

# Application of Pancasila Values in Human Resource Management with the Development of Technology and Information

Oo Taopik

ootaopik@gmail.com

The Head of Cigasong District, Majalengka, West Java, Indonesia

**Abstract.** Pancasila is the foundation of the Indonesian state which contains five basic characteristics, namely Belief in One Almighty God, Just and Virtuous Humanity, Indonesian Solidarity, a sound-based system driven by Skillful Thinking/Behavior, and Civil Rights for Every Indonesian. Individual. These values are the moral and ethical foundation that underlies social, national and state life in Indonesia. However, along with the rapid development of technology and information, new challenges have emerged in integrating these values in a modern context. Technology and information have a significant impact on the way organizations manage HR. This research aims to find out the best strategies and methods for integrating Pancasila values in HR management practices supported by technology and information. By utilizing case studies and comprehensive analysis, this research will identify the best model for achieving the right balance between Pancasila principles and technological progress. The results are expected to provide practical guidance for organizations and HR management practitioners in building a work environment that combines traditional values with technological innovation. In this way, the organization will be able to maximize the potential of its human resources while maintaining integrity and justice, in line with the spirit of Pancasila values.

**Keywords:** Pancasila; Human Resource Management; Globalization

## 1 BACKGROUND

Pancasila is an ideology that is the foundation of the Indonesian nation and is a guide to life for the Indonesian people. Pancasila is the embodiment of the life goals of the Indonesian people to organize the country provide a sense of prosperity for the people, and provide progress for the country as a symbol of unity and defending Indonesia. The norms contained in Pancasila are the embodiment of cultural norms and religious norms in Indonesia. In living life, Pancasila is the foundation for behaving and carrying out life. In the Pancasila ideology, 3 (three) norms are the basis for carrying out life, namely values which are principles that are abstract, general, and not bound by anything and contain the right things so that they contain ideals, goals, and arrangements as well as characteristics, values that Its nature is contextual as an explanation in the form of policies, strategies, organizations, systems, plans, programs and also projects as a form of follow-up to other values, as well as values that are the basis for carrying out daily life by the community. [1]

In the current era of globalization, Indonesia must continue to uphold the country's stance to prosper and provide a sense of justice for society by creating a nature that does not easily complain, give up, or create a nature that never give up on creating better human resources. [2] Because in this era of globalization, there are positive and negative impacts. The negative impact that is felt by the Indonesian state is the fading of the norms contained in Pancasila due to the influx of foreign culture which creates conflict with the substance contained in Pancasila. This is due to a lack of understanding of Pancasila or even society forgetting the norms contained in Pancasila.

In this era of globalization and the development of information technology, there are big challenges for Human Resource Management. Human Resource Management is something that is very crucial and has a big influence on the course and implementation of corporate activities because of its role in developing Human Resources as business assets. With the development of Human Resources, it is necessary to increase capabilities to face competition in the era of globalization and the development of information technology to produce a workforce of high quality. Human Resource Management is the most important element in achieving success in the corporate competition to prove that Human Resources is a very valuable asset for a corporation. Many Natural Resources believe that competition in the era of globalization must follow all foreign cultures, without having to sort out the good and bad of these cultures, so they ignore the values of Pancasila which is the cause of Pancasila values fading.

So, based on what has been described above, implementing Pancasila values in Human Resources management is crucial in the era of globalization and the development of information technology. So there is a hope that the values of Pancasila can be the enforcement of human resources in the era of globalization who become more focused, moral, and characterful, as they should be to realize the nation's goals, namely forming a moral nation that has a character based on the values of Pancasila.

## **2 METHODOLOGY**

This research uses a literature review method. This technique is utilized to uncover different speculations that are pertinent to the issue being looked as reference material in talking about the analyst's outcomes. An assortment of Scholarly Review information comprising of diary articles, course books, handbooks, chronicles, and guidelines is a method for tackling existing issues via looking for composed sources that have been composed previously. Writing audit assortment utilizes a few phases, including looking for articles in light of a blueprint point and gathering articles in view of pertinence to the subject. [3] Before concluding collecting sources, a method of analyzing and processing the data is conducted which is then compiled into information data that is appropriate to the issue to be discussed. [4]

## **3 RESULTS AND DISCUSSION**

### **3.1 The Meaning of Pancasila as a Foundation for State Life**

Pancasila is the foundation of the state, Pancasila has principles that are interconnected and is a systematic unity that must become a basic moral and ethical system in the life of a cultural society. So, Pancasila is a moral and ethical foundation

and foundation function that is extremely crucial in developing people in Indonesia to achieve the state's goals of protecting and prospering Indonesian society. [5]

Pancasila is the state basis and national ideology of the Indonesian state which has logical consequences for accepting and establishing norms in Pancasila as the main guideline in governing and administering the state. It is because Pancasila is the rule that underlies human steps in doing things and is the foundation for implementing state goals. [6]

The series of values contained in Pancasila are the norms of Divinity, Humanity, Unity, Democracy, and Justice. So, this norm has a universal and objective nature, which means that the norms contained in Pancasila can be used and given recognition by other countries. The values contained in Pancasila are an embodiment of building morals, norms, national life, and supremacy. So, it can be concluded that the Indonesian state has a very firm philosophical foundation in society and the country. [7]

### **3.2 Correlation of Human Resources and Pancasila Norms**

Human Resources are the source of a good organization within a corporation which has a large function as a tool that must be trained and its capabilities developed. Human Resources is this factor in a global competition to create Human Resources who have skills and high competitiveness in competing in the global era.[8]

The role required for Human Resources within corporations and organizations is essentially what the corporation requires for its Human Resources apart from technical competency factors, the knowledge, and competencies required to carry out specific work, or those required by the workforce. cooperate with other people in a social environment.

The human resources space includes the composition, characteristics (quality), and distribution of the population. These dimensions are related to one another which has a very important relationship between quantity and quality in the form of composition and distribution. To create human resources in Indonesia who have quality education which is the main capital in the development of Indonesian society. [9]

Human Resource Management (HRM) is tasked with creating and implementing strategies for developing Human Resources so that they can adapt to conditions of global competition, implementing strategies to instill Pancasila values in their implementation. Pancasila values as a philosophical foundation and as basic principles in resource development Man. This philosophical foundation places humans as creatures created by God Almighty with all their nature with the task of leading a life of dignity and worth and making humans who are moral, honest, virtuous, have a noble character, have national character and identity, and respect cultural diversity.

Pancasila values are needed as unifying values for the nation to face the era of globalization in synergy with the rapid flow of information and technology change, namely. Pride in having Pancasila is the main value that must be instilled in citizens. The values contained in Pancasila are universal so their scope is very broad, including unity, oneness, peace, and cooperation in society by prioritizing living together rather than just looking at existing differences. Building a strong mental attitude based on Pancasila in national and state life in an era of super-rapid change like now really determines the progress and success of the Indonesian nation.

As the younger generation, stronger efforts must be made to maintain independence. The most important thing at the moment is how Indonesia can filter and select what

culture is good and suits itself and the Indonesian nation. Values that are not by Indonesian cultural order must be rejected and strictly limited. We must always remember the third value of Pancasila to maintain the unity of Indonesia because unity stands and divorce falls. No matter how big the storm will be in the future, together we can face it.[10]

What can be done so that these faded Pancasila values grow again in our lives is by instilling and implementing the teachings of the religion well, we can instill and realize Pancasila values well, uphold the supremacy of the law and be selective in the influence of globalization. whether from the political, ideological, economic, social, and cultural sectors of the nation, these are also ways that we can re-grow the noble values of Pancasila in our lives. [11]

The character values that the nation's children must have and develop which should be applied to Human Resource Management by the nation's culture are:

- 1) Religious mentalities, perspectives, and conduct that are submissive in executing the lessons of the religion one sticks to, open minded towards the execution of love of different religions, and living as one with adherents of different religions.
- 2) Honest mentality, conduct that depends on endeavors to create oneself an individual who can constantly be confided in words, activities, and work.
- 3) A lenient disposition, perspectives, and activities that regard distinctions in religion, race, identity, assessments, mentalities, and activities of others who are not the same as themselves.
- 4) Disciplinary disposition, activities that show systematic way of behaving and consistence with different guidelines and guidelines.
- 5) Hard work demeanor, conduct that shows serious exertion in defeating different hindrances to learning and tasks, as well as finishing tasks as well as could be expected.
- 6) Creative mentality, thinking and effectively creating new strategies or comes about because of something previously claimed.
- 7) Independent demeanor, perspectives, and conduct that don't effectively rely upon others to finish jobs.
- 8) A vote based mentality, a perspective, acting, and acting that esteems the freedoms and commitments of oneself as well as other people similarly.
- 9) An demeanor of interest, a mentality, and activity that generally tries to know all the more profoundly and extensively about something that one learns, sees, and hears.
- 10) An disposition of public soul, a perspective, acting, and understanding that puts the interests of the country and state over one's inclinations.
- 11) An mentality of adoration for one's country, a perspective, acting, and acting that shows dependability, concern, and high appreciation for the language, physical, social, social, monetary, and world of politics of the country.
- 12) An disposition of regard for accomplishment, mentalities and activities that urge oneself to create something helpful for society, and perceive the progress of others.
- 13) Friendly/open disposition, activities that show a feeling of pleasure in talking, mingling, and cooperating with others.
- 14) Peace-adoring perspectives, mentalities, words, and activities that make others feel cheerful and protected in their presence.

- 15) An mentality of jumping at the chance to peruse, the propensity for making time to peruse different writing that carries goodness to oneself.
- 16) Environmental worries, mentalities, and activities that generally endeavor to forestall harm to the encompassing common habitat, and foster endeavors to fix regular harm that has proactively happened.
- 17) Social caring demeanor, perspectives, and activities that generally need to help others and networks out of luck.
- 18) Attitude of obligation, mentality, and conduct of an individual to do his obligations and commitments, which he ought to do, towards himself, society, the climate, (regular, social, and social), the nation, and God All-powerful

So, it can be concluded that to obtain good human resources, Pancasila values must be instilled in everyday life so that they become human beings who have good character, have good morals so that society can carry out the development of the country in an advanced direction which can bring change in other fields fields that exist in later life so it is hoped that this nation will apply the Pancasila ideology by instilling Pancasila values in building character in humans with the rapid flow of globalization and its impact on the nation's character.

### **3.3 The Role of Pancasila in Human Resources in the Era of Globalization and Development of Information Technology**

In the era of globalization, all forms of information are easily accessible to anyone and anywhere. Whatever the latest news or information we want to know, we can find out in a matter of seconds. When searching for information, new information will emerge and arouse our curiosity. So, we dug deeper and found even more. Without realizing it, we have done things that are wrong or contrary to the values of Pancasila. This is a topic that deserves more attention, especially among the country's younger generation. The attitudes and cultural habits of other countries that are exposed to the younger generation indirectly encourage the younger generation to do things that distance the Indonesian younger generation from their Eastern culture. And finally, the habits of foreigners are considered normal by the younger generation of Indonesian society. It makes the younger generation forget and abandon the valuable habits of Pancasila that have been fostered by previous educators.

In creating human resources who have competence, morals, honesty, noble character, distinctive character, distinctive character and respect for cultural diversity as a Pancasila norm, attitudes need to be formed which include:

1. Love of God and truth
2. Obligation, discipline and freedom
3. Reliable
4. Conscious and respectful
5. Love, care and collaboration
6. Certain, innovative, and never surrender
7. Fair and driving
8. Kind and humble
9. Resilience and love of harmony

So, by implementing attitudes that are by Pancasila norms, it is hoped that we can create good and superior human resources so that we can change our image to have more noble character and morals..

## 4 CONCLUSION

The application of Pancasila values to human resources in the era of globalization is an extremely vital thing to do. Human resources must apply Pancasila values to people's living conditions in everyday life. The application of Pancasila values is also universal so its scope is very broad, including solidarity, unity, peace, and cooperation, with a priority on living together. To build an ethical attitude in the current era of globalization, of course, it is very important, especially in the field of human resources, to produce a workforce that is superior, competent, ethical, and of good character, while creating Indonesian human resources that are high quality and highly educated according to plan. All of it is inseparable from the good application of Pancasila values to human resources.

## References

- [1] Firdaus, A. R., & Dewi, D. A. (2021). *Implementasi Nilai-Nilai Pancasila Dalam Meningkatkan Sumber Daya Manusia Indonesia*. Jurnal Kewarganegaraan, 5(1), pp. 184-191.
- [2] Sulistio, R., Naim, M., Sutarto, S., Permana, A., & Sapruwan, M. (2021). *Penerapan Manajemen Pancasila Dalam Menghidupkan Bangsa Dan Pembangunan Era Globalisasi*. Prosiding Emas: Ekonomi Manajemen Akuntansi Kewirausahaan, 1(1), pp. 149-160
- [3] Hijran, Muhamad; Oktariani, Dini. *Peran Provinsi Kepulauan Bangka Belitung Dalam Pengembangan Sistem Ekonomi Kerakyatan Saat Pandemi Covid-19 Menurut Undang-Undang 1945*. Jurnal Profit: Kajian Pendidikan Ekonomi Dan Ilmu Ekonomi, [S.L.], V. 8, N. 2, pp. 95-101
- [4] Nurohmah, W., & Dewi, D. A. (2022). *Penerapan Nilai -Nilai Pancasila Di Era Globalisasi*. Jurnal Kewarganegaraan, 6(1), pp. 1045-1049.
- [5] Sari, Y., & Putri, S. K. (2022). *Pancasila Sebagai Norma Yang Mendasar Dalam Prespektif Negara*. Research Fair Unisri, 6(1), pp. 23-37.
- [6] Juaini, M., & Rapii, M. (2017). *Strategi Manajemen Sumberdaya Manusia Dalam Mencapai Keunggulan Bersaing Pada Era Globalisasi*. Educatio, 12(1), pp. 30-40.
- [7] Moleong, L. J. *Metodologi Penelitian Kualitatif*, 7th ed. Bandung: PT. Remaja Rosdakarya, 2004.
- [8] Putri, A. L., Charista, F. D. F., Lestari, S., & Trisiana, A. (2020). *Implementasi Pancasila Dalam Pembangunan Dibidang Pendidikan*. Terampil: Jurnal Pendidikan Dan Pembelajaran Dasar, 7(1), pp. 13-22
- [9] Firdaus, A. R., & Dewi, D. A. (2021). *Implementasi Nilai-Nilai Pancasila Dalam Meningkatkan Sumber Daya Manusia Indonesia*. Jurnal Kewarganegaraan, 5(1), pp. 184-191.
- [10] Rusmiati, M. N. (2021). *Pancasila Dan Tantangan Millenial: Menyemai Nilai Pancasila Pada Generasi Millenial Sebagai Landasan Dalam Bertindak Dan Berpikir*. Jurnal Mahasiswa Indonesia, 1(1). pp. 311