

Spiritual Development of Human Resource Management (HRM) in 5G Technology Era

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Abstract—The development of information technology has reached the 5th generation known as 5G (Fifth Generation). The need for information technology and industry in all fields is becoming more advanced with 5G. The speed possessed by this information technology is possible for the elimination of human resources because robotic resources replace them with artificial intelligence. The cost of developing modernity, for P Berger, is the fact that 5G technology has reduced human cost because of the replacement of human resources (HR) with technology. To understand human costs and human resource management (HRM) and to deal with global changes in the era of 5G technology, this study applied a qualitative methodology with a library research approach with a sociological paradigm of religion. In the end, the spiritual development of HRM provides an understanding that the religious value of human resources provides space and dimensions of self-esteem for 5G technology. Research Contribution: HRM spiritual development in the 5G era provides space and dimensions of respect for HR's identity as capital to face the 5G era even though HR cannot avoid human costs.

Keywords—spiritual development; human resource; management; 5G technology, religious values.

I. INTRODUCTION

Current technological developments and advancements have reached the fifth-generation stage, definitely exceeding the previous technology quality standards, both in terms of acceleration and stability. The speed of 5G can reach ten or even 100 times that of the internet network on 4G, so the benefits of 5G technology are in real-time and long-distance communication and beneficial for the industrial world. In a vlog about the benefits of 5G

technology for the industrial world, it explained how the traditional cement industry in Hunan, China transformed into a 5G industry. In the previous traditional industry, mechanic control was only able to move and drive one vehicle, but with 5G technology, it was able to control 15 vehicles at once, generally without a driver driving [1]. The implementation of the 5G network is no longer limited to data customers for communication purposes but also to the industry as a supporting manufacturing sector in a country's economy.

Acceleration in 5G technology has a positive effect on meeting human needs, especially communication and the industrial world. This technology also harms humans, namely the elimination of human labour that can be replaced by technology. This impact causes global changes in various sectors of human life, including Christian ministry. 5G technology replaces many human components in their roles in various industries. Humans pay the price for the impact of technological acceleration with human costs, development and modernity. Humans experience psychological and physical suffering. According to Berger, the most terrible form of suffering that humans have to endure due to development and modernity is that humans experience physical suffering or misery, hunger or terror, and/or because of other things, such as changes in the technology sector [2]. The human cost is a severe problem due to the impact of 5G technology.

Previous research has written that technology impacts the economic growth of society and industry [3]. 5G network technology helps human resources, or anything done manually can be done automatically [4]. Subsequent research examines one of the consequences, namely the elimination of human resources. Therefore it is necessary to strengthen spirituality to deal with dehumanization due to advanced technology and

industrialization [5]. The research entitled Integrating Christian Living and International Management conclude that there are management practices shaped by Christian faith life [6]. The focus of this research is the spiritual development of human resource management in the 5G era.

II. METHOD

To obtain data on the spiritual development of human resource management in the era of 5G technology, this research applied a qualitative methodology [7] with a library research approach [8], namely by collecting books and journal articles on the development of human resource management, as well as an approach from the perspective of the sociology of religion to view and search for data on global change with visible social symptoms, namely the elimination of human resources, and data on spiritual development, then consensus on human resource management in the era of 5G technology. This library research provides an understanding of the spiritual development of human resource management in the era of 5G technology.

III. FINDINGS AND DISCUSSION

A. 5G Technology

Entering the context of 5G, three pillars of use are different from previous technologies, namely:[9] *First, Enhanced Mobile Broadband (eMBB)*, on this pillar, providing higher speeds for applications such as the web, browsing, streaming and video conferencing. *Second, Massive Machine Type Communications (mMTC)*, in this pillar, the service is characterized by many devices, including remote sensors, actuators, and monitoring of various equipment (more extensive range). Moreover, it should be noted that in this pillar, the costs incurred are meagre with the energy consumption of very long devices with a battery life of up to several years. The principle of cost is very calculated so that the use of human labour has been minimized. *Third, Ultra-reliable and Low-latency Communications (URLLC)*, at this stage, latency (the time lag required in delivering data from sender to receiver) is very low because it has reliability at very high speeds. Examples of traffic safety, control automation and factory automation, industrial applications, new medical applications and autonomous driving require very fast network traversals. These things lead to replacing human labour that is no longer needed even to serve human needs.

The transition to 5G involves a new end-to-end network architecture that delivers several essential features and makes them stand out:

B. Global Change and Elimination of Human Resources

From the description above, some of the authors have analysed from the development of the 5G era for society, in general, are changes in people's behaviour patterns in using wireless information media, minimal use of human power

because innovative technology has emerged in all fields. Humans incur costs in two ways: namely the increase in the cost of using the 5G network so that it adds to the human economic burden and loss of income due to the minimal use of human labour/services due to the dominance of machines over humans even though the speed and accuracy in all fields are very minimal. In interacting with fellow humans in local life, the formation of a smart city is possible in this 5G era for services and applications for better city infrastructure. Services and applications for the better social and economic well-being of residents. Services and applications for better governance.

Global change is a necessity that cannot be avoided due to the acceleration that occurs in all areas of life due to 5G technology bringing global changes, including a positive effect on communication and the industrial world. However, this progress must be paid for by eliminating human resources because most industries switch. On mechanical power with artificial intelligence. 5G technology replaces human resources in its role in various industries. Humans are paying the price for the impact of accelerating technology, development and modernity. Humans experience psychological and physical suffering.

According to Berger, the most terrible form of suffering that humans have to endure due to development and modernity is that humans experience physical suffering or misery, hunger or terror, and/or because of other things, such as changes in the field of technology itself [10]. Economically, the negative impact of globalization is that many goods from abroad are easy to obtain, causing the national market to be dominated by imported goods. If consumers prefer foreign products, local traders fall. The death of local businesses due to the sale of goods from abroad, the failure to compete with foreign products made the traders fall. The ease of entry of professional foreign workers causes many foreign workers to enter to replace local workers if local workers do not master the technology.

Socio-culturally, in the entertainment world, they are getting used to seeing foreign cultures, foreign artists are starting to have a place in the hearts of Indonesians. The younger generation is influenced by foreign cultures so that they forget the local culture. World multiculturalism occurs massively because 5G technology can collapse cultural values and local wisdom.

One of the impacts of this technology is that it eliminates human resources. Thus humans must accept the risk or pay for progress with human costs. A company using Robotic Process Automation (RPA) is a form of business process automation technology that operates by automating interactions with end-user desktop GUIs. The robot can imitate human movements on a computer quickly with 100% accuracy without human factors[11]. Technology eliminates human resources, and it means people lose their jobs. Loss of work for individuals and groups causes unemployment. This increasing unemployment is a form of social change that can lead to poverty and increased crime[12]. Unemployment and poverty have a

simultaneous effect on income inequality [13], leading to social inequalities in society. Thus ultimately, social complexity occurs in society.

Global changes due to 5G also impact aspects of Christianity, both pastoral services, education, missions, evangelism, worship services and church services in general. Pastoral care, which has initially been carried out conventionally towards digital services and the ministry of evangelism, is carried out digitally using social media. Pastoral care by the church no longer requires much human labor and current missionaries. If they do not use technology, that will quickly be eliminated by skilled digital workers and has character advantages. Theological education will be easily accessible to anyone in this era. Theologians who excel in digital theology education will keep pace with global changes, while conventional theologians will be eliminated in this 5G era.

C. Christian Theology and Spiritual Development Human Resource Management

Christian theology is faced with social, humanitarian problems due to changes in the 5G era, especially in managing affected human resources. A study states that Christian living and management practices can be integrated [14]. Christian theology is indispensable to face the challenges of globalization in overcoming the elimination of human resources—humans who work, who have high spirituality, who are superior and capable of having high competitiveness.

Christian theology, which states that Jesus Christ is God who came down to earth to take the form of a servant to save His people, is an act of manifesting God's work in action.

Christian theology plays an essential role in providing working principles for individuals and organizations in their work, namely the example of Christ who is obedient to the Father, works real, sacrifices to become a salvation victim for the mission of saving humanity by coming down to the world taking the form of a servant. The rescue mission carried out by Christ provides a theological value, namely that every Christian has a responsibility to imitate Christ by being ready and in absolute obedience to do His Father's work. Christian values that become the Christian work ethic include caring, honesty, independence, diligence, hard work and integrity.

Human resources (HR) are humans or workers who function as assets in organizations that can act as drivers of institutions, organizations or companies. HRM (Human Resource Management) is the utilization of human resources within the organization through the functions of planning, recruitment and selection, development, compensation, occupational safety and health, and industrial relations, which aims to optimize the productivity of all workers in an organization, as well as human resources. Professional human beings have the characteristics, competencies, and intelligence[15]. Human Resource Management (HRM) acknowledges the importance of the organization's workforce as human resources in contributing to organizational goals and

the use of several functions and activities to ensure that Human Resources (HR) are used effectively and fairly for the organization's benefit. Individuals, organizations and society[16].

Spirituality has become a necessity where one works in this 5G era. Spirituality is human awareness of their relationship with God. Today organizations are discovering that there is more to a business than just profit. In this era, the environment is very dynamic, and there is a need to deal with volatile situations with emotional stability and spirituality. Spiritual management is beneficial for sustainable growth and development, specifically at the individual level and holistically at the organizational level [17].

Humans as capital are added value and investments that are expected to return in profits, income and opportunities. Even if humans do not have hard skills in 5G technology, humans are still needed to have good spirituality.

The spiritual development of human resource management is essential so that humans as capital can work with full responsibility, like working for God who sees all.

Spirituality is a process of change related to the quality of the personal relationship between a person and God[18]. One of the reasons for developing spiritual management in the workplace is that it will encourage creativity, increasing competitiveness [19].

Spirituality based on Christian theology can be applied as a basis for the spiritual development of human resource management. The spirituality of man of Christ is a human being who has thoughts, actions and feelings like Christ will bring individuals or groups to have resilience in the face of globalization in the 5G era. With the spiritual development of human resources based on Christian theology, individuals or groups of workers have the readiness to face free competition and will eventually bring goodness to companies, organizations and service institutions.

IV. CONCLUSION

From the explanation above, it can be concluded that eliminating human resources is a phenomenon that arises due to 5G technology. Elimination of human resources requires the right solution so that globalization in the 5G era is not too big. In the era of 5G technology, humans as capital are never lost because they are business people to realize prosperity. In facing the challenges of global change, theology has an essential role in providing solutions, both spiritual and physical, because Christian theology is built on the word of God and can always follow the developments of the world until the end of time. Spiritual Development HRM of Man of Christ means preparing spiritually superior human resources. The development of human resource management based on religion is a solution to overcome the elimination of human labor in the face of global changes in the 5G era.

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