of Kediri Regency Social Service



employees can be improved according to HR directions, employee remuneration, and implementation of examination procedures therein. employment process. Based on the HR management activities mentioned above, having high quality work means having potential performance.

According to, (Sari et al., 2023) Effectiveness or effectiveness in an organization, one of the crucial aspects is carrying out the human resource development process for employees who work for the business. For this reason, it is explained that participating in training for employees is very important for organizations to maintain a strong organizational culture, especially when knowledge and technology develop rapidly. Formulate a proposal to carry out an HR management activity which, on the surface, aims to increase small successes in achieving employee performance goals so that they can more effectively contribute to company goals.

To understand the role of human resources in developing employees' career paths, indicators are used. These indicators include, but are not limited to, fair treatment in the career process, training. To understand information about promotions that have a significant impact on business, one must have a strong promotional strategy and high-quality product offerings. This section can be described as a threshold of knowledge in summarizing each individual's work activities and the existence of general competition that influences significantly their daily life. In this case, career functions as a tacit guide to achieving goals and instead collecting evidence is thought to be detrimental to career advancement and the need for work, thereby creating opportunities to obtain positions or jobs that fulfill the employee's daily life. Based on research findings, each department in the District Social Service that manages human resources is proven to be in line with its specific function. Each row represents a department, (Andi & Wiguna, 2022).

Therefore, if a country has a high human resource base, it is likely that the company will become a successful country. On the other hand, a human resource base and high-reaching human capital have the potential to be utilized as a tool for any business. Having human resources that have good value is very necessary in ensuring that management or investment is maintained in accordance with previously agreed provisions, apart from what is needed, it must have self-determined characteristics. The role of every organizer is to adapt appropriate steps to the needs of the organization. business, is to support managers in carrying out daily tasks, identifying the people's business needs, and overseeing the rapid and efficient implementation of business decisions. Effective management can maintain tasks according to position and every situation in the organization. In the view of workers, rank means One important thing to remember is that everyone wants to be in that position.

To fully realize this vision and mission, the Kediri Regency Social Service must have a superior human resources department and a work environment of optimal quality. So it must be balanced by a strong human resources department, especially in terms of employee training. To ensure humanity does not become extinct, we must manage it carefully, namely adapting to change and increasing progress. Under these conditions, individual integrity is specific to maximizing profits. The existence of human resources



can be used by the organization to be recognized and promoted to help employees develop the creativity and initiative needed to guarantee future employment opportunities.

According to, (Hanim & Baskoro, 2023) The basic concept of career planning can be expressed in several ways, such as:

1. Career, which applies to all work-related tasks or assignments given to subordinates during an employee's employment period.
2. Career Path which refers to how one's work experience shapes one's career path.
3. Career goals or positions held by someone to pursue their career.
4. Career planning, or the process by which a person gathers resources and guidance to achieve their goals.
5. Career development, namely personal growth carried out by someone to achieve their career goals. Not a few people use their careers as a form of promotion within an organization.

Career augmentation carried out in the HR apparatus is carried out through career augmentation and the pre-employment work system. Generally, the career system is implemented through promotion, position and promotion (appointment to another position). Career development through promotion is something that is very well organized. Promotion is a basis that elevates authority and responsibility between employees to a level to make them more productive, resulting in increased obligations, status and productivity (Marlina Sianggaran & Elidawaty Purba, 2020).

According to, (Ratna Gumilang, 2022) The results of analysis of various sources and comprehensive data obtained regarding career development activities in the company show that the organization is becoming more professional and running in accordance with changes in the workplace and employee motivation. This is influenced by both internal and external conditions and must be in accordance with the flow of research findings regarding corporate professional organizations that also have strong relationships with employees.

Results of previous research analysis, (Hamid et al., 2021) for all employees who have the desire to succeed in their field of work, both independently and with other employees in the organization. need support and guidance as well as a value system that can instill a sense of self-confidence and encouragement in dissatisfied employees. One of the factors that determines an individual's sense of well-being and perception of the organization as well as the level of success in life is personal and organizational commitment. Work assignments are carried out individually or by employees in carrying out daily tasks to achieve individual success and organizational goals.

The results obtained from an informant who works at the Kediri Regency Social Service regarding career development are in his performance, so that his career development can run according to his goals, before working he goes through various initial stages such as carrying out training. With this training he can easily carry out the task at hand. Next, he carried out the next stages, according to him, this could be done more easily and increase work.



After carrying out the various stages that had been developed, he felt that when he started working it was easier to carry out and felt more optimal at work every day. In this career development, he considers it a personal obligation because it is his full responsibility for the company to run it better and develop superior performance.

Work experience at the Kediri Regency Social Service does not require extensive training to be able to handle challenging situations, instead, it requires employees who have strong soft skills to be able to adapt to changing circumstances and work cohesively as a team.

Based on the results from the informants regarding their career development, they must have a sense of responsibility and must have a good sense of competence and excellence, with this the Kediri Regency Social Service can easily achieve its goals.

DISCUSSION

We say to understand the benefits of Human Resources Management, work balance and career growth in the Social Service. On the other hand, an employee at the Social Service can manage their time effectively and efficiently, so that they can reduce the feeling and workload when doing heavy work. The existence of work-related stress benefits and work-related disability benefits can be used to monitor and even alleviate work-related stress by increasing employee productivity to a higher level. Additionally, several tools and resources can be used by businesses or organizations to carry out employee promotions. Can be used to balance work between individuals and teams to increase employee productivity, making it useful for developing the organization or business in question.

In this detailed study of work balance and career growth, efforts need to be made to reduce work stress on existing organizational components, so that organizational components that have high productivity can be developed to a higher level, so that initial productivity becomes higher. employees are easier to manage and encourage them to work for the company in question. The data is entitled to reduce stress at work, so that workers are happy and happy to complete tasks while working in an organization or company. This career development segment is useful for improving the careers of employees in the organization. From the interview results, it was explained that changes in employees' lives that affected their work and personal lives had stabilized and could now be continued with previously determined efforts.

The results obtained from one study are different from other studies because they can be interpreted based on the characteristics of the strategies used in implementing HRM, where changes in work practices are observed. Meanwhile, collaboration strategies can be interpreted based on the aim of achieving more optimal and consistent work quality.

CONCLUSION

Based on the research results above, it can be concluded that Human Resources can create a design idea or innovation as a contribution to management within the



organization to improve the quality of work. As human resources, this is a reference which has benefits for carrying out training, development, work ethics, and basic education in the organization. With this, employees in the organization can improve their performance.

In an organization or business, this kind of work-related balance can help employees prioritize developing their personal skills so they can meet their personal needs and become productive workers who successfully complete their work tasks and achieve their goals.

Career Development has the function of speeding up the work process of Kediri Regency Social Service employees so that they can observe their work process and learn from it in order to improve the quality of their work in companies or organizations. Current human resources function as direct and indirect means to achieve individual and team goals.

From the results of the interview research above, it was found that work balance and career development managed by human resources are interrelated with each other so that the Kediri Regency Social Service can run smoothly because employees can work well according to predetermined work procedures. employees have superior competence and the company can quickly achieve the company's desires.

This study presents new and viable theories for the future that suggest that work-related stress and life cycle development are interrelated. This career development is to improve the quality of work of each employee which is useful for developing professional employee work, but balance means being responsible for the performance of employees in the company so that it can be balanced and orderly.

Research obtained theoretically can obtain justification that concerns and strengthens the theories and concepts that have been researched, while practical research can provide benefits for the company by hoping that through research it can become a source of information in developing knowledge and serve as a guide in implementing quality. work and the writer in this research hopes to be able to discuss extensive knowledge about the problem to be researched, so as to get a clearer picture and conformity between existing facts and theories.

A limitation of this study is that it only focuses on work-related stress and career growth, as previously mentioned. This means that researchers must maintain focus and avoid deviation from the intended topic. The Kediri Regency Social Service hopes that in the future there will be more room for improvement in terms of employee performance and growth.

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