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BAB 1
PENDAHULUAN

1.1 Latar Belakang

Dimasa perekonomian di era globalisasi sekarang, perusahaan di Indonesia semakin ketat dalam persaingan bisnis di karenakan banyak perusahaan baru yang muncul dan berkembang pesat sesuai bidangnya. Melalui perencanaan SDM yang matang, kepuasan kerja dari tenaga kerja yang sudah ada dapat ditingkatkan pada suatu sistem operasi perusahaan, SDM merupakan pemegang peranan paling penting dalam tercapainya tujuan perusahaan. Maka perlu perusahaan mengelola SDM seoptimal mungkin, menurut Hasibuan (2007) Sebab kunci sukses pada suatu perusahaan tidak hanya pada keunggulan teknologi dan tersedianya dana saja, tetapi faktor SDM adalah yang terpenting.


Faktor-faktor yang mempengaruhi kinerja sumber daya, kondisi fisik, motivasi, aspek organisasi dan ekonomi, dan komitmen terhadap aspek organisasi