
The Future of Human Resources and Digital Trend Phenomenon in Indonesian Business Practices: Review Literature

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Abstract: Efforts to understand the increasing business progress by increasing human resources with digital technology through a systematic review were made. We have carried out with the results, among others, that we have systematically reviewed publications confirming that efforts to increase the capacity of human business resources and public service organizations through optimization of digitalization are the right steps and very reasonable. This is because the effectiveness and superiority of technology to this day are unmatched. We seek to find this understanding with a descriptive qualitative approach review design. We searched secondary sources of data through the Google search engine for two data sources; Google Scholar and ERIC publications. For our data to be updated, we choose between the 2010 to 2020 issues except fundamental theory data. Thus these findings become input for business people, academics, and policymaking.

Keywords: Future business, Digitalization of human resources, Towards a sustainability business, Review studies.

INTRODUCTION

Human resources (HR) are an essential factor in running a profitable and sustainable business in the future. (Alonso-Almeida & Llach, 2019; Danziger, 1971; Bhattacharya et al., 2005; Bowen, 2013). Before further discussion, Jackson et al. (2009) understand that human resources in the industry are necessary because, with good HR, the business will continue to sustain. Because the business is run with sufficiently trained HR and is supported by technology, of course, it will be more sustainable. (Cohen, 2006; Schaltegger & Wagner, 2011; Yodha, 2018). HR has effectiveness and utility as a resource that provides added value to increase business productivity so that individual industrial companies or organizations can run smoothly. Because the concept of human resources or human resources can manage goods, individual personnel in business organizations that is why Çalışkan, (2010) states that strategic HR governance's impact on organizational performance is noticeable. Likewise, HR manages finances to improve personnel management in every business entity and association, not to stop business goals. Of HR, it is necessary to make efforts to power HR with technology. Because until now, the reliability of technology is undoubtedly among government businesses and services. (Bughin et al., 2010; Wu et al., 2013; Xu, 2012).

So, at least the business will be able to go profitable; human resources must be right, supported by adequate technology to help HR in the recruitment process, day-to-day administration. Therefore, the technology will provide benefits to staff training, management of asset assets in the company, or even conduct HR management throughout the company, which are the roles and tasks assigned to HR in each company unit. (Noe et al., 2017; Bernardin, 1993; Haak-Saheem & Festing, 2020; Okpara & Wynn, 2008). Because with good HR management and supported by targeted technology applications, companies will get more gain and competitive advantage in today's competitive era and the future. So if the question arises why human resources in a business or organization in a company are so necessary, it is because human resources have a way to the floor, more else depends on HR jobs providing new scaling technology to combat knowledge and goods management and thinking leads to specific energies to increase the company or business.

It will be more profitable for companies to help useful human resources with complete and skilled resources supported by this technology. (Dao et al., 2011). This way is a human resource chain that will be a valuable

resource both in the industry and in a company or business. Maybe there will be other questions when they ask why this HR is so unique or so important. The answer is that human resources can work productively and use the company in a healthy system, and transfer skills and knowledge and other potential benefits to businesses and organizations. Human resource management's primary goal is to achieve company goals and share what interests should be done in company goals and get one of them and be sustainable today. (Epstein, 2008; Epstein & Buhovac, 2014).

How can we join human resources with technology training in business to help companies make the right opportunities? Human resources and technology must go together to grow very well because useful human resources must be supported by technology. These are HRs trained with technology skills to protect and improve businesses from the on-going to the future Ulrich & Dulebohn, (2015). What should be understood, practicing all digital skills, is how fast-paced resources can use digital or technology to manage production rather than managing people without sufficient skills. Then market the business and do a little bit about how security management is or how it should provide full management services in production and sales. (Hershatter & Epstein, 2010).

Another good resource management is adapting technology such as computers into an excellent fast track for companies to face technology and other transformations in the business field, after learning to do digital or technology training that will impact business in the years to come. Smith, (2011) said that the digital way of selling and promotion is very challenging according to the times and motivated to be successful. The best evidence from young technology workers states that from now on, the world can see many businesses using technology that is capable of producing artificial intelligence in producing products to help management support. (Borges et al., 2020). Production in their specialized company uses a technology called artificial technology. Besides, another technology training is how useful the Internet of Things is so that the internet is now everywhere. This has done training in various business fields, education to help the government and other private organizations so that using the internet is a priority that is becoming a trend today and in the future. Another technological trend might look at computer requests that process all human resources. So this is a demand trend from customer requests to organizational requests from all people in business activities involving computers to empower resources in an organization or within a company. Borges et al., (2020) say that applying artificial intelligence methods in the 21st era reaches all sectors that require humans to be more adaptable.

Other technology trends may be how technology can generate more benefits, how digital technology trends can be commercialized involving computers in large and massive products. (Nam et al., 2019). Technological evolutions and digital trends can change the way business talks today and in the future. Business people can say a changing trend follows that right technology in the next person. Another trend may be how strong it is in business practices such as technology from the East and West, how technology from the West can work well to stop the use of other technologies such as business and competition between the United States in the West and China in the east. (Rosecrance, 2013). So this is the trend for the coming year dismantled will dismantle technology. The trend that can be offered is that technology is changing the world of education and the world of business, namely transforming technology so that humans can change the material world from a reliable HR management system. Rießmann et al., (2015), Putra et al., (2020) note that technological progress through industry 4.0 is the gateway to a more efficient and productive future and a future in the modern manufacturing world's growth.

What can information technology do in managing human resources in a company? As technology innovation increases, the role of the technology itself can make HR work more productively. (Canedo et al., 2017). That is how technological innovation makes HR possible, improves human resources for humans, and works better to improve human life and the environment. So what HR can get from technological innovation becomes a complex issue and can use technology support in decision making for the next generation. (Thakur et al., 2012). When HR wants to achieve victory by embracing technology and improving the quality of how it worked in the past, without sophisticated technology, training, management, recruitment functions, and how to obtain and share information and contact companies today will be significant in the future. That is all; the role of technology is vast. (McAfee & Brynjolffson, 2012).

Technology can be used to become a function of a job in the business world by having processed technology and technology become an excellent strategy to achieve company goals. (Reichert & Weber, 2012). They also added how technology enables flexibility in process-aware digital information systems that are reliable, facing challenges, system methods, and new technologies. After having good knowledge of the job and other functions, strong HR can develop capacities that only companies and technology support. Entry in applications outside of technology can bring not only how companies can minimize losses. Chishti & Barberis, (2016) in their work the economic technology manual for investment, the world of work and future visionaries. By avoiding minimizing risks and losses in financial and other resources, it can only be done when technology is together again supported by the rules of supporting technology to win business. (Wachter-Boettcher, 2017).

From the role of technology that can support HR department management in business operations, another technology rule is to support reliable HR governance. (Goo et al., 2009). In terms of the application of

technology in management, there are innovative business activists and the community. The application of technology to human resources is a significant way of innovation to get new hopes, a business in the future that is supported by a quality workforce and is supported by an established HR management. Another understanding is that we believe that technology helps existing applications that are useful for running business organizations. Professional HR development.

Understanding technology in HR management can be interpreted as the use of systems used in organizations based on the technology's favorable policies. Besides, technological innovation with an integrated strategy into human resources in running a business with a good strategy has been proven. It turns out that there are enormous challenges and opportunities for future business development, especially in Indonesia, where the use of technology to welcome the era of unlimited free trade looks even more promising. Kandachar & Halme, (2017) proved the closeness of the relationship between technology's effectiveness in business progress and the completion and acceleration of the country's economy. For this, support from HR management and digital theory and practice with full explanations and understanding shows that digital is very transformative, so it is necessary to present a digital-based HR determination in order to be able to produce a competitive work product. (Berampu & Sari, 2020; Douglas & Goodale, G, 1986).

Regardless of what role the HR department's technology can play in business operations, other HR rules supporting HR in implementing HR management technology provide guidelines for business people and institutions—application of technology to human resources. Innovation is significant to get business expectations supported by a good quality workforce and supported by management. We also believe that technology helps applications useful for managing how to run correctly and effectively existing professional development resources. Understanding that adopts technology into HR management can be interpreted as the use of systems to advance use in organizations based on the technology's positive efforts. Besides, technological innovation with a strategy of integrating human resources in business with a good strategy has been proven by many companies. There are significant challenges and opportunities for future business development, especially in Indonesia, where the use of technology will be a promising endeavour. (Shiferaw et al., 2011). Human resources and digital theory with full explanations and understanding show that digital is very transformative, so it is necessary to present HR with digital determination in the right product.

Now, what about technology and the future of the Indonesian workforce and human capacity development here, and how Indonesia's human resources. (Rudnyckyj, 2004). Can be fed by technology in terms of job opportunities and professional job competition, and job evolution. So technology is needed to transform job opportunities for Indonesian human resources and government leaders. Human resources and industry outside the government. How can we use digital technology to get a job and be productive in growth and minimize human failure? The description of technology support for Indonesian human resources supports success with the investment entrusted to companies in developing human resources with traditional-style technology or new technology. Nankervis et al., (2013) to develop Indonesia's economic progress in doing business and in it that is based on research and development technology.

A picture will be much better if supported by Indonesian youth's innovation and creativity, and technological automation. Examples of countries equivalent to Indonesia, such as Chege et al., (2020) are how information technology innovation in Kenya impacts company performance and government public services. The results need not be doubted if applied in Indonesia, which has similarities with countries with developing economies. Their study also says that adopting technology can gain higher business productivity in private and government organizations, how Indonesia can increase its GDP and increase the economy and people's income, especially for the government. Human and private resources outside the industry with the support of technology can be further improved.

Indonesia is one of the worst-hit countries with very high economic progress. However, if there are several useful jobs for Indonesia and capable of being filled by young high-tech workers, it is believed that the situation will change. However, there is nothing that cannot guarantee when a job is good or not. If someone helps human resources that are well supported by technology and automation, of course, there will be more hope and success. If more and more Indonesian human resources arrive, they will not be left behind in Indonesia's new era in 2030. Another opportunity in Indonesia is a good economy; cheap labor in the Indonesian region has excellent potential because of the excellent working climate. Adopting technology can provide an excellent scenario to increase work productivity and improve the Indonesian people's economy because it is supported by infrastructure.

Gibson & Olivia, (2010) predict that Indonesia's feasibility to become a world business destination, from many supporting aspects from various business sectors, can go down to business areas with more revenue productivity when adopting technological advantages or digital trends to support jobs. This is becoming a positive trend. Likewise, said Abdillah, (2019) who managed to map a picture of how the application of Fintech technology in Indonesia can make Indonesia one of the business destinations in Asia due to the facilities and climate in the fields of communication, information technology, and the role of young people as promising new workers.

When we look at the emergence of technology in a country, Essén, (2009) like Indonesia, is now in a high-speed technology setting with local transportation applications, for example adopting technology such as Go-jek local transportation technology in the times. (Jurriens & Tapsell, 2017). Until there are no young Indonesians who have to give up in Indonesia, which tends to be more productive in technology, other highly developed sectors in Indonesia are adopting digital technology to advance their business, say online jobs, online sales, online banking customers, and other sectors which are highly advanced in dynamics. Entrepreneurs who are willing to approach technology even to start a business. They are the generation of Indonesia's potential related to increasing human resources supported by better technology for business and Indonesian citizens' productivity in the future. Hermana & Silfianti, (2011) have proven this by studying the application of evaluating e-government by regional governments with digital divide internet serving the public even though not all citizens are literate in Indonesia.

Amir, (2012) said that not all human technology could provide instant change for business productivity without a prayer of a new grip or sustenance for the Indonesian people in investing in technology, namely a digital generation that never stops when goodness will be productive. When HR management is ready to use technology, how to become an effective business, such as how HR can find great solutions and opportunities and advance capacity technology in Indonesia and how Indonesian HR can utilize technology to improve its work in the future. Again, the digital trend in Indonesia is a future that provides more opportunities to be given to young Indonesians who will advance in civilization and at the same time how this technology can create significant challenges and opportunities in a job. (Yahya, 2018). Therefore, the initial picture of what could be much better is that it is time for Indonesian youth to be proactive in adopting increasingly smart technologies said to be competitive with other global job markets.

All stakeholders such as academia, Indonesian government policymakers, and private industry all involved in solving national problems such as the economy and HR governance must promote a sustainable and effective working picture in Indonesia through sound technology and high-tech human resources. Competition in business and the public service sector in government. (Henstra & McGOWAN, 2016; Hershatter & Epstein, 2010).

So now as the right time for Indonesia from all technology, we are Indonesia in a transition period and when the transformation to technology is to a better picture in strengthening at work in government in business in organizations in the industry with very advanced in managing digital technology that adapts to work to improve Indonesia's HR for a better and more prestigious future in the eyes of the world. (Aji, 2020).

METHODOLOGY

As we have explained above, this research aimed to understand the phenomenon of human resource management with digital technology, which we predict will be trendy in the future in business practice in Indonesia. We selected many literature studies from various international publications to obtain study evidence on the effectiveness of digital technology in its use in many business activities, both in business sectors that prioritize profit and sustainability. Our review process started from understanding the objectives and study questions; then, we continued with in-depth analysis involving coding and critical evaluation and in-depth interpretation until we get answers as valid and reliable findings. As for the study data sources we found from Google scholar search and other publication data sources, we limited the publication period from 2000 to 2020. Because our data relied on current data, we chose a systematic review design through a descriptive quantitative approach directed by Kim et al., (2017) in their study the characteristics of a descriptive qualitative study in the business field a systematic review method.

FINDINGS AND DISCUSSION

Human Resource Management in Businesses

The findings of evidence of HR management's superiority and effectiveness with digital technology in future business activities were carried out by Laumer et al., (2010). They say that upgrading HR capabilities with technology on company employees in the e-business climate is very profitable. The big issue that is currently trendy is the Human HR layout with the internet's help, making many companies easy to apply in digital systems. Segment difficulties and the battle for technological capabilities are seen as basic patterns for any company in the future. Study shows services become fully electronic to improve efficiency with electronic services and employees' capabilities as part of HR tasks. The paper adds that the main thing that examines how the transfer from HR governance to e-commerce can be robust. Their next paper investigates a solitary contextual to understand how the transformation from HR governance to all-electronic services can help businesses achieve their maximum goals. They are distributed by an HR governance pool that is upgraded with digitalization technology systems.

Abdeldayem & Aldulaimi, (2020) studied the patterns and chances of human-made consciousness in human asset executives. Aspirations for the public area in Bahrain. The study uncovered that in the Kingdom of Bahrain, with the execution of its vision (2030 vision), the public area will have an extraordinary chance to stay aware of the computerized change. Human-made reasoning (AI) uses must be a fundamental methodology for

associations that work in a conflicting climate. It lets ladies and men have contended in numerous positions, including another weight HR the executives.

Islam et al., (2020) studied the green human resource management (GHRM) rehearses and millennial representatives' turnover goals in Malaysia's travel industry: Moderating job or workplace. This investigation analyzes green human assets the executives (GHRM) rehearses, like green enlistment and determination, green preparing, green execution the board, green contribution, and green prizes. Specialists gathered 162 helpful review surveys from 200 dispersed poll among the millennial representatives who work in inns in Malaysia. The results show that the green association effect on lessening turnover expectation of recent college grads. Another GHRM rehearses does not straight forwardly affect turnover goal, as per the examination. The examination does not track down any directing impact of the workplace on the connection between G HRM practices and turnover aim.

Zhao, (2018) Oversee Chinese millennial workers and their effect on human asset the board change through an experimental examination. Chinese millennial workers have interesting highlights, part of the way clarified by being brought into the world under the one-youngster strategy. This study investigated the attributes of millennial workers in China. It talks about approaches to oversee Chinese millennial laborers and inspects how human asset advancement can be changed to react to Chinese millennial representatives' requirements. Last, we set out the HRM strategy suggestions for Chinese associations to adapt to the changing necessities and goals of recent college grads.

Canedo et al., (2017) explored the new working environment adopting technology, recent college grads, and speeding up HR advancement. This paper unites the most recent deduction in examining and practicing working environment change and data innovation apparatuses and advancements. We detail developing logical examination on how the millennial age has changed the working environment. We depict compelling strategies, instruments, and innovations from real work environment practice. We additionally present new speculations and proposals for how to use the different change situations.

Digital Trends in Business Practices

Cahyadi, (2020) examines whether digital technology applications are an effort to develop sustainable business productivity in the domestic consumer demand industry, which is selling well. His studies prove that the manufacturing industry must carry out a total digitalization technology transformation to encourage business production capacity to meet market demands. His study from the start has built an increasing application of mobile technology explicitly aimed at relieving buyers of large associates' demands for Indonesian consumer goods high in rotation. These technology applications are intended to transform corporate performance into computerized retail applications that allow customers to acquire their items from online channels and enable different organizations to access them skillfully. This will streamline and incorporate the shopping experience across all online channels.

Chyhryn et al., (2019) examine how human resource governance in sophisticated digital times is through a study of technology trends and decision-making. This article deals with a hypothetical and feasible part of HR's assets on current endeavors in the field of TV and correspondence administration. For quick reactions to advanced issues, it is essential to target unfamiliar organizational experiences, say, content creators. The study explored the spotlight functioning TV and correspondence organizations that have provided the opportunity to provide proposals for improving the quality of HR as a job asset. With this, digitalization will certainly increase creation, reduce costs, and at the same time ensure a stable presence and further improvement of the association. This study assumes that it is desirable for a quick reaction to current organizational problems to present current instruments to further these business activities towards business effectiveness and profitability.

Sotnikova et al., (2020) examine the effectiveness of sophisticated technology in managing human resource capacity building in business and government environments. Organizational theory and studies for rural business and infrastructure development are the core objectives of this article. They said that to investigate the latest innovation patterns in the HR workforce, presentations of advanced progress in business training in various countries around the world have proven effective. A close investigation of conventional and computerized advances allowed to decide the latter's adequacy had been directed. Recent HR executives' patterns have proven their reliability by evaluating the SWOT-checking system digitizing staff steps in companies who decide the possibility for further use of computerized advances in the business has been directed.

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Dahlbom et al., (2019) studied extensive information and studies on HR management in the computerized period that investigation provides and speculates information on HR within the perhaps most extensive set of Finnish organizations. Specific and humane barriers stand in the way of acceptance of sophisticated HRM. The results highlight the requirements for expanded participation with information and HR experts. Social change and increased hierarchy may be required and conquering the innovative hurdles identified with Digital. The reason for testing is that considerable information can affect HR training, but it must be supported by the capacity of HRM for it to have a positive impact. It also highlights digital-based and HRA's best-in-class use in associations, highlighting the relationship between HRA and job change from human asset jobs.

DISCUSSION

This section will discuss the results of the core study from the review of ten papers which are the primary data of this research. The ten publications we reviewed emphasize that the future of human resources with digital technology trends in Indonesian business practices has been widely applied in various business contexts in various countries. They adopt technology in improving human resources so that their business can increase the achievement of different results, especially for businesses that are ready to face the future with a vision of profit and sustainability. This kind of thinking is also supported by the study of Mukherjee et al., (2013) with a study of how large companies are managed to apply high technology when they want to achieve economic benefits and environmental sustainability. Another finding, for example, is Bashith et al., (2019) who found an entrepreneur's spirit by relying on the leadership of society 5.0 towards innovation and application of modern science and technology.

This study's findings also emphasize that strengthening and developing human resources in the digital era must be done to improve employees' quality so that they have a positive impact on customer service. These findings also identify how companies can develop reliable human resources by digitizing them in every sector of the business sector to look future-oriented towards achieving profitability and sustainability and impacting a healthy environment. The quality of human resources in a company greatly determines a business's progress in the short and long term. With talented human resources, supported by sophisticated technology devices and adequate funds, it will lead the company in a more successful direction. One way to maintain the quality of HR performance is by conducting training and developing employees who have computerization and digitization skills.

HR development efforts can be carried out by holding upgrades or training to improve digitalization literacy skills so that HR employees can adapt to a future that is entirely electronic and unique. The theme of adopting advanced technology to upgrade human capital towards a brighter business future is also undermined by the recent findings of Pencarelli et al., (2020) with the theme of discussing the experience of tourists visiting various tourist destinations in the digital era. (Mill & Morrison, 1985). With the digitization of tourist objects, it will be easier for world tourists to know and access all the destinations they want to go to. So that in the future, there will be almost no more beauty of the earth which is no longer a secret for potential international travelers. The same research was also carried out by Nam et al., (2019) who understands how the impact of technology applications on the sustainability of essential tasks and efforts to overcome the difficulties of work that have been done manually.

CONCLUSION

Efforts to trace the relationship between the future of human resources and digital trends in Indonesian business practices through systematic review studies have brought the expected results. Namely, through a review of publications, we have found answers to this study inspired by how technology can help improve human business resources in facing a lucky and sustainable future. Several publications that we have reviewed have shown how the importance of efforts to increase company employees' human resources is helped by digital adoption of internal peer-to-peer services and external company services. The types of businesses and organizations that have benefited from digital technology application are the large business sector and small businesses, especially in efforts to improve consumer and public services in the government organization sector. So if in many countries it has been proven that it can, there is no doubt that the business world in Indonesia must accelerate the adoption of technology to increase human business resources towards a bright future.

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