THE STUDY OF COMMUNICATIONS EPISTEMOLOGY: KNOWLEDGE AS A WHOLE OR PART OF IT? EXPLICIT OR IMPLICIT KNOWLEDGE

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ABSTRACT

The study of the aim of science, methods of generating science, its ideas, assumptions, hypotheses, distinctions from other disciplines, and how science is applied in society are all part of philosophy of science. The debate in this paper will delve deeper into the topic of Epistemology. Epistemology is a branch of philosophy. Epistemology is a discipline of philosophy that studies the nature of knowledge especially for four (four) key aspects of knowledge such as validity, structure, limits, and sources of information, and this is included in the study of legal science. The epistemological components of legal science are discussed in This case resolution procedure is broken down into numerous parts. Explaining, interpreting, and systematizing legal materials consisting of legal concepts, regulations, and decisions to decide the law that applies to legal challenges that occur is part of the process. Case resolution does not begin with legal principles, but with difficulties that take the form of explaining a variety of facts, connections, and occurrences that conceal one or more legal problems. This article explores the Study of Communication Epistemology, which studies knowledge as a whole or as a portion, and Explicit or Implicit Knowledge, which is more particular in discussing science philosophy.

Keywords: *Communications Epistemology, Knowledge, Explicit Or Implicit Knowledge*

I.   INTRODUCTION

The communication philosophy Science is the philosophy of communication science, namely the process of thinking in detail and critically about all elements of communication science, including ontology, epistemology, and axiology. Epistemology is a discipline of philosophy that investigates the nature of knowledge, focusing on four (four) major concerns of knowing: validity, structure, boundaries, and sources of information. The deconstruction is based on the etymology of the word, with epistemology derived from the Greek words episteme and logos. The term episteme refers to knowledge, whereas the term logos refers to systematic knowledge. Epistemology may be described simply as knowing about knowledge. The term episteme is derived from the word epistamai, which meaning to put, place, or place. The Greek word episteme implies "knowledge as an intellectual endeavor to set things in its correct place."

According to the definition of human resources stated above, HR is essentially a resource that is extremely decisive and holds a strategic position in the firm. Human capital, human assets, and intellectual capital are all phrases used to describe the notion of human resources. Understanding what Nawawi said about human resource management (MSDM) is possible with

the capital of understanding the concepts of management and human resources mentioned above, namely: the process of humanly utilizing humans as workforce, so that their physical and psychological potential can function optimally. for reaching organizational (business) goals. 11 Sule and Kurniawan define human resource management as the process and effort of recruiting, developing, motivating, and evaluating the entire human resources required by an organization to achieve its goals. 12 Human resource management, according to Anwar Prabu Mangkunegara, is a strategy for planning, implementing, and overseeing the purchase, development, remuneration, integration, maintenance, and separation of manpower in order to fulfill organizational goals.

Beginning with the notion of human resource management, what defines human resource management activities has been outlined. Using management functions in human resources (labor) management in a company to achieve established goals. Beginning with purchase planning and ending with the resource's demise. Hence, HR management is defined at the organizational level as managing workers or the workforce. This article delves into the Study of Communication Epistemology, which investigates knowledge as a whole or as a component, and Explicit or Implicit Knowledge, which focuses on science philosophy.

II.   LITERATURE REVIEW

1. Definition of Leadership

Epistemology is frequently linked to logic, or the study of the mind. Major logic and minor logic are the terms used here. Significant logic, like epistemology, explores knowledge, truth, and certainty. Minor logic, on the other hand, investigates the structure of thought and its premises, such as syllogisms. From a historical standpoint, the epistemological movement in Greece was driven by a group of shopists, or those who actively questioned everything. Shopis groups are also mostly to blame for the uncertainties. As a result, epistemology is linked to, and often synonymous with, critica, which is systematic understanding about standards and benchmarks for identifying genuine and false knowledge.

> *Anthony Flew dalam A Dictionary of Philosophy menjelaskan bahwa epistemologi sebagai: "The branch of philosophy concerned with the theory of knowledge Traditionall central issues in epistemology are the nature and derivation of knowledge the scope of knowledge and the reliability of claims to knowledge*

2. Human Resource Management Activities, Objectives and Functions

According to Mathis and Jackson, there are six activities in Human Resource Management: (1) human resource planning and analysis; (2) equal employment opportunities; (3) recruitment; (4) human resource development; (5) compensation and benefits; and (6) health and safety and pension programs. The source of these elements is the primary role of the human

resources department, and it is directly tied to data management. HR information must be handled carefully in order for the company's employment atmosphere to improve.

3. Utilization Of Ict In Hr Management

Information and communication technology advancements have an influence on many parts of life. When information and communication technology (ICT) became more prevalent in human resource management operations, the term "human resource management based on ICT" was coined. Humans create and utilize technology with the goal of making work easier and producing better outcomes.

If it must be construed, ICT-based human resource management is primarily the use of information and communication technology in carrying out human resource management (HRM) tasks in order to effectively and efficiently fulfill corporate goals. The use of computers (computerized) in organizational or firm personnel management operations, such as building employee/employee databases in computer and internet application, is a tangible example of ICT-based HR management.

III. RESEARCH AND METHODOLOGY

A. forms of research

The study uses qualitative research methods in this study, the purpose of the study is to reveal facts, circumstances, phenomena, variables and circumstances that occur during the study and present them as they are.

B. Informant of research

The technique for eliminating an informant by using finality is selected because it selects certain ranks of people (informers) based on the needs of researchers and is thus deemed worthy of use asa source of information or source. As jalaluddin rakhmat put it, "intentionally, by picking out certain people as based on a given appraisal." (Rakhmat, 1997:81).

The research informant focuses on youtuber Indonesia. Regarding the number of youtuber that will be interviewed online, up to 30 people, but when the subject's responses are the same, researchers record only unequal answers, forcing researchers to sift and sift again. Selecting the answers of respondents who disagree with each other. It's called a data saturation interview technique, which if there is a commonality of responses from one person to another, then researchers will no longer ask questions and restrict answers.

C. Data collection

Data collection techniques used in this study include field work, techniques that may be used among other things:
a. interview.

b. observe

Library research (library research), collections of data that are assessed by reading, studying and quoting from the book literature, magazines, and other sources that are closely associated with this writing, such as:

a. documentation
b. bibliography

D. data analysis technique

In qualitative research, more data analysis is done in conjunction with data collection. The stage in qualitative research is the entry-entry stage with the grand tour and the question monitor, the data analysis with domain anlysis. The second stage is to establish focus, the data collection technique with the question monitor, the data analysis is done with a taxonomi analysis. Moving forward at the selection stage, the question used is the selection question, the data analysis with the component analysis. After analysis of the exponential continues the theme analysis. .(Sugiyono, 2008:294).

III. RESULT AND DISCUSSION

1. Human Resource Planning and Job Analysis

An organization must have an available and correct database of information for preparing HR planning plans and assessing activities. Hence, in this case, information technology plays an essential part with a system, one of which is termed an information system or database about the organization's human resources and labor. The Civil Service Information System (Simpeg), for example, was developed by the Ministry of Religion and other institutions. E-mail, the internet, electronic human resources (e-HR), the Human Resources Information System (HRIS), and Enterprise Resource Planning are examples of technological technologies designed to enhance HR management operations (ERP).

Human resource information (HR) systems designed using ICTs have immense use. This is due to the fact that the human resource information system (HR) is a collection of procedures that involve obtaining materials, summarizing, and evaluating data linked to human resource management (HR) and human resource planning (HR). Recruitment, selection, training and development, career management, remuneration, and employee relations all rely on fast and accurate information to make decisions. Human resource information (HRI) systems are intended to assist managers in making better informed decisions. In short, an HR management information system is necessary for: (1) identifying HR capabilities, (2) supplying employee data that is eligible for promotion, retirement, or termination, (3) recording organizational activities such as dismissal, employee absences, and employee performance, and (4) analyzing employee performance. (4) develop To guarantee that all HR identities, including age, ethnicity, gender,

and qualifications, conform with applicable requirements, a database of HR identities, including age, ethnicity, gender, and qualifications, is maintained. (5) assist with human resource planning, such as recruitment, selection, training, and development of human resources (7) becomes a compensation database that the organization must supply, and (8) becomes the first data for human resource development study.

2. Work management

The next Human Resource Management activity that has been developed based on ICT is employee/employee performance management. An organization, ranging from business, government, to education, generally has built technology related to monitoring and reporting the performance of its employees. This is indeed felt to be sufficient to support employee productivity efficiently. Various applications have been developed to support performance management activities, such as HR Dashboard, e-Kinerja, e-SKP, e-BKD, LHKPN, and others.

Employee monitoring and reporting systems supported by ICT tools not only impact efficiency, but also performance flexibility. This was felt right when the Covid-19 pandemic hit human life, where direct contact with employees had to be avoided. With the help of ICT, meeting activities and coordination between personnel can be mediated. For example, by using virtual teams, video conferencing, and virtual meetings with the Zoom, Google Meet, and similar applications. Communication between personnel is also very easy with the technological facilities of HP, WhatsApp, Facebook Group, Messenger, and so on.

3. Compensation Administration

In a business, compensation is identical with a salary or payroll payment system. Salary, benefit, and bonus information may be quickly accessible with the use of ICT. When assisted by ICT, data on firm organizations' pay responsibilities to employees may be quickly computed and realized properly. Moreover, using ICT, organizational staff can simulate the quantity of personnel spend required in the future. The Human Resources Information System (HRIS) application facilitates the use of ICT in compensation management tasks.

4. Communication Theory and ICT-Based Human Resource Management

The use of ICT in human resource management is a must. Because the purpose of technology is to aid human activities in reaching their objectives. Nonetheless, as an invention, the technology is impacted by a variety of elements in order to be appropriately accepted and utilized. In truth, the use of ICT in human resource management is not always well received by the general public in an organization or institution. Some of them are so dissatisfied with the technology that they are apathetic about it. The author uses Everet M. Rogers' Diffusion of Innovation theory to explain this phenomena (1983).

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As a result of the above theoretical understanding, one of the most important aspects of TIK application in human resource management is the ability of the individual to get and use TIK. As previously said, we are now living in a disruptive period in which existing technology is being replaced by newer, more refined technology.

6. Technology can transmit information but not feelings.

We all agree that information and communication technologies can readily and swiftly convey knowledge. But, as a computer, he is incapable of transferring feelings. In the context of human resource management, ICT-based HR education and training surely simplifies things for businesses and employees. This technology, however, replaces in-person mentoring activities.

Mentoring efforts (also known as "directing" in management parlance) from superiors to subordinates typically entail the development of an emotional bond between superiors and subordinates. Human relations is a concept in management and communication science. Human interactions that are well-built and long-lasting in communication will give rise to a strong link between superiors and subordinates (loyalty).

This critique aims to underline that ICT-based HR management must be supported by a cordial attitude between bosses and subordinates. Companies must create direct contact spaces amongst workers, particularly top-level executives, to compensate for the shortcomings of ICT-based management methods that appear "strict" and "feelless."

IV. CONCLUSION

To conclude this research, the author wishes to underline the importance of information and communication technology (ICT)-based human resource management. HR management activities based on ICT offer several advantages for the existence and attainment of company goals in an effective, transparent, and accountable way. This paper's criticism is not meant to be "against" ICT-based HR management. The reported complaints are more likely meant as ideas for avoiding some of the potential "weaknesses" of ICT-based HR management.

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