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FACTORS CONTRIBUTING TO HUMAN CAPITAL PRODUCTIVITY

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INTRODUCTION

The importance of human capital cannot be disregarded in the era of Industrial Revolution 4.0. This is because in any industry, human capital remains the primary source of productivity. In addition, part of the technology in Industry 4.0 includes humans themselves (Ellahi et al., 2019). As a result, employers in organizations should not overlook the importance of good human capital management.

Human capital should be viewed as an asset and not as a cost, according to the philosophy of human capital management. This means unlike tangible asset such as technology equipment, human capital is an intangible asset that organizations must effectively manage. Assets that are well-managed will have a substantial impact on productivity especially in this current situation where the world is still fighting the COVID-19 virus infections. Here are a few factors that can help assure human capital productivity in an organization, as a result of effective human capital management.

CONTRIBUTING FACTORS

First, there is the technological aspect. To ensure human capital productivity in the organizations, employers must, make full use of the technology available. They must allow human capital to make the most of the technology that has been invested in the organizations. For instance, technology can assist human capital when working from home in tasks such as reporting work attendance, attending meetings, and sending task reports in which these tasks can be completed within the specified time period without the need to take time off or postpone them. As a result, the organization's use of technology to the fullest can ensure that human capital productivity is unaffected when working from home, even if productivity exceeds the level set by the organization.

Second, there is workplace environment. The environment, regardless of its location, has a significant impact on a person's mindset. Thus, environment is more crucial at the workplace because it is where people spend a significant amount of time there. Employers should be aware of and seek to ensure that the office environment has a favorable impact on human capital at all times, because a positive environment naturally leads to increased productivity. The office environment includes more than simply what can be seen with the eyes, such as the scenery, interior design, and equipment. Within the human capital hierarchy, the environment also includes connections among colleagues and relationships between superiors and subordinates. It is critical for employers to be concerned about maintaining a pleasant office atmosphere on a regular basis. This can be accomplished through communication, because successful communication includes both the downward and upward communications. In the current scenario, for example, it would be good for employers to solicit input on how to create a more favorable working environment, whether in the office or at home. Lower-level human capital will feel appreciated as a result of this and a positive emotion will spread across the organization improving human capital productivity.

Finally, there is health. In this case, health includes both the physical well-being and mental health. To assess the well-being of human capital and ensure productivity, both the physical and mental health must be regarded at the highest level possible. Health is a vital issue that will decide the direction of an individual's life because one's life will be interrupted if the health is poor. If this

occurs, the organization's human capital will most likely be unproductive too. Thus, employers should be more sensitive and concerned about the health of human capital, especially in this current situation. They should choose a non-location method for the human capital to work in. If a job can be done from home, it is preferable for the employer to accept it because it reduces the danger of infection and, as a result, reduces concern among the human capital which in turn will ensure that the job is completed within the allocated time. This then does not impede productivity in the organization.

CONCLUSION

It is worth noting that there are many other factors that influence the productivity of human capital in any organization, regardless of industry. However, in the current environment, employers should pay attention to these three factors discussed here. This will indicate that employers at an organization have implemented resilient human capital management, which will benefit the productivity in the organization.

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