

EMPLOYMENT ADJUSTMENT AND LEADERSHIP CAPABILITY DURING A PANDEMIC COVID-19 AND ITS IMPLICATIONS FOR HUMAN RESOURCE MANAGEMENT IN INDUSTRY IN JAKARTA

Asep Sutarman¹, Arif Widodo Nugroho², Frida Kusuma Anjani³, Azzura Kania Arthamevia⁴

^{1,2,3,4}Faculty of Economics and Business, Universitas Muhammadiyah Prof. Dr. HAMKA,
Email : asepsutarman@uhamka.ac.id

ABSTRACT

The performance of industrial human resources is an indicator of whether the production process of industrial workers in an industrial project is good or bad. In an effort to improve performance, work experience is needed. Work experience reflects proficiency in the knowledge and skills possessed by a workforce in a job that can be measured from the years of service and the type of work carried out by the workforce. This study aims to identify, analyze and demonstrate empirically the effect of job adjustment, leadership ability on human resource management in industry in Jakarta. This research was conducted with quantitative research methods. The population of this study are employees or employees of several industrial companies in Jakarta. Data collection techniques by observation, literature study, interviews and questionnaires. The final conclusion of this paper is that there is an effect of employment adjustment on human resource management. So, with large-scale social restrictions, with the stipulation of work from home, massive layoffs do not affect HR management policies. Furthermore, we know that there is an influence of leadership on human resource management. Where a leader has primary responsibility for the business, acting as a change maker for the organization

Keywords: *Employment Adjustment; Leadership Ability; Human Resource Management; Covid-19*

INTRODUCTION

The Severe Acute Respiratory Syndrome Disease, known as Coronavirus (COVID-19) with worldwide spread, was detected early in Wuhan, China. Viruses that are spread through contact with droplets from infected persons have a high mortality rate and have infected more than 10. million people with more than 507.00 deaths worldwide (Bartsch, 2020). Countries around the world are battling the coronavirus, also known as COVID-19. COVID-19 has posed a threat not only to the health sector of each country but also to the economic sector (Zulkarnaen, 2020). In Indonesia, the virus has infected 56,385 people (WHO, 2020). Many countries are trying to contain the spread of the Covid-19 virus by imposing travel restrictions, announcing stay-at-home orders, closing, locking doors, closing facilities and controlling public places, hazards in the workplace. The COVID-19 outbreak has resulted in the suspension and reorganization of many economic activities and human resources worldwide, including entertainment, manufacturing, and education (Oldekop, 2020). The Covid-19 pandemic has had an impact on HR operations, especially in the formal sector, especially in Indonesia.

The Covid-19 virus pandemic has had a major impact on various aspects including

macroeconomics and microeconomics. The organization and its human resources must accept the harsh impact of the new coronavirus disease (COVID-19). The crisis caused by the Covid-19 pandemic requires dynamic management to deal with growing concerns from all areas of the organization. This extraordinary event did not only occur in Indonesia but spread throughout the world. This article will discuss the impact of the Covid-19 pandemic on many businesses as they face a time of crisis for their businesses. Seeing these conditions, the organization must have a way to maintain peak performance. The human resources department serves as the point of contact between the organization and its human resources department. Therefore, the organization must ensure a balance between the interests of the parties in the employment contract. Because employers aim to maximize profits, while employees aim for maximum job satisfaction. To ensure that both parties are well served during the pandemic and after the COVID-19 crisis, it is necessary to re-consolidate existing HR practices and procedures. Overcoming crises requires learning, innovation, and adaptation. HR activities need to be revised, rebuilt, and put into practice. In this article, we discuss the challenges employers and workers face in responding to the pandemic

and how these challenges can be mitigated through adapting HR activities taking into account the local Indonesian context. This article aims to help companies adopt long-term HR policies in times of crisis, such as the Covid-19 pandemic.

The COVID-19 pandemic has created particular challenges for human resource management (HR), where managers must act strategically quickly to help the workforce adapt and cope with change. For example, employees who previously spent all or most of their time working in an office or factory and due to the COVID-19 outbreak had to adapt to working remotely or online. The magnitude of the impact of the Covid-19 pandemic has caused many businesses to close because they cannot adapt well to remote working conditions and employees cannot find jobs that match their fields or specializations. This is likely to further limit the segmentation between work and the personal realm, leading to more difficulty in “unplugging” work demands (Chawla N., 2020). At the same time, the immense challenges of the COVID-19 pandemic provide an opportune time for managers to coordinate research efforts and turn them into useful insights to help organizations or businesses overcome one of the greatest challenges in modern history. This issue is also an inspiration for the HR department if it can be faced and managed in an integrated manner. As potential solutions to global problems can be found, action is needed in the form of integrated and coordinated research on how organizations or companies respond to pandemics. For this reason, this paper wishes to explore the challenges and opportunities posed by the COVID-19 pandemic to HRM practices and provide related solutions for future studies. While the impact of the COVID-19 pandemic will certainly have a broad impact, this research only focuses on a few topics related to employee welfare or human resources during a pandemic.

The Covid-19 virus pandemic has had a major impact on various aspects including macroeconomics and microeconomics. The organization and its human resources must accept the harsh impact of the new coronavirus disease (COVID-19). The crisis caused by the Covid-19 pandemic requires dynamic management to deal with growing concerns from all areas of the organization. This extraordinary event did not only occur in Indonesia but spread throughout the world. This article will discuss the impact of the Covid-19 pandemic on many businesses as they face a time of crisis for their businesses. Seeing these conditions, the organization must have a way to maintain peak performance. The human

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LITERATURE REVIEW

Employment Adjustment

Employment is everything related to work before, during and after work. Work is not always related to the object but many different factors such as before the deadline there is a problem of narrowing job opportunities, then during working hours there are problems with salary or low quality of work, post-service, problems respecting pensions or other rights. While self-regulation is a process that involves mental and behavioral responses, individuals who try to successfully cope with internal needs, stress, conflicts, and frustrations without them being experienced, to achieve a level of harmony or harmony between the requirements from within themselves and what is expected by the environment (Desmita, 2014). (Fatimah, 2010) in her research states that self-regulation is a process in which individuals achieve balance by meeting their needs based on the environment. Adaptation is a lifelong psychological process and people try to find and overcome the stresses and challenges of life to become a healthy person. Based on some of the opinions of the experts above, it can be concluded

that self-regulation is a process in which an individual interacts with himself, with other people, and with his environment to achieve goals and things both his own and the environment. hope. According to (Carnevale, 2020), the impact of COVID-19 has led to changes in the work system, establishing a home office where employees work remotely, then establishing new regulatory protocols on work safety to adapt to the work environment.

Leadership Ability

Leadership is an important issue that organizations must address in the change process. In organizations, leaders often do not work alone, there is often a collaborative relationship between other leaders or between organizational hierarchies. As a result, employees do not report to a single leader, but are often required to interact with other leaders in the organization. (Noruzi, 2012) defines the leadership environment as an emotional atmosphere created by leaders in the work environment. The leadership environment changes depending on the type of leadership adopted by the leaders. Therefore, leaders are expected to behave uniformly in accordance with the conditions faced by the company. Another study (García-Morales, 2012) found that transformational leadership has a positive effect on organizational performance, as it encourages a culture of innovation and a spirit of flexibility and continuous learning in the face of changing environmental conditions. Other researchers suggest that workers who are supervised by transformational leaders feel motivated and experience improvements in work skills and mood, because this type of leadership ensures that the psychology and emotions of workers are in a positive state. As a result, employees will show self-confidence, are able to demonstrate excellent problem-solving skills, and this positive attitude will reduce resistance to change and increase innovation which will ultimately lead to job satisfaction and organizational success (Ali, 2016). According to (Carnevale, 2020) and (Marquardt, 2002), leadership capacity can be measured by the following dimensions; visionary leadership, transformational leadership, and strong leadership.

Covid-19 pandemic

At the end of 2019, to be precise in December, the whole world was rocked by an event that made many people worry, which was called the corona virus (covid-19). The incident started in China, in Wuhan (Safitri, 2020). On March 2, 2020, Indonesia confirmed a case of

COVID-19 for the first time (detikcom, 2020). As of May 28, 2020, 31.02 cases of COVID-19 were confirmed and spread across 3 provinces in Indonesia (Task Force for the Acceleration of Handling COVID-19, 2020). The current state of the COVID-19 pandemic has had a severe impact on Indonesia's health, economy and social structure. The emergence of 2019-nCoV has attracted global attention and on January 30, WHO declared COVID-19 a public health emergency of international concern (Dong, 2020). Coronavirus disease 2019 (COVID-19) is a new disease that has never been identified in humans. The virus that causes COVID-19 is called Sars-CoV-2. Corona virus has transmission from animals to humans (animal-human transmission). Meanwhile, the animal that causes COVID-19 transmission has not been identified. Based on scientific evidence, COVID-19 can be transmitted from person to person through coughing/sneezing droplets. Patients (Kemenkes RI, 2020). Common signs and symptoms of COVID-19 infection include symptoms of acute respiratory failure such as fever, cough, and shortness of breath. The average incubation period is 5 to 6 days with an incubation period of fever, cough, and shortness of breath. In severe cases, COVID-19 can cause pneumonia, acute respiratory syndrome, kidney failure, and even death (Tosepu, 2022).

Indonesia is a developing country and the fourth most populous country in the world, so it is expected to be significantly affected and over a longer period of time. When the SARS-CoV2 corona virus hit China the worst during December 2019 to February 2020. On January 27, 2020, Indonesia issued travel restrictions from Hubei province, which at that time became the global epicenter of COVID19, as well as evacuated 238 Indonesian citizens from Wuhan. President Joko Widodo reported that he first detected two cases of COVID-19 in Indonesia on March 2, 2020 (Djalante, 2020). This outbreak has been declared a global health emergency. This virus has hampered all daily human activities. Quarantine alone may not be enough to prevent the spread of the COVID-19 virus, and the global impact of infection with this virus is increasingly worrying (Sohrabi, 2020). The Indonesian government has taken many steps and policies to overcome this pandemic problem. One of the initial steps taken by the government is to campaign for social distancing from the community. This step is intended to break the chain of transmission of the COVID-19 pandemic because it requires the public to maintain a safe distance of at least 2 meters from other people, not in direct contact with other

people, and avoiding large gatherings (Buana, 2020). According to (Carnevale, 2020), the Covid-19 pandemic is measured by indicators; spread, impact, prevention and control.

H1 : There is an effect of employment adjustment on the Covid-19 Pandemic

H2: There is an influence of leadership ability on the Covid-19 Pandemic

Human Resource Management (HRM)

Human resource management is one of the general management areas, such as financial management, marketing management and operations management. Human resource management is an important field of study in organizations because of the problems that organizations face (Rivai, 2009), the existence of human resource management is very important for companies in managing, organizing, managing and using human resources in order to operate effectively, efficiently and achieve success in achieving company goals. The company's inability to manage its human resources can cause the company not to achieve its goals and objectives. According to (Hasibuan, 2019), human resource management is the science and art of adjusting the relationship and role of the workforce to be effective and efficient in achieving the goals of the company and its employees, movement and society. Meanwhile, according to (Dessler, 2015), human resource management is a policy and training aimed at meeting employee needs or aspects contained in human resources such as management positions, procurement or employee recruitment, selection, training, compensation and performance evaluation. employee. Based on some of the definitions above, it can be concluded that human resource management is a science that studies the problem of human labor which is organized according to its functional order so that it is effective and efficient in achieving goals, achieving company goals, employees and society. Human resource management can be measured from several aspects, among others; planning, staffing, evaluation, compensation, and training and development.

H3 : There is an effect of employment adjustment on Human Resource Management

H4 : There is an influence of leadership ability on Human Resource Management

H5: There is an influence of the Covid-19 Pandemic on Human Resource Management

RESEARCH METHOD

This research was conducted with quantitative research methods. The population of this study are employees of several industrial companies located in Jakarta, Indonesia. The research sample was 200 respondents. The collection techniques in this research are observation, literature study, interviews and questionnaires. This study uses primary data in the form of a self-administered questionnaire that includes the identity and responses of respondents. The questionnaire used in this study was measured by multiple choice questions and a 5-point Likert scale. Score 1 strongly disagrees (scale 1), score 2 disagrees (scale 2), score 3 is neutral (scale 3), score agrees (scale), and score 5 strongly agrees (scale). The variables used are job fit and leadership ability. Furthermore, the collected data will be processed with descriptive statistics and structural equation modeling (SEM) analysis, using AMOS.

The data filtering test at the first data processing stage in this study was carried out in two stages, namely the data normality test and the outlier test. Hypothesis testing in this study used Structural Equation Modeling (SEM) with AMOS version 22.0. The indicators that make up the structure are measured by observing the parameters that produce the fitness test. Maximum likelihood estimation technique is used in this study. Next, we evaluate the questionnaire items by applying confirmatory factor analysis (CFA) to test the relationship between constructs and indexes based on the developed theory, while Cronbach's alpha is used for reliability testing (Hair et al., 2011) and (Cascio, 2014). The results of the confirmatory factor analysis test presented in Table 1 show that all load factor values for each question are > 0.5 . We can conclude that all question items are valid. While Table 2 shows a structural confidence value of 0.7 and an extracted variance of 0.5 for each structure, it explains that all constructs are reliable. The results of the study concluded that these indicators can be used to measure employment.

RESULTS AND DISCUSSION

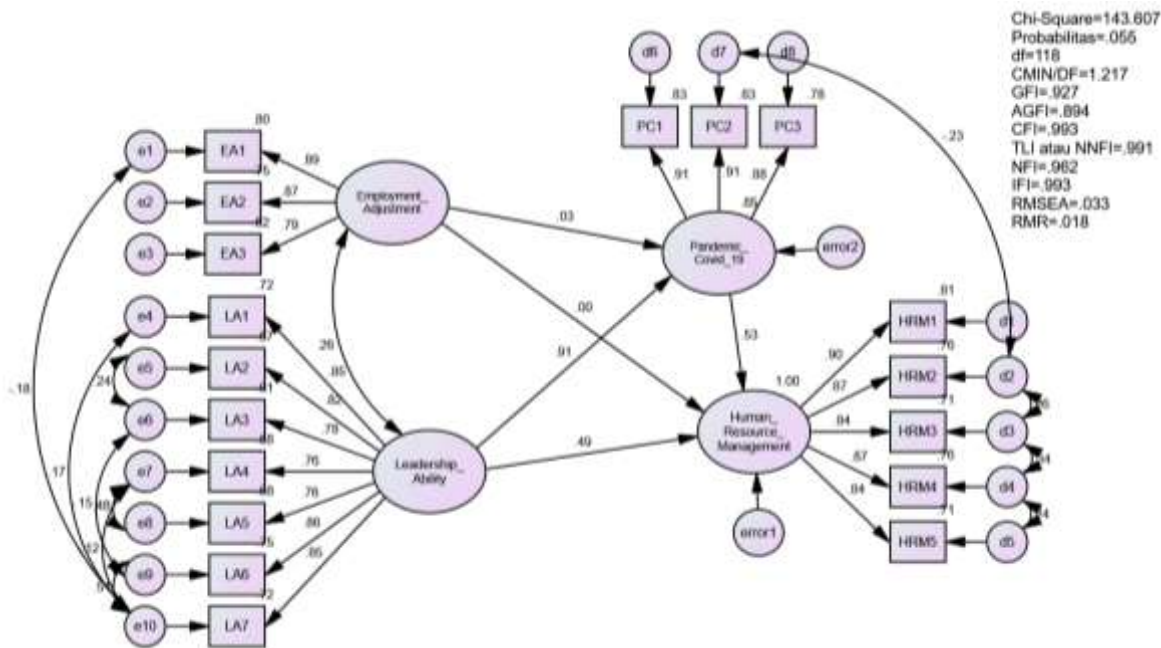


Figure 1. Full Model SEM Fit

Table 1. Validity Test Result Based on Goodness of Fit Model

Construct, dimension, indicator	Estimate ($\lambda \geq 0,5$)	result
Employment Adjustment		
EA1	0.893	Valid
EA2	0.867	Valid
EA3	0.788	Valid
Leadership Ability		
LA1	0.851	Valid
LA2	0.817	Valid
LA3	0.780	Valid
LA4	0.764	Valid
LA5	0.759	Valid
LA6	0.863	Valid
LA7	0.850	Valid
Pandemic Covid-19		
PC1	0.909	Valid
PC2	0.910	Valid
PC2	0.882	Valid
Human Resources Management		
HRM1	0.900	Valid
HRM2	0.869	Valid
HRM3	0.841	Valid
HRM4	0.874	Valid
HRM5	0.842	Valid

Table 2. Reliability Test Result based on Fit Model

Dimension	Construct Reliability $\geq 0,7$	Variance Extracted $\geq 0,5$	Result
Employment Adjustment	0.887	0.723	Reliabel
Leadership Ability	0.932	0.661	Reliabel
Pandemic Covid-19	0.928	0.811	Reliabel
Human Resources Management	0.937	0.749	Reliabel

The results of the Structural Equation Modeling (SEM) test on the full model fit can be seen in Figure 1 and Tables 1 and 2. The confirmatory factor analysis test shows a good fit of the complete model, which meets the criteria for fit. The model structure is used to draw a causal search model with structural relationships. The test results show that the fit is: Chi-Square = 1 3.607, probability = 0.055, TLI = 0.991, GFI = 0.927, AGFI = 0.89 and RMSEA = 0.033. All GOF

criteria meet the required threshold. It can be concluded that the research model is appropriate and meets the standard criteria (Arbuckle, 2000). Estimation of structural parameters on the direct effect of the trajectory analysis model with a sample of 200 can be seen in Table 3 as follows:

Table 3. Structural Parameter Estimates Direct Effect: Path Analysis Model (N=200).

Hypothesis	Structural Path	Standardized Path Coefficients	t-value (> 1.96)	Probability (, 0.05)	Results
H ₁	Employee Adjustment → Pandemic Covid-19	0.040	0.761	0.447	Not Significant
H ₂	Leadership Ability → Pandemic Covid-19	0.976	14.854	***	Significant
H ₃	Employee Adjustment → Human Resources Management	0.004	0.120	0.905	Not Significant
H ₄	Leadership Ability → Human Resources Management	0.545	4.749	***	Significant
H ₅	Pandemic Covid-19 → Human Resources Management	0.551	5.148	***	Significant

Table 4. Indirect Effect

	Leadership__Ability	Employment__Adjustment
Pandemic__Covid_19	.000	.000
Human__Resource__Management	.483	.017

The Effect of Employment Adjustment on the Covid-19 Pandemic

The results of this study indicate that there is no effect of employe adjustment on the Covid-19 pandemic, which is based on a lower t-count significance value of 0.761 of 1.96 and a lower value of 0.761 of 1.96. p of 0.7 is higher than the criterion of 0.05. Meanwhile, the estimated value or effect of the work adjustment variable for the Covid-19 pandemic is only 0.033 (3.3%). The COVID-19 pandemic has had many social and economic impacts. In this case, Indonesia seeks to control and disrupt the distribution chain by introducing and implementing existing regulations. In the fight against the COVID-19 pandemic, it is not only the role of the government and the role of health workers, but also the role and public awareness to be able to respond to the calls of the government and health workers. and increase self-awareness to prevent the spread of the Covid-19 virus. Indeed, this pandemic is difficult to control, for example in the (Ali, 2016) industrial sector,

where the government has implemented a number of policies to monitor work procedures or arrangements, including employee arrangements, having to work remotely (work from home), then introduced new regulations on work safety to regulate existence of this pandemic. However, so far the Covid-19 virus is still surviving and infecting several people, although the number of cases or victims has decreased significantly. The findings of this study are in line with the findings of previous research conducted by (Agustino, 2020) whose results showed that the government's response to the spread of COVID-19 was very slow. The stories told by political elites before COVID-19 entered Indonesia do not indicate a sense of crisis that threatens to slow down decision-making. Second, the weak coordination between actors, especially between the central government and local governments. This lack of coordination has led to deviations from control of the coronavirus. Third, the public's indifference or disobedience to the government's call. As a result,

treatment efforts were stopped due to lack of support from the wider community. The combination of these three factors further complicates the government's efforts to control the spread of COVID-19 in Indonesia. (Muhyiddin, 2020) post-19 birth development planning is a tough challenge for all countries in the world. The new normal life of the community where so far there is no patented medicine to cure Covid-19 and also a vaccine to prevent this disease, it is certain that the world community will live together with Covid.

The Influence of Leadership Skills on the Covid-19 Pandemic

The results of this study state that there is an influence of leadership ability on the Covid-19 pandemic, this is based on a t-count significance value of 14,854 greater than 1.96, and also a p-value with a *** sign less than 0.05. Meanwhile, the estimate value or the influence of the leadership ability variable on the Covid-19 pandemic is 0.915 (91.5%). The leadership ability in this study is able to have a positive and significant influence on the covid-19 pandemic, this is because in leadership practice, there are dimensions of visionary leadership, transformational leadership, and strong leadership, where all dimensions have a very dominant influence. Leaders are able to raise awareness and strong belief in employees that the COVID-19 pandemic will end and normalcy will return. Furthermore, the momentum provided by transformational leaders gives confidence that companies will perform better after the pandemic as they can see new opportunities in the future. In addition, this study also found evidence that the Covid-19 pandemic did not sufficiently mediate the influence between leadership and human resource management. Therefore, improving human resource management requires transformational leadership skills, strong leadership, and visionary leadership. Several previous studies that support the findings of this study include (Putri, 2020); (Raflis, 2022) during the COVID-19 pandemic, there are five dimensions of leadership, namely leadership excellence in professional practice and visionary leadership. (Bendriyanti, 2020) states that the leadership needed during the Covid-19 pandemic in an organization is leadership that thinks transcendently, leadership that can give new energy to subordinates, leaders are fathers to their subordinates (Leading like a father), and leaders towards happiness. Employees (investors). During the COVID-19 pandemic in this work from home

era, every individual needs a strong leadership spirit, both leaders and subordinates. Therefore, it is hoped that with competent leadership, they are able to carry out their duties and responsibilities within an organization even though they work from home. So that programs that have been started in an organization continue to run as usual

Effect of employment adjustment on Human Resource Management

The results of this study state that there is no effect of employment adjustment on HR management, this is based on the t-count significance value of 0.120 which is smaller than 1.96, and also the p-value of 0.905 which is greater than the 0.05 criteria. Meanwhile, the estimate value or the influence of the employment adjustment variable on human resource management is only 0.003 (0.3%). The existence of large-scale social restrictions, the establishment of work from home institutions, the occurrence of layoffs or layoffs on a large scale do not affect personnel management policies. HR management continues to operate as usual. Perform staff planning, placement, evaluation, compensation, training and development. With the COVID-19 pandemic, organizations need to quickly make decisions to maintain employee performance so that they are always at an optimal level to achieve the planned business goals, one of which is by distributing tasks with stable salaries, implementing social and health protocols. that to avoid the transmission of COVID-19, online training organizations, systems for buying and selling goods or services have begun to focus on e-commerce. An alternative approach to mitigating or anticipating the impact of the COVID-19 pandemic is to shift from occupational specialization to an unskilled workforce. When employees try to diversify their skills, they will not be psychologically shaken, leading to job loss (Block, 2016). Presentism which sees employees present at work but with limited productivity is common in the public sector. During the COVID-19 pandemic, employers must turn to workflow management to drive results rather than drive presentations. The HR department must implement a performance tracking system to manage employees outside the office space. Employees can work remotely but are more productive than being monitored in a physical office with the risk of infection. This will track employee productivity as much as possible and reduce stress on employees, employers and the workplace. The results of this study are in line with and support previous research conducted by

(Mungkasa, 2020) which stated that working from home was more beneficial. However, the benefits of remote work would be detrimental if extended to every employee. High productivity in remote work is the case. This requires the right workers, the right spirit and favorable external conditions (Mungkasa, 2020). The company's management structure should not be rigid and must be able to adapt to changing environments and circumstances. The COVID-19 pandemic has brought about a new way of working. Skepticism is associated with periods of slowness due to the pandemic and disruption of HR operations, companies may need to restructure to ensure business continuity (Dzigbede, 2020).

Influence of leadership ability on Human Resource Management

The results of this study indicate that there is an influence of leadership ability on Human Resource Management, this is based on the t-count significance value of 4.749 which is greater than 1.96, and also the p-value with *** sign less than 0.05. Meanwhile, the estimate value or the influence of the leadership ability variable on human resource management is 0.490 (49%). Decision making is the primary responsibility of an entrepreneur, where crisis leadership serves as a trigger for organizational change. Situational leadership theory suggests that an overestimated leadership model is a model that changes according to circumstances in the work environment (Wang, 2009). As the pandemic has disrupted workflows in most sectors, especially across multiple sectors, management and employers must make decisions to respond to the urgency of epidemic services. For example, because the business is closing, the organization is faced with some work that needs to be done. Work from home or online options are chosen to complete unfinished production goals. The presence of a positive working relationship in the company naturally has a head in hand. Leaders will influence the interpretation of events to their employees, organizations, and activities to achieve goals and maintain relationships. In addition to the main task of the leader in decision making, the leader must also be able to increase employee confidence in carrying out the work tasks desired by the company by providing enthusiasm and motivation. Becoming a leader is not easy because certain skills and abilities are required to fulfill one's roles and responsibilities. This may seem difficult in the face of the company's external work and environmental conditions that require leaders to be able to make the company survive in their

fields and benefit the company. The results of this study support the research of Susi (Adiawaty, 2020) which concludes that leadership has a major influence on the performance of HR managers.

The Effect of the Covid-19 Pandemic on Human Resource Management

The results of this study state that there is an effect of the Covid-19 pandemic on human resource management, this is based on the t-count significance value of 5.148 which is greater than 1.96, and also the p-value with the *** sign less than 0.05. Meanwhile, the estimate value or the influence of the Covid-19 pandemic variable on human resource management is 0.528 (52.8%). Working from home or working from home or with social distancing policies certainly has the same obligations and responsibilities as working in the office. But in practice, doing work from home or away from the community presents challenges and obstacles that are far from easy, because not all areas of work can be done at home or at home remotely. Many factors can affect the practice of working from home such as lack of work tools and communication, lack of coordination, disturbances in the home environment. In the current state of the Covid-19 pandemic, the first person seen and expected to act is the human resources director. HR leaders must know how to take the necessary actions to address problems that arise to save their human resources. Given the current situation of the Covid-19 pandemic, this can be a good learning opportunity for HR managers to improve their skills in dealing with the current crisis conditions. The most important factor in mobilizing others to carry out administrative activities is the leadership of human resource management. Because HRM sets direction and goals, provides guidance, and creates a work environment that supports the overall administration of the organization. Errors in human resource management can lead to organizational failure in achieving its mission and goals. (Bendriyanti, 2020); (Larson, 2020); In the era of the Covid-19 pandemic in the era of working from home, a strong spirit of human resource management is needed for every individual, both leaders and subordinates. Therefore, it is hoped that with competent leadership, they are able to carry out their duties and responsibilities within an organization even though they work from home. So that programs that have been started in an organization continue to run as they should.

CONCLUSION

From the description and discussion above, it can be concluded that it is important for

companies to pay attention to adjustments that occur within the company due to the COVID-19 pandemic. Job adjustments due to the COVID-19 pandemic do not affect the ongoing human resource management process. The company's HR department handles personnel issues to keep the company running as usual, only with restrictions imposed to anticipate the transmission of the COVID-19 virus in the company environment. In this case, the task of the leader is very necessary, so the leader must be competent. A leader must be a systems thinker, can be a change agent, creator, and servant and administrator, coordinator, instructor and coach, and A leader must have a vision for the development of his organization or company. Leadership is the whole process of influencing, encouraging, inviting, moving and guiding others in the process of thinking and acting according to applicable rules to achieve the goals that have been set together. The foundation of effective leadership is to think about the vision and mission of the organization, define it, and implement it. A leader is someone who sets goals, prioritizes, sets and monitors standards. During this Covid-19 pandemic, strong leadership is needed to control an organization, especially in the industrial world, namely: visionary leadership, transformational leadership and strong leadership. Company need strong leadership to be required of leader after covid 19 gone ; Leader must build strong team, even with employee remotely, Leader must manage change quickly, and Leader must aware to complex work environment.

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