



## The Role of Supervisory Management in the company: Commitment and Planning

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**Abstract:** In a company, it is very crucial to have a Supervisory Management which is authorized to supervise the operational activities of a company. Which will later become a benchmark for a company that is good or not. Supervisory Management is also important for its role in the company, where majority ownership of the company is owned by individuals. For this reason, so that companies can contribute to increasing the APBD, good corporate governance is needed. Including in terms of employee morale at work, planning, employee abilities. This article reviews Supervisory Management Planning in Companies: Commitment and Planning Affecting Supervision Management in Companies, namely: a study of Human Resource Management literature. The purpose of writing this article is to hypothesize the influence between variables to be used in further research. The results of this literature review article are: 1) Commitment has an effect on Supervisory Management in the company and 2) Planning has an effect on Supervision Management in the company.

**Keywords:** Supervisory Management in the Company, Commitment, Planning

### INTRODUCTION

Commitment is very decisive in the company's output which will have an impact on sales results, as well as employee planning and capabilities. These two variables are very important in supervisory management in the company. Companies are required to always generate profits which of course bring benefits to the state as the owner of the business entity. Companies are also required to always be able to meet the needs of the community, for example in meeting the needs of the national electricity supply and fuel. For this reason, the state carries out a monopoly on companies whose existence is considered risky. Monopoly companies can determine market supply and market prices, because the seller is only one company that sells the goods. Because of the very important role of the company, for this reason it is necessary to

have supervision in the company. In order to have transparency and avoid fraud committed by unscrupulous persons.

This article discusses the influence of Employee Morale and Planning on Supervisory Management in the company, a literature review study in the field of Human Resource Management.

### **Formulation of the problem**

Based on the background that the author has made, it can be formulated the problems that will be discussed to build hypotheses for further research materials, namely:

1. Does Commitment affect and have a relationship with Supervisory Management in the company?
2. Does Planning affect and have a relationship with Supervisory Management in the company?

## **LITERATURE REVIEW**

### **Supervisory Management in the Company**

The company is one of the economic actors in Indonesia, and is also required to play a strategic role in the national development of the Republic of Indonesia. In order to consistently drive national development, creative innovations and policies are needed to encourage improvement so that they are superior to compete with the private sector, are more efficient and effective. The function in an effort to improve the country's economy and competition both domestically and internationally is very crucial. The initial plan has been achieved, namely as a development platform and a driving force for the creation of corporations, but the plan has been achieved at a fairly high cost. Is a strategic or profitable industry category, because it can produce or create various products based on high technology and innovation, and of course with great economic added value (Desmiwerita & Saputra, 2019).

Supervision is also called Evaluation, regarding the context of evaluation management, it is a process to monitor that the activities carried out are in accordance with the previous planning (Samsirin, 2015). These supervisory activities are to examine and check, whether the activities of the tasks are properly carried out or not according to the plan. It can also find out about deviations, deficiencies and abuses in its activities, if there are deviations, deficiencies and abuses in its activities, it needs to be revised or audited. Thus, matters regarding the company's activities can be evidence as evaluation material for leaders in making decisions (E. B. Saputra et al., 2019).

Supervisory Management in the Company has been widely studied by previous researchers, among others: (Assagaf & Ali, 2017), (Riyanto et al., 2017), (Mansur & Ali, 2017), (Ali, Sastrodiharjo, et al., 2022), (M & Ali, 2017), (Ali, H., & Limakrisna, 2013), (Ilhamalimy & Ali, 2021), (D. A. Setyadi & Ali, 2017), (Mukhtar et al., 2016), (Putra & Ali, 2022).

### **Commitment**

Commitment is attitudes, feelings and behaviors that identify themselves. Part of the organization is involved in achieving the goals that have been set (Andhika, 2018). Commitment is the willingness of organizational members to maintain their membership in the organization and are willing to try hard to achieve the planned goals (Sopiah, 2008). Regarding the opinions of the experts above, it is concluded that commitment is the behavior or attitude of individuals about an organization that wants to survive for an organization and remain in an organization to achieve the planned goals.

Employees if they get what they want from the organization, of course, it will have an effect on better performance. In the sense that what they get is related to their work activities in the organization. And the discomfort of employees or employees is caused by their

monotonous work and is repeated every day, which makes employees bored and thinks the work is just something to be busy. And this leads to a lack of emotional attachment between employees and other jobs and organizations. In addition, workers feel less about the compensation or salary provided by the company, they think if there is a bigger or more profitable opportunity out there, then they will take that opportunity and leave the organization now (E. B. Saputra, 2022).

The problem is, many employees have low commitment to the goals or plans that have been set by the organization, and do not comply with the leadership policies so that work performance decreases and they do not have the will to work longer in the organization. The need for high organizational commitment from workers or employees to the organization, will increase morale indirectly and improve work performance.

Commitment has been widely studied by previous researchers, among others: (Octavia & Ali, 2017), (Larasetiati & Ali, 2019), (Fahmi & Ali, 2022), (Hernikasari et al., 2022), (Ali et al., 2016), (Wahono & Ali, 2021), (Iryani et al., 2021), (Hasyim & Ali, 2022).

**Planning**

Planning is an activity to organize future actions, so it is very important to do before carrying out activities. Planning in the broadest sense is a process of systematically preparing activities to be carried out to achieve a certain goal (Tjokromidjojo, 2011). Planning is an effort to select and relate facts and make and use assumptions about the future by describing and formulating activities that are considered to achieve the desired results (Terry, 2005).

Without planning, the management of an organization cannot organize employees and existing resources effectively and efficiently. They don't even have a good creative idea of what they should organize. Without planning, managers and staff have little chance of achieving goals or objectives. The need for planning or planning currently occurs in all business sectors, and in fact is increasing. Where the increase has a large potential impact on the success of an organization or level of Upper Management. The top-level management of an organization usually devotes most of their time to thinking about planning, both in terms of long-term plans, short-term plans, and organizational strategies. Lower-level organizational managers usually plan on HR relations, especially in the division of working hours, overtime, and targets that must be achieved by production operators.

Strategic planning is long-term planning, comprehensive in nature, providing solutions to problem formulations regarding the direction of an organization or a company, as well as procedures for allocating resources to achieve organizational or company goals within a certain period of time. Strategic planning also focuses on the process of selecting an organization's goals, policies, determining the company's strategy, and the programs needed to achieve these goals. The planning company also plays a vital role, so that the company's operating activities run well, effectively and efficiently. The reason planning is very important in companies is to reduce or avoid company losses, which will later have an impact on state revenue and company credibility.

Planning has been widely studied by previous researchers, among others: (Kholisoh & Ali, 2020), (Fauzi & Ali, 2021), (Ali, Zainal, et al., 2022), (Suleman et al., 2020), (Maisharoh & Ali, 2020), (A. Setyadi et al., 2017), (Paijan & Ali, 2017), (Putri Primawanti & Ali, 2022).

**Table: Relevant Previous Research Results**

No	Author (year)	Previous Research Results	Similarities with this article	Difference with this article
1	Rindy (2015)	The Effect of Work Ability and Work Motivation on Employee Performance (Study on Employees of PT	Having in common discusses the Work Ability of Employees in a Company or Organization.	This article is more focused on discussing Work Ability and Work Motivation in one

		Perkebunan Nusantara X (Sugar Factory) Djombang Baru)		company, namely the Sugar Factory.
2	Dana (2012)	The Influence of Work Ability and Work Environment on Employee Performance in Gayamsari District, Semarang City	The similarity is that they discuss each other's Work Ability and Employee Performance.	The difference lies in the Agencies discussed. In this article, we discuss the Work Ability of Employees in Gayamsari District, Semarang City
3	Rusniati (2014)	Strategic Planning in Organizational Perspective	Have in common discussing Planning in an Organization or Company.	More focused on discussing the planning that occurs within an organization in strategic planning
4	Dadan (2017)	The Influence of Budget Planning, Quality of Human Resources and Budget Implementation on Budget Absorption in Regional Apparatus Organizations of Banten Province	Discuss the planning in an organization, the quality of human resources or the ability of employees.	Focusing on discussing the budget that occurs in a Banten Provincial Apparatus
5	Ariyani, R (2020)	The Effect of Affective Commitment, Continuing Commitment, and Normative Commitment on Employee Performance (Study of State-Owned Enterprise X in Semarang)	The similarity is that they discuss each other's commitments within the organization or state-owned company.	Focusing more on discussing the commitments that occurred in BUMN X in Semarang.
6	Andhika (2018)	The Effect of Organizational Commitment and Supervision on Employee Work Discipline at PT Artha Gita Sejahtera Medan	The similarity lies in discussing each other's Commitment and Oversight in an Organization	Discussing Organizational Commitment and Supervision that occurs within the scope of PT Artha Gita Sejahtera Medan only.

**RESEARCH METHODS**

In this study, researchers used descriptive qualitative methods and library research. By reviewing previous articles that are relevant to this research. Data collection in this study was through the Google Scholar application by searching for previous scientific articles related to this variable. In this study, theoretical studies must be used consistently and based on methodological assumptions. In the sense that it must be applied inductively so that it does not raise questions that will be asked to the researcher. Researchers conduct qualitative research, namely because of its exploratory nature (Ali, H., & Limakrisna, 2013).

**DISCUSSION**

**1. The Effect of Commitment to Supervisory Management in the Company.**

Commitment is a condition in which an individual sided with the organization and its goals and willingness to stay in an organization (Robbins, 2015). Commitment is a strong acceptance from individuals about the goals and values of a company or organization, and individuals strive and work and have a strong desire to remain in the organization or company (Mayer, 2009).

Commitment in an organization is very necessary considering that commitment is a characteristic of a good action. Not only in private companies, commitment is very important to be implemented or implemented into companies which will increase the value of the company or organization. Not only business entities must have commitment, workers or employees in an organization or company must also have a high commitment in carrying out

their daily work. Because in working in a company or organization, the activities carried out have been determined by the company's management, and must be responsible for the work. This makes the work we live feels very boring, because it is monotonous or repetitive. This case causes employees to have low commitment to the job or company where they work.

This is especially true for companies that have very high duties, with the aim of contributing to state revenues, which makes work demands and pressures very high. Therefore, the company needs to improve the work environment that is cool, relaxed and that can increase creative ideas. In the end, commitment will affect the supervisory management in the company.

Commitment affects the Supervisory Management in the Company, this is in line with research conducted by: (Lathiifa & Ali, 2013), (Djamaluddin, S., Rahmawati, D., & Ali, 2017), (Chong & Ali, 2022), (Chong & Ali, 2021), (BAstAri, A., & Ali, 2020).

## 2. The Effect of Planning on Supervisory Management in the Company.

Planning is a systematic arrangement of procedures for actions to be taken in the future (Abe, 2001). Planning can be defined as the process of selecting and connecting facts, and using them to formulate opinions that will occur in the future (Terry, 2016). Planning in a company or organization is very important. Considering that before deciding on a policy, the company's management needs to make a plan regarding the company's future. This is done so that the company can calculate opportunities that occur in the future.

Planning within a company is also necessary, because the company is related to the State and usually has to follow government regulations in carrying out its operational activities. In addition, the government has the right to take part in determining the planning in a company. Planning in the company aims to make the company's goals or directions clear in the future, and determine whether the company brings profits to the country or losses. In addition, planning aims to increase competitiveness, innovation so as not to lose to other parties.

Planning has an effect on Supervisory Management in the Company, this is in line with research conducted by: (Suleman et al., 2020), (Al Hafizi & Ali, 2021), (Wijaksono & Ali, 2019), (Masruri et al., 2021), (Harahap & Ali, 2020), (Khalid, S. A., & Ali, 2006), (Doan & Ali, 2021).

### Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the influence between variables, the framework for this article is obtained as below:

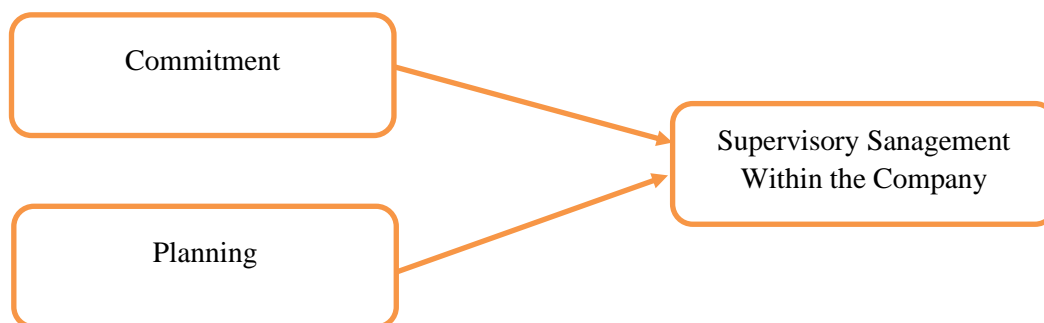


Figure 1: Conceptual Framework

Based on the conceptual framework picture above, then: Commitment and Planning affect the Role of Supervisory Management in the Company.

Apart from these three exogenous variables that affect the role of supervisory management in the company, there are many other variables that influence it, including:



- 1) Work Motivation: (Masruhin et al., 2021), (Suharyono & Ali, 2015), (Richardo et al., 2020), (Zahran & Ali, 2020), (Yassir Araffat et al., 2020), (Fardinal et al., 2022), (Haitao & Ali, 2022), (Gusfa et al., 2017), (F. Saputra, 2022a), (F. Saputra, 2022b).
- 2) Work Environment: (Subronto et al., 2021), (Pitri et al., 2022), (Firmansyah & Ali, 2019), (Hafat & Ali, 2022), (Nugroho & Ali, 2022), (Faisal et al., 2021), (Ali et al., 2020), (Thanh Nguyen et al., 2019), (Sudiantini & Saputra, 2022), (R. Saputra, 2022).
- 3) Work Discipline: (Darwisyah et al., 2021), (Mulyani et al., 2020), (Sivaram et al., 2020), (Agussalim et al., 2016), (Sivaram et al., 2019), (Somad et al., 2021), (Ridwan et al., 2020a), (Ridwan et al., 2020b), (Rahmayani & Nofrialdi, 2022), (Nofrialdi, 2022).
- 4) Education Background: (Widodo et al., 2020), (Bimaruci et al., 2020), (Maida et al., 2017), (Desfiandi et al., 2019), (R. F. A. Saputra et al., 2021), (Yeni et al., 2019), (Larasati et al., 2018), (Elmi et al., 2016), (Zulhendra & Nofrialdi, 2022), (Nofrialdi, 2021).

## CONCLUSION AND RECOMMENDATIONS

### Conclusion

Based on theory, relevant articles and discussions, hypotheses can be formulated for further research:

1. Commitment affects the role of supervisory management in the company, because commitment is closely related to company activities.
2. Planning affects the role of supervisory management in the company, because in a planning business its existence is very necessary, especially for the company. Its existence is a source of income for the state.

### Recommendation

Based on the conclusions above, the suggestion in this article is that there are many other factors that affect the role of supervisory management, apart from commitment, planning, and employee capabilities, there are all types and levels of organizations or companies, therefore more studies are needed. further to look for other factors that can affect the role of supervisory management in the company other than the variables examined in this article. These other factors such as Work Motivation, Work Environment, and Work Discipline.

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