

The Effect of Human Resource Development on Employee Performance

Muhammad Rizqi Saputra¹, Darka², Allya Saputro³
Universitas Pertiwi

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Abstract

Human resources have a major role in every organization. Even though it is supported by facilities and infrastructure and other resources, it is not supported by reliable human resources. And this research are use quantitative method. Based on the results of research and discussions that have been carried out in this research regarding the influence of human resource development on employee performance at PT. Eka Bogainti, Jakarta City, the researcher drew several conclusions and suggestions as follows, Human resource development partially has a positive and significant effect on employee performance PT. Eka Bogainti, Jakarta City. This states that the hypothesis is accepted and proven to be accepted as true, Formal development partially has a positive and significant effect on employee performance PT. Eka Bogainti, Jakarta City. This states that the hypothesis is accepted and proven to be true. Based on the conclusions that have been obtained, the following suggestions can be given, for the leadership of PT Asuransi Jiwa Prudential Medan Branch to pay attention to the informal development of employees, For the leadership to pay attention to and improve the formal development of employees.

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Corresponding Author:

Muhammad Rizqi Saputra

Universitas Pertiwi

Email: Muhhammad@gmail.com

1. INTRODUCTION

Human resources are the most important resources possessed by an organization by utilizing the resources possessed by individuals such as knowledge, skills and abilities. The issue of human resources is the most important part for every organization to survive in the era of globalization. [1]

Human resources have a major role in every organization. [2] Even though it is supported by facilities and infrastructure and other resources, it is not supported by reliable human resources, so organizational activities will not be completed well. Human resources always play an active and dominant role in every organization, because human resources are planning, implementing and determining the realization of organizational goals. [3]

For this reason, every organization is required to use professional human resources in the specified field of work. [4] An organization or company is a means of activity for people in an effort to achieve common goals. In this activity context, each person or employee must have high ability to carry out their respective duties, authority and responsibilities in accordance with their position. [5]

Under such circumstances, it is very necessary for a government agency to carry out activities that can provide benefits and make a major contribution to employee performance. [6] Human resource development contains the task of utilizing the human resources owned by an institution optimally, so that human resources can work optimally to jointly achieve goals in accordance with the organization's vision and mission. [7]

Human resource development is an activity that organizations must carry out, so that their knowledge, abilities and skills are in line with the demands of the work they do. Meanwhile, other opinions say that human resource development is a special approach to organizational change where employees themselves formulate the required changes and implement them, often with the help of professional consultants and macro human resource development is important in order to achieve development goals effectively. [8]

Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance measures can be seen in terms of quantity and certain quality in accordance with standards set by the organization or company *tangible* (the measuring instrument or standard can be determined) or *intangible* (the measuring instrument or standard cannot be determined), depending on the form and process of carrying out the work. [9]

The performance produced by employees in a company is determined by several factors and conditions that either originate from the employee or originate from outside the individual employee.

Performance indicators are something that is calculated and measured. In determining performance indicators, a form of measurement must be identified that will assess the results obtained from the activities carried out. These performance indicators are used to show that employees' day-to-day performance is making progress towards the goals and objectives in the strategic plan. [5]

Employee performance at PT. Eka Bogainti is influenced by the quality of human resources in these employees. Where the quality of human resources for employees must be in accordance with company demands.

Employee performance in carrying out tasks or work is often not in accordance with what society expects. They often make mistakes that shouldn't happen, for example often not coming to work and not really complying with working hours regulations. This will have negative consequences for the organization because work often cannot be completed at the specified time or a lot of time is not used properly.

A part from that, there is still the phenomenon of employees using their working time to do other things outside of work. This results in low employee performance because their attention is divided by activities outside of their obligations as a public servant, so that the employee does not provide total self-devotion to the organization

2. METHOD

The type of research used by the author is explanatory research, namely research that aims to analyze the influence of one variable on another, using a quantitative approach. According to explanatory research, it is research that intends to explain the position of the variables studied and the relationship between one variable and another.

Quantitative method is a research method based on the philosophy of positivism, used to research the population of a particular sample, sampling techniques in general

random, data collection using research instruments, quantitative or statistical data analysis with the aim of testing predetermined hypotheses.

3. RESULT AND DISCUSSION

PT Human Resources Management variables. Eka Bogainti East Jakarta is good, because the overall mean is included in the high category with a score of 3.636 and the majority of respondents answered at number 3 out of 4 on the scale *liked* which are given.

Based on the results of the analysis that has been carried out, it can be seen that this means that most respondents agree with the statement that PT. Eka Bogainti East Jakarta plans human resources which include job descriptions and job specifications, carries out an attractive recruitment process and is carried out on social media so that many applicants want to apply, carries out selection by interview and is able to produce employees who perform well, provides compensation in accordance with UMR.

Carries out training by means of on-the-job training for 1 month, carries out development by providing seminars, and carries out work terminations by direct layoffs. Then the average value for the 7 PSDM (HR management) questionnaire questions at PT. Eka Bogainti, East Jakarta has an average that is in the high category. This means that HR management in the company is good.

Overall it can be concluded that the PT Employee Performance variable. Eka Bogainti East Jakarta is good, because the overall mean is included in the high category with a score of 3.59 and the majority of respondents answered at number 3 out of 4 on the scale *liked* given. [10]

Based on the results of the analysis, it is known that this means that the majority of respondents agree with all the statements that they complete the work on time, are always on time at work, do the work with quality results, do the work with good quality, complete the work according to the target. [11]

The quantity of my work results is maximum, be present at work on time, rarely be late for work, have a cooperative attitude in the work environment, and work well with co-workers. Then based on the average value for the 10 questions of the employee performance questionnaire (KK) at PT. Eka Bogainti, East Jakarta has an average that is in the high category. This means that employee performance at the company tends to be good

From the research results it is known that the $t_{\text{value count}}$ amounting to 5.351 with a significance value of 0.002 and t_{table} amounting to 1.66757. This means $t_{\text{count}} > t_{\text{table}}$ and the significance value is $0.002 < 0.05$, which means that human resource development has a positive influence on employee performance.

Human resource development, namely employees who, based on their own desires and efforts, train and develop themselves by studying literature books related to their work or position. Human resource development shows that the employee has a strong desire to progress by increasing his work abilities, as well as improving his efficiency and productivity.

Development will provide assistance in the present and future by developing patterns of thought and action, skilled knowledge and having the right attitude and understanding for carrying out work.

The development provided in an informal learning process is to improve abilities, expertise, quality, leadership, skills and dedication. So the role of Development is to

increase the professionalism capabilities of employees in a planned and continuous manner

4. CONCLUSION

Based on the results of research and discussions that have been carried out in this research regarding the influence of human resource development on employee performance at PT. Eka Bogainti, Jakarta City, the researcher drew several conclusions and suggestions as follows, Human resource development partially has a positive and significant effect on employee performance PT. Eka Bogainti, Jakarta City. This states that the hypothesis is accepted and proven to be accepted as true, Formal development partially has a positive and significant effect on employee performance PT. Eka Bogainti, Jakarta City. This states that the hypothesis is accepted and proven to be true

5. SUGGESTION

Based on the conclusions that have been obtained, the following suggestions can be given, for the leadership of PT Asuransi Jiwa Prudential Medan Branch to pay attention to the informal development of employees, For the leadership to pay attention to and improve the formal development of employees.

For the leadership of PT Asuransi Jiwa Prudential Medan Branch to pay attention to employee performance. For future researchers, in conducting further research, it would be better if they could add other variables to expand this research, such as cooperation and responsibility variables. Because it is possible that the results obtained will further broaden the insight of researchers and readers

6. ACKNOWLEDGMENTS

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