

CHAPTER I

INTRODUCTION

1.1 Background of the Project

Human resource management (HRM) is the management of a workforce that includes job analysis, workforce needs planning, recruitment and selection, training and development, career planning, performance evaluation, and transparent remuneration. According to Hasibuan, HRM is the science and art of managing relationships and the role of labor so that they can work effectively and efficiently to achieve organizational, employee, and community goals (Adillah, 2022). Human resource development is becoming an essential need for organizations to meet the demands of current activities and, more significantly, to face future challenges. Even a well-designed orientation program does not always ensure that employees are able to optimally perform their duties. Many real-life examples show that employees, especially new ones, still need additional training to master the various aspects of the job they are responsible for (Davidescu et al., 2020).

Human Resources (HR) plays a crucial role in the success of an organization, including in organizing various activities, whether small or large-scale. In any event, the roles and responsibilities of HR management are critical, particularly in planning, coordination, and execution, which often involve multiple stakeholders. This role is evident in organizing educational activities such as the "Ranking 1" competition for Elementary Schools, as part of the Polbeng Business Expo Chapter Two.

The implementation of human resources in education is strongly influenced by the role of managers or leaders. Effective human resource management, especially in managing teachers and employees, will have a positive impact on the progress of education. Therefore, the implementation of good human resource management is needed to develop teachers and employees into professional educators and education personnel. This quality improvement effort must be a top priority and optimally implemented to face the challenges of global competition, by preparing educators according to their fields of expertise and improving the

quality of service to stakeholders (Muhtarom, 2015). Human resources are a key element in educational institutions, because behavior, competence, and performance in schools depend heavily on the quality of their human resources. Human resource management will function optimally if school leadership and management are well executed. This is because the quality of behavior and performance of educational institutions cannot exceed the quality of human resources working in them (Noor, 2017).

Ranking 1 as a key enhancing factor in achieving organizational goals, human capital development plays a critical role in improving both individual and collective performance. By prioritizing training, skills development, and continuous learning, organizations can empower members to adapt to evolving challenges and contribute more effectively. This approach not only increases productivity but also encourages innovation, engagement, and a sense of fulfillment among members. In addition, a well-structured human resource management system ensures that the potential of each individual can be maximized, aligning personal growth with organizational goals. The result is a work environment that thrives through collaboration, inclusivity and shared success.

Through the "Ranking 1" competition, HR management is expected to demonstrate its ability to manage human resources effectively, optimize team potential, and create a memorable experience for participants and all parties involved. With proper planning and execution, this activity will not only contribute to the success of Polbeng Business Expo but also provide educational value to the community, particularly to younger generations. Through good human resource management in the "Ranking 1" competition it is hoped that set to be a memorable highlight of the expo. It will not only inspire and educate participants but also strengthen Politeknik Negeri Bengkalis's reputation as a hub for innovation, education, and community engagement.

Polbeng Business Expo Chapter Two is an event designed to showcase the potential and innovation in the business field while engaging various community segments, including younger generations. In this event, the "Ranking 1" competition is designed to serve as an engaging and educational platform for elementary school students. The activity not only provides entertainment but also

acts as a learning medium, encouraging students to think critically and compete healthily.

Therefore, based on this background, the researcher intends to carry out a project with the title **“Roles and Responsibilities of Human Resources Management in Organizing The 'Ranking I' Event for Elementary Schools at Polbeng Business Expo Chapter Two”**.

1.2 Identification of the Project

Based on the background that has been described, the identification of the polbeng business expo chapter two project in the ranking 1 competition discusses how to organize Human Resources aspect in succeed the competition ranking 1 chapter 2.

1.3 Purpose of the Project

In this project has general goals and special goals, Here has 2 points about general goals and special goals, namely:

1.3.1 General Purpose

Generally, this is an effort to introduce students' works and develop the projects produced, it aims: To provide a platform for participants to enhance their abilities in building networks between institutions and external parties.

This is important for collaboration, information exchange, and professional skill development.

1.3.2 Special Purpose

The Specific Objectives of the Polbeng Business Expo Rangking 1 Project chapter two for Human Resource adalah:

1. Determining participant criteria
2. Determining the criteria for judges
3. Determine staff and volunteers
4. Human resources evaluation of ranking 1 event activities.

1.4 Project Significance

With this final project, it is hoped that it can be beneficial for interested parties or related parties. The benefits of this project are:

1.4.1 For the Author

This thesis can be used as an additional experience, insight, and guideline in completing the final project which is one of the International Business Administration Sciences. In addition, to find out and solve problems related to the project is useful as a way to implement the knowledge that has been obtained.

1.4.2 For Students

This thesis can be used to increase student creativity in the world of intelligence. This seminar can provide inspiration and motivation for students to continue to learn and develop creativity skills in facing future challenges.

1.4.3 For Universities

The Expo provides an opportunity for universities to present research results, innovative projects and student work to the public. This can also increase public appreciation of the university's contribution to the development of science and technology.

1.5 Project Place and Time

In implementing the project, it is necessary to determine clear goals such as the time and place of implementation in more detail so that it runs effectively and efficiently. Here is the time and place of the project implementation “Roles and Responsibilities of Human Resources Management in Organizing The 'Ranking 1' Event for Elementary Schools At Polbeng Business Expo Chapter Two” is for 3 (three), with details as follows:

Implementation time	: April, May 20-22, 2025
Venue	: Bengkalis State Polytechnic

1.6 Systematics of Writing

Systematics carried out to carry out the project Managing The Human Resouce of Rangking 1 Competition of State Polbeng business expo:

CHAPTER I : INTRODUCTION

In this chapter, the explains the project background, project identification, project objectives, and benefits. The place and the time of the project and the systematics of

Writing the project report are described in the thesis.

CHAPTER II : LITERATURE REVIEW

In this chapter, the author explains the theories that are relevant to the main material in the final project, namely explaining the seminar on Improving how students are active in the competition of intelligence, meticulousness, and achieving rank 1.

CHAPTER III: ACHIEVEMENT METHOD AND PROCESS

In this chapter, the author will outline the plan with a project implementation diagram, then continue with the implementation plan, implementation process, and project implementation report. Then it was continued with a schedule of estimated costs incurred to make the seminar a success.

CHAPTER IV: RESULTS AND DISCUSSION

In this chapter, the author will present a profile of project activities and a report on the implementation of project activities, which includes project preparation, project reporting, financial reports for the implementation of project activities.

CHAPTER V : CONCLUSIONS AND RECOMMENDATIONS

This chapter contains a summary and results of writing in the previous chapters which are outlined in the conclusion section, as well as suggestions for improving the place of writing.

REFERENCES

APPENDIX

WRITER BIOGRAPHY