
**EFFECT OF HUMAN RESOURCES AND BUDGET IN PROJECT RISK
MANAGEMENT FOR ENTERPRISE RESOURCE PLANNING SYSTEMS**

by

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Abstract

Planning in a company is one of the most important things, because a good company must be well designed and planned, from the field of human resources to other parts such as sales, with careful planning will make the company not waste in terms of budget and company expenses, therefore the Enterprise Resource Planning System must be made to the maximum so that the company can be managed properly. The method used in this study uses a quantitative method using a questionnaire, which was conducted on 100 people who were selected at random in order to get real data from the field. The problem raised in this research is to test the human resources and budget variables on the Enterprise Resource Planning System, whether these variables affect significantly. This study produces data that can answer the research problem raised, namely the influence of human resource variables and budget variables on the Enterprise Resource Planning System, by knowing the variables that influence the company can improve the shortcomings of the current system.

Keywords : Human resources, Budget, Risk Management, Enterprise Resource Planning System.

INTRODUCTION

Planning a project is something that is very important from a company, with planning, everything will be structured neatly, therefore in terms of costs and time can be taken into account [1]. Therefore, with planning, everything can be done optimally so that there are no advantages and disadvantages of all aspects that are taken into account from a project because of this, there is what is called human resources risk management and others in terms of planning in a project. Therefore, in this study, we will raise the variables of human resources and risk management in a project plan [2].

The problem raised in this study is how to find out the variables that affect enterprise resource planning in a company. With these variables, the company can find out the

weaknesses and strengths that exist in the company [3]. If these variables affect enterprise resource planning, these variables can be improved and will continue develop so that these variables help the company in seeking profits and the company can continue to grow in the future [4].

The method used in this study is to use quantitative methods which will use a questionnaire tool to process the data using SPSS software so that it can be seen what is happening in the field [5]. Therefore, with the quantitative research method, the direction of the research objectives is clear and unbiased [6].

In this study will produce a data that has been processed ah through a questionnaire distributed there are 100 people who are randomly selected [7], with the data it will be

known what variables can affect enterprise resource planning so that the company's future plans can be known and can correct deficiencies weaknesses in previous years [8].

The system is something that is made in a structured manner, with a system, human resources can be replaced with a system, then all work can be done perfectly because the work is done by machines or with work procedures that have been made [9]. maximum, because humans have a limit of ability and it is taken over by the system, in this study it will be known whether the system from human resources, and the financial system represented by can answer hypothesis 1, hypothesis 2 and hypothesis 3 Therefore, with a system can be known whether these variables affect the dependent variable [10].

The project is a goal of a company formed. With the project, the company will be able to run like a spinning wheel. with the number of automatic projects the work will also increase [11]. therefore part of a company is a marketing department who will be able to get project projects outside so that the company can run like a spinning wheel, projects can be obtained anywhere in the country or in the private sector, projects can be obtained through tenders or direct offers to companies - companies that have worked together [12].

The part that must exist in a company is the human resources section, with this section the section will sort and choose the right person who will hold a position in a company, therefore the human resources section is a very important asset for a company. company, because if you choose the wrong candidate, the company will go the wrong way, therefore choosing the right person in the human resources department is very important so that the direction of the company can be clear and the company will continue to advance and develop [13].

In a company the most important thing is finance, therefore the budget of a project is something that really needs to be taken into account in detail, don't let the budget of a

project be excessive or too low [14], therefore in a company there is a section that should take into account the budget of the project. A project, therefore with this research it can be seen how important a budget is in a project, so that the project can run smoothly and from the company's side there is no loss both morally and materially [15].

Risk management is a management in the field of corporate risk, with risk management, all company decisions can be taken, whether good or bad, what can be taken well for the company, and what is the worst impact if the company takes a decision that can result in something bad [16]. bad for the company, this is important because with risk management everything can be calculated with numbers, with this, the losses experienced by a company can be minimized because with risk management everything can be calculated accurately [17].

Enterprise Resource Planning is a plan in a company so that the company can develop and move forward, with this plan the company can follow the path of the plan so it doesn't come out of the company report, with a good plan the company can be expected to grow in the future, therefore a good plan will produce a good company, but with many variables that affect the level of planning, this research will discuss about human resources and budgets that affect plans in a company [18].

RESEARCH METHOD

Based on the research method in Figure 1 below, it will be explained that this research uses the literature review method and uses a questionnaire tool using quantitative methods, so that it can find data using surveys in the field and choose suppliers randomly, therefore by using this method then it will be able to help this research as best as possible so with the right method it will produce the right answer so that it can help research quickly and accurately, this study uses 100 people who will be surveyed using a questionnaire media with the media it

will get accurate data that fits with the prevailing field conditions.

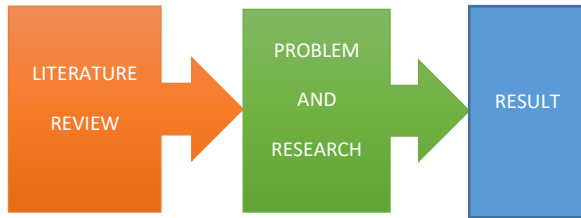


Figure 1. Research Method

RESULT AND DISCUSSION

Based on Figure 2, which is a hypothetical image in this study, it will be explained as follows, X1 is a human resource, X2 is a budget and they will produce risk management so that it is connected with enterprise resource planning which produces hypothesis 1, is there a relationship between human resources and enterprise resource planning, and hypothesis 2 is badget whether it has anything to do with enterprise resource planning, then what is hypothesis 3 Is there a relationship between risk management and enterprise resource planning, with the three hypotheses, it can be seen which are the independent variables and which are the dependent variables and what will be concluded from the hypotheses that have been taken.

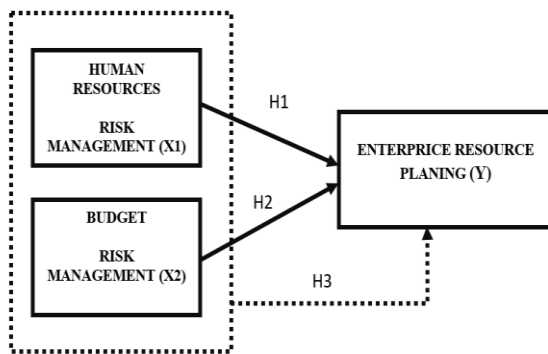


Figure 2. Hipotesis Model

Table 1. Questions on the survey conducted on 100 people

No	Questions	Variable
1	HR is very important in the Company	X1
2	HR must continue to grow	X1
3	HR the main asset of the company	X1
4	The project budget must match	X2
5	The budget is an important thing that must be in the project	X2
6	Budget Can't be wrong	X2
7	ERP is important in the project	Y
8	ERP must be created before the project exists	Y
9	ERP is very important	Y
10	ERP as the basis of the project	Y

1. Multiple Linear Regression Analysis

a. Regression Equations

Table 2. Recapitulation of the Results of Multiple Linear Regression Analysis

Variable	Unstandardized Coefficients
Human Resources	2,534
Budget	0,623
Enterprise Resource Planning	0,489

Source: The Results of Data Processing

Based on table 2 above, the following explanation will be given, the Human Resources variable has an Unstandardized Coefficients value of 2.534, the Budget variable has an Unstandardized Coefficients value of 0.623 and the Enterprise Resource Planning variable has an Unstandardized Coefficients value of 0.489 which means that it is very influential between one variable and another.

b.Koefisien Determinasi (R2)

Table 3. Correlation and Determination Coefficients

Dependent Variable	Independent Variable	R	R Square	Adjusted R Square
Y	X1 & X2	0,929	0,512	0,598

Source: The Results of Data Processing

Based on table 3 above, there are dependent variables, namely Y and independent variables, namely X1 and X2, X1 variable has an R value of 0.9 and X2 variable has an R value of 29, X1 and X2 variables have an R Square value of 0.512 and X1 and X2 variables. X2 has an Adjusted R Square value of 0.598, which means that the independent variable and the dependent variable have a very significant relationship.

c. Hypothesis Testing

c.1. Hipotesis I (F test / Serempak)

Table 4. F / Simultaneous Test

Dependent variable	Independent Variable	F Count	F Table	Sig .F	decision on H0
Y	X1 & X2	54,115	1,976	0,003	Ditolak

Source: The Results of Data Processing

Based on table 4 above, there are dependent variables, namely Y and independent variables, namely X1 and X2, variables X1 and X2 have an F Count value of 54.115 and variables X1 and X2 have an F Table value of 1.976, variables X1 and X2 have a Sig.F value, namely 0.003, X1 and X2 variables have a Decision on H0 value, namely Rejected, which means that there is a relationship between variables.

c.2 Hipotesis II (t test / Parsial)

Table 5. t / partial test results

Variable	t	Sig.
X1	3,229	0,003
X2	5,189	0,002

Source: The Results of Data Processing

Based on table 5 above, there are independent variables, namely X1 and X2, variable X1 has a t value of 3,229 and variable X2 has a t value of 5.189, variable X1 has a sig value of 0.003 and variable X2 has a sig value of 0.002 which means variable X1 and X2 has a very significant value to the dependent variable Y.

2. Discussion of Research Results

a. Hypothesis 1 (H1) variable Human Resources (X1) on Enterprise Resource Planning (Y)

Based on the results of data processing above, the results of hypothesis testing 1 (H1) of the Human Resources variable (X1) on Enterprise Resource Planning (Y), the Human Resources variable (X1) has a significant relationship to the Enterprise Resource Planning (Y) variable.

b. Hypothesis 2 (H2) Budget variable (X2) on Enterprise Resource Planning (Y)

Based on the results of data processing above, the results of hypothesis testing 2 (H2) on the Budget variable (X2) on Enterprise Resource Planning (Y), the Budget variable (X2) has a significant relationship to the Enterprise Resource Planning (Y) variable.

c. Hypothesis 3 (H3) variable Human Resources (X1) and Budget (X2) on Enterprise Resource Planning (Y)

Based on the results of data processing above, the results of hypothesis testing 3 (H3) of the Human Resources (X1) and Budget (X2) variables on Enterprise Resource Planning (Y), the Human Resources (X1) and Budget (X2) variables have a significant relationship to the variable Enterprise Resource Planning (Y).

3. Descriptive Analysis

a. Human Resources Variables (X1)

Based on the results of the above research and data processing, it can be concluded that the Human Resources variable (X1) significantly affects the Enterprise Resource Planning (Y) variable, which means that if a good company has good Human Resources, it can have a good Enterprise Resource Planning as well. therefore the planning part would be excellent.

b. Budget Variable (X2)

Based on the results of the above research and data processing, it can be concluded that the Budget variable (X2) affects the Enterprise Resource Planning (Y) variable significantly, which means that if a good company has a good budget plan, it can have a good Enterprise Resource Planning. therefore the planning part would be very good.

c. Enterprise Resource Planning Variable (Y)

Based on the results of the research above and data processing, it can be concluded that the Enterprise Resource Planning (Y) variable is significantly affected by the Human Resources (X1) and Human Resources (X1) variables, which means that if a good company has good Human Resources and budget, can have a good Enterprise Resource Planning too, therefore the planning department will be very good.

CONCLUSION

The conclusion generated based on the research above is that the variables Human Resources (X1) and Budget (X2) significantly affect Enterprise Resource Planning (Y), which means that good Human Resources (X1) will be able to produce good Enterprise Resource Planning (Y). , because planning requires good human resources, then a good Budget (X2) will be able to produce a good Enterprise Resource Planning (Y), because financial planning requires careful planning, future research by trying other variables to find out what variables only that can affect Enterprise Resource Planning.

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