

# Implementation of Human Resources Planning and Development in Preparing for the Era of Society 5.0

Pasihul Lisan<sup>1</sup>, Mochammad Isa Anshori<sup>2</sup>

Master of Management, Trunojoyo University Madura

e-mail: [1fasihullisan0912@gmail.com](mailto:1fasihullisan0912@gmail.com), [2isa.anshori@trunojoyo.ac.id](mailto:2isa.anshori@trunojoyo.ac.id)

\* Pasihul Lisan

## ABSTRACT

An era where more and more changes occur in the order of life. The number of changes that occur makes everyone have to be able to adapt to all the changes that exist as well as in organizations. In implementing human resource planning and development, it also changes in accordance with the times. For this reason, the organization must also always be ready and future-oriented so that the organization is able to face all the changes that will occur in the era of society 5.0 so that the organization is able to implement human resources effectively and efficiently so that it can be utilized and can be implemented in the era of society 5.0. This research uses a literature study method where the data is collected from various sources from articles and books and other literature which will later be analyzed and concluded. From the results of the literature study that has been analyzed, it shows that increasing digital skills, adapting to changing industry needs, talent retention, partnerships with educational institutions, flexible work policies, reducing the digital divide, and increasing innovation and competitiveness are some of the positive results achieved. the right strategy, organizations can create a skilled, adaptive, and innovative workforce, ready to contribute to a smarter and more sustainable society.

**Keywords:** *Planning; Development; Human Resources; Era Society 5.0.*

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## I. INTRODUCTION

Society 5.0 is the concept of a society that thoroughly combines digital and physical technologies to improve the quality of human life. In this context, the role of human resources (HR) is very important. Human resources are the most dominant factor in an organization that is built based on the interests of needs and implementation (SeptianaWicaksono, Saputri, Fawwazillah, & Anshori, M. (2023). Organizations and governments need to plan and develop human resources who

not only have high technical expertise, but are also adaptive, creative, and able to innovate. The digital era has changed the paradigm and practice of human resource (HR) management (Wahyudi, Assyamiri, Al Aluf, Fadhillah, Yolanda, & Anshori, M. (2023), Rapid digital changes demand that HR continue to learn and develop, so the implementation of effective development strategies is crucial. This includes continuous training approaches, improved digital competencies, and changes in organizational culture to support innovation and collaboration. According to Nikmah, Mukarromah, Widyansyah & Anshori, M. (2023) The use of technology in human resource development (HR) is one of the strategies to improve the quality, skills, and competencies of HR in order to adapt to environmental changes and future challenges. The digital era has fundamentally changed the business landscape, giving rise to new challenges and opportunities for Human Resources (HR) management (Pratama, Sari, Badwi, & Anshori, M. 2023).

The concept of Society 5.0 was first introduced by Japan to the world (Holroyd, 2022; Onday, 2019). Society 5.0 carries the idea of developing the Internet of Things (IoT), Big Data, and Artificial Intelligence (AI) to improve the quality of human life, in contrast to the focus of the Industrial Revolution 4.0 which emphasizes more on business process productivity. With the advent of the Society 5.0 era, Indonesia as a developing country has an important role in preparing for this future. Higher education, as an educational institution in Indonesia, must be able to adapt to developing trends, including Society 5.0 (Darmaji et al., 2019; Hikmat, 2022; Setiawan & Lenawati, 2020).

Entering the Society 5.0 era, the implementation of technology has begun to pay attention to humanities aspects in creating various tools to deal with existing social problems (Faruqi, 2019). This wise management of Human Resources (HR) can be carried out by organizing digital-based employee training and development with the hope that employee training and development can improve employee knowledge, development, and expertise without disrupting working hours. The presence of this digital-based training and development will improve the quality of employees to be able to compete with employees of other companies which will affect the progress of the company's performance and development (Tiara, Lestari,

Kholifah, Zulfi, & Anshori, M. 2023). This requires effective management of human resources (HR) to increase the credibility of the organization by improving the efficiency of bureaucrats in the field of information, communication and technology (ICT), with the aim of facilitating the implementation of tasks in the future (Firdaus, Tursina, & Roziqin. 2021).

Through Society 5.0, artificial intelligence will transform millions of data collected through the Internet in all areas of life (the Internet of Things) into new things, which will be dedicated to improving human capabilities to open up opportunities for humanity. This transformation will help humans to live a more meaningful life, improve the quality of life and be able to realize a society that can enjoy life to the fullest. In this era, technology has developed tremendously and has brought drastic changes to the millennial generation. Changes are starting to be felt from socializing, ways of communicating, obtaining information to ways of thinking and acting on the problems faced.

There are many challenges and changes that must be made in this society 5.0 era. Including what must be done by the education unit as the main gate in preparing superior Human Resources (HR). In order to form superior and competitive human resources, of course these human resources must have competence. There are several competencies that must be possessed by HR in the era of society 5.0 including: 1) leadership, namely the ability to become a leader. In this era, we are required to be at least a leader for ourselves, dare to make strong decisions against challenges and be ready in any situation. A great leader will certainly produce great decisions, which have an impact on the people he leads. 2) language skills, namely the ability to speak foreign languages, especially English. In this era there are no more boundaries that make us able to communicate across countries, and to make it easier for us to establish communication with various kinds of people around the world. 3) IT literacy, namely the use of IT technology, in the 5.0 era requires human resources who have the willingness to develop and improve knowledge (Amarullah, Imaniah, & Muthmainnah, 2023). In this 5.0 era, we can search for all knowledge using the internet, for this reason, we should be able to

have broader, more accurate and unlimited knowledge because all data can be searched easily today through the internet network.

Superior human resources with high quality are a demand for every organization to be able to achieve the goals set. Many aspects can be influential in achieving superior human resources, namely individual aspects, group aspects and organizational system aspects. Individual aspects that can improve the quality of HR and have an impact on performance are individual abilities, job satisfaction and organizational commitment (Sudarma, 2012). Management experts agree that Human Resources (HR) is the most important capital and asset in any country and corporation in the world, HR is the main pillar in a country and nation, company, educational institution, university and so on. HR cannot be replaced with machines, money, positions and other materials, it is the key to the success of all corporations and any activities in this world (Arif & Ed, 2021). In this instant era, various problems such as the rampant practice of politicization of religion, misuse of da'wah, exploitation of the people, to the many hate speeches, hoaxes and slanders now flood the face of the nation's diversity. Facing an era like this, it is time for the millennial generation to take part in spreading positive content. Every nation really hopes to be able to present a quality and balanced millennial generation, both in religious aspects (aqidah, sharia and morals), aspects of education and skills, aspects of civilization (culture, values and technology), aspects of welfare (economic and non-economic) and social aspects (community and nationality).

Good implementation will ensure that HR is able to face challenges and take advantage of opportunities arising from technological developments and the digital economy, so as to support sustainable development goals and improve national competitiveness in the global arena. Various kinds of changes that are running rapidly today must be faced properly by the organization. If the organization does not keep up with the changes, then it is certain that the organization will not last long. Organizations that choose to stay in their comfort zone and resist change must be able to change their mindset because in a fast-paced era like today, resilience and courage in taking risks are needed, one of which is to face existing changes so that

they can adjust in the midst of these changes and the organization can survive and even grow more than before.

With the era of society 5.0, human resource management must move towards a new normal. In facing the era of change, every organization is required to try to improve and maintain the quality of human resources they have in order to face the challenges that exist. Organizations must plan their human resources in order to improve the quality of these human resources. In addition to being able to face the era of society 5.0, organizations must also be able to prepare themselves for the upcoming era of society 5.0 (Putri, Fauziah & Gaol. 2023). In this case, good human resource planning and development are also needed so that organizations can face the era of society 5.0.

## **II. LITERATURE REVIEW**

### **Human Resource Management**

According to Anona, D. T., & Prasetya, A. (2016) explains that human resource management includes organizational design, staffing, reward systems, performance management, and worker and organizational development. Nuraeni, N. (2019) human resource management is a process consisting of planning, organizing, leading, and controlling activities related to job analysis, job evaluation, procurement, development, compensation, promotion, and termination of employment.

According to Cahya, Rahmadani, Wijiningrum, & Swasti (2021) human resource management is a management function related to the process of human resources, recruitment, selection, training and employee development, performance appraisal, rewards to termination of employment.

### **Human Resource Planning**

According to Hidayat & Syam (2020), human resource planning is the process of identifying workforce needs and meeting these needs so that their implementation is in line with organizational plans. Meanwhile, according to Irawan, E. (2023), human

resource planning is the process of analyzing and determining the availability and needs of human resources so that an organization can achieve its goals. Based on the understanding of several experts above, it is known that human resource planning is the process of analyzing, identifying, and determining the needs of human resources in each organization or company so that their activities can run smoothly and achieve their goals.

### Human Resource Development

According to Gunarto & Paizurahman, P. (2021) emphasizes that studying human resource development from organizations, humans as part of the organization so that it is revealed that human resource development in an organization will involve various factors, namely education and training. Development leads to learning opportunities designed to develop the abilities of employees. Human resource development for employees is a systematic process of learning and practicing to improve their competence and performance in their current job and prepare themselves for future roles and responsibilities.

According to Tilon, D. A. (2013) argues that development is an effort to improve the technical, theoretical, conceptual, and moral abilities of employees in accordance with job / position needs through education and training. According to Effendi (2021) development can be defined as a planned effort from the company to improve employee knowledge, skills and abilities.

### Era Society 5.0

The concept of society 5.0 emerged in 2019 in Japan. According to Saputra, Hidayatullah, Abdullah & Muslihati, M. (2020), society 5.0 is an information society that aims to create a prosperous society centered on humans. Meanwhile, according to Mahmudi, I. (2019), society 5.0 proposes to increase the potential of individual relationships with technology through improving the quality of life with a super intelligent society. Thus, the society 5.0 era is a new era of social life that has an integrated technology system. (Ahmadi, F., & Ibda, H. 2019).

The era of society 5.0 allows people to solve their problems using the help of technology. Some of these technologies, such as sensors, robots, and artificial intelligence, will be used to do several jobs that can replace the role of humans (WH, 2020). In addition, the era of society 5.0 also requires human resources to be able to solve various social problems that were born in the previous era. The challenges that arise are increasingly complex, especially problems related to technology. Human resources are required to master technology skillfully because in this era, almost all jobs can be done by artificial intelligence or commonly known as Artificial Intelligence (AI). If human resources do not develop their abilities and competencies, of course they can lose to artificial intelligence and will have difficulty finding work. For this reason, organizations or companies must be able to face the era of society 5.0 with various careful preparations so that their human resources are not simply replaced by the technology that is rife in the era of society 5.0 (Lubis, 2023).

### **III. METHODS**

The research method used is the descriptive qualitative method of literature study. The research method used focuses on finding data through various sources such as journals, articles, e-books, web pages, and news or web-based electronic media. The data is then collected and analyzed to be discussed and conclusions are drawn..

Data collection techniques through the process of studying the literature, books, reports, and records that have a relationship with the context of the problem being solved, namely to find out the implementation of HR planning and development in the era of society 5.0. Efforts to collect such information can be obtained from scientific books, research reports, scientific essays, and other printed and electronic written sources.

The data analysis technique uses the content analysis method, which is in obtaining clear characteristics of the discourse in the form of theories and concepts studied, the author uses this analysis technique for replicable inference and data truth to pay attention to the context of the problem.

### **IV. RESULTS**

#### **A. Implementation of Human Resource Planning in Preparing for the Era of Society 5.0**

In the face of rapid changes in various sectors of life, organizations need to plan human resource management effectively to overcome the challenges that arise due to these changes. In addition to facing increasingly dynamic changes,

organizations must also be ready to welcome the upcoming Society 5.0 era. This era demands a variety of new competencies and skills as well as a transformation in the use of digital technology in the implementation of work tasks.

Artificial Intelligence (AI) and robots are projected to take over some human jobs. If human resources do not have the appropriate competencies and skills in this Society 5.0 era, they risk losing their jobs to these technologies, which could adversely affect the survival of the organization or company. Therefore, organizations must effectively plan and manage their human resources to face the challenges of these changes.

First of all, in implementing human resource planning, a crucial first step is to analyze the availability of human resources in the organization. Through this analysis, organizations can identify and map the abilities and skills of human resources, so that organizations or companies can make the right decisions regarding their HR management strategies. In order to prepare for the Society 5.0 era, organizations must improve the competencies and skills of their human resources so that they have sustainable added value and can meet the demands of the organization or company. The next step is to identify specific needs. The needs in the Society 5.0 era are clearly different from the previous era. Therefore, organizations need to be able to anticipate what is needed in the Society 5.0 era in order to remain competitive in that environment.

In the era of Society 5.0, mastering digital technology is very important. Especially with the forecast that artificial intelligence such as robots will replace some of the work previously done by humans. Therefore, the next step in the implementation of human resource planning is that organizations or companies need to develop work strategies that are based on digital technology. This includes job restructuring, efficiency improvement, and optimization of tasks. In this case, the human resources department in the organization or company must redesign how work can be adapted to the Society 5.0 era (Rosmida, 2019). Therefore, the human resources department needs to identify which activities should be increased in efficiency by adopting and utilizing digital technology in carrying out their tasks.

With the need for competence and skills in mastering digital technology, organizations or companies need to organize training programs. Therefore, the next step in implementing human resource planning is to design training programs, especially those that focus on digital technology. To create excellent human resources, organizations or companies must look to the future with a focus on human resource development. This can be achieved by organizing training, especially those based on digital technology. This training is important to prepare HR for the Society 5.0 era, which emphasizes the use of digital technology in everyday life. Thus, HR competencies and skills can be improved so that they are able to adjust to the demands of the Society 5.0 era.

The next step is to conduct an evaluation related to this. This evaluation is important to ascertain whether the implementation of human resource planning has been carried out properly or not. Even though the human resource planning has been implemented well and can overcome the challenges, organizations or companies need to continue to improve the effectiveness of their human resource planning in order to be ready for the Society 5.0 era.

Organizations need to design human resource planning that considers the future in order to be sustainable. Organizations can also improve their human resource planning to face the upcoming Society 5.0 era. This era demands that all aspects of an organization or company must be ready to face challenges in order to survive. Competition in the Society 5.0 era is expected to be fiercer than ever before. If organizations or companies are unable to compete, they risk failure, especially in the context of the private sector. Therefore, organizations or companies must design effective strategies to face this competition. By focusing on the use of digital technology, it is expected that organizations or companies can remain relevant and survive in the upcoming Society 5.0 era.

Important things that need to be considered by organizations in conducting human resource planning to face the era of society 5.0 are as follows:

1. Digital and Technology Skills Enhancement

Companies that have implemented Society 5.0-focused HR planning show significant improvements in their employees' digital and technology skills. Through

continuous training programs and e-learning, employees are now more proficient in using data analytics tools, AI-based applications, and IoT technologies. This result is reflected in improved operational efficiency and the company's ability to leverage technology for innovation.

## 2. Adaptation to Changing Industry Needs

Organizations that have implemented skills needs analysis and gap analysis successfully identify and fill skills gaps among their employees. As a result, companies are better prepared for the changing needs of the industry, with a workforce that has relevant and up-to-date skills. This also helps companies to more quickly adapt to market and technology changes.

## 3. Improved Talent Retention

With a focus on talent management and retention, the company saw an improvement in employee retention. Comprehensive career development programs, a supportive work environment, and maintained employee welfare have increased job satisfaction and employee loyalty. These results are important for maintaining continuity and stability within the team, especially amidst rapid technological change.

## 4. Effective Partnerships with Educational Institutions

Strategic partnerships with universities and educational institutions have resulted in a curriculum that is more in line with industry needs. Internship and apprenticeship programs organized with educational institutions help in creating a pipeline of new work-ready talents. This result is not only beneficial for the company, but also for the students who gain practical experience and skills that the industry needs.

## 5. Implementation of Flexible Working Policy

The implementation of flexible and remote working policies has had a positive impact on employees' work-life balance. The collaborative technology implemented allows teams to work efficiently from multiple locations. This result not only increased productivity but also job satisfaction, and helped the company maintain smooth operations even in unpredictable situations.

## 6. Digital Divide Reduction

By providing equitable technology training, the company managed to reduce the digital divide among employees. Employees who were previously less familiar with technology are now more skilled and confident using digital tools. This ensures that the entire workforce can contribute effectively in the digital age and maximize their potential.

## 7. Innovation and Competitive Enhancement

Companies that successfully implement HR planning for Society 5.0 show improvements in innovation and competitiveness. With a skilled and adaptive workforce, companies are able to develop new products and services that meet the evolving needs of the market. This improves the company's competitive position in their industry.

The results of the implementation of human resource planning in preparing for the Society 5.0 era show that a structured and adaptive approach can bring many benefits. Improved digital skills, adaptation to changing industry needs, talent retention, partnerships with educational institutions, flexible work policies, reduced digital divide, and increased innovation and competitiveness are some of the positive outcomes achieved. Companies that focus on comprehensive HR planning are ready to face the challenges and capitalize on the opportunities offered by the Society 5.0 era.

### **B. Implementation of Human Resource Development in Preparing for the Era of Society 5.0**

The Society 5.0 era is a concept first introduced by the Japanese government. This concept aims to create a society that utilizes advanced technologies such as the Internet of Things (IoT), Artificial Intelligence (AI), Big Data, and robotics to improve the quality of human life. Society 5.0 focuses not only on economic efficiency and productivity, but also on solving social problems and improving people's welfare. To achieve this goal, the development of human resources (HR) is a crucial factor.

The Society 5.0 era is a vision of the future where advanced technologies such as the Internet of Things (IoT), Artificial Intelligence (AI) and Big Data are integrated

into all aspects of people's lives to create a smarter, more inclusive and sustainable society. In this context, human resource (HR) development becomes a key element to ensure that the workforce is ready to face change and utilize technology optimally.

There are several Human Resource Development Strategies for Society 5.0 including:

1. Skill Requirement Analysis

A skills needs analysis is a process to identify and understand the skills required by the workforce to face the challenges and opportunities presented by the Society 5.0 era. It is a crucial step to ensure that organizations have human resources who are ready and able to implement advanced technologies and innovations in their operations.

First by identifying New Skills by determining the skills needed to operate in the Society 5.0 era, such as data literacy, digital skills, and understanding of AI and IoT technologies. Secondly Gap Analysis by assessing the existing skills within the organization and identifying gaps that need to be filled through training and recruitment.

2. Training and Development

Human resources (HR) training and development is a critical component in preparing the workforce for the Society 5.0 era. This era integrates advanced technologies such as AI, IoT, and big data into everyday life and the world of work. To ensure that the workforce is ready and able to adapt to these changes, companies need to implement effective and sustainable training and development programs.

Development training conducted such as Continuous Training Program by providing ongoing training programs to improve employee skills in accordance with technological developments. E-Learning and Self-Learning by utilizing online learning platforms to provide flexible access to training that can be tailored to individual needs. Technical and Soft Skills Training by developing technical skills such as coding and data analysis, as well as soft skills such as leadership and communication.

3. Talent Management

Talent management is the strategic process of recruiting, developing, and retaining individuals who have the skills and talents necessary to achieve organizational goals. In the era of Society 5.0, where advanced technology and innovation take center stage, talent management is becoming increasingly important to ensure that organizations can adapt and thrive in this fast-changing environment.

Talent Management means Proactive Recruitment such as recruiting talents who have digital skills and are able to adapt quickly to technological changes. Talent Retention by creating a work environment that supports career development and employee welfare to retain quality talent. Career Development by providing opportunities for employees to grow and advance according to their skills and contributions.

Implementing human capital development in preparation for the Society 5.0 era requires a structured and adaptive approach. A focus on digital upskilling, talent management, collaboration with educational institutions, and flexible work policies are essential to ensure the workforce is ready to face the challenges and capitalize on the opportunities offered by the Society 5.0 era. With the right strategy, organizations can create a skilled, adaptive and innovative workforce, ready to contribute to a smarter and more sustainable society.

## **V. CONCLUSION AND SUGGESTION**

Human resource planning is the process of analyzing, identifying, and determining workforce needs in each organization so that activities can run efficiently and achieve organizational goals. The purpose of human resource planning is to provide an organization or company with the appropriate number and qualifications of human resources at a specific time and location. The stages in human resource planning include understanding the purpose of human resource planning, evaluating and mapping existing human resources, implementing supply and demand planning, identifying human resource shortages in each division, developing a clear career path and promotion system, implementing a continuous learning system, and implementing a compensation, incentive, and reward system.

Human resource development (HRD) is a series of activities designed to improve the abilities, knowledge, skills, and productivity of individuals in an organization. The main objective of HR development is to create human resources who are competent, motivated, and ready to face existing and future challenges in the work environment.

The implementation of human resource planning and development has also changed in accordance with the times. Various changes that occur require human resource planning and development to be carried out more efficiently and effectively. In preparing for the era of society 5.0, the implementation of human resource planning must be carried out in detail, such as analyzing the availability of human resources in the organization, analyzing needs, developing programs based on digital technology, conducting training that is also based on digital technology, and evaluating after human resource planning is carried out so that organizations know where their strengths and weaknesses are in the implementation of human resource planning.

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