

# *The Effect Of Human Resources Development And Motivation On Increasing Performance Of Widyaiswara At The Guarantee Development Center Quality Of Vocational Education Field Building And Electricity (BBPMPPV BBL) Medan*

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**Abstract** – There are many factors that affect the performance of widyaiswara (Civil Servant (PNS) who is appointed as a functional official by an authorized official with the duties, responsibilities, authority to educate, teach, and/or train Civil Servants (PNS) in government education and training institutions) including human resource development and motivation. The purpose of this study is to determine the effect of human resource development and motivation partially on the performance of widyaiswara at BBPMPPV BBL Medan. The population of this study found 50 widyaiswara BBPMPPV BBL Medan. Data collection techniques in this study are questionnaires, interviews and documentation studies. While the data analysis techniques used are classical assumption test, multiple regression, T- test, F- test and coefficient of determination. The results showed that the HR development variable had a significant effect on the performance of widyaiswara at BBPMPPV BBL Medan. The better the development of human resources, the performance of the widyaiswara will also be higher. The motivation variable has a significant effect on the performance of widyaiswara at BBPMPPV BBL Medan. The better the motivation, the higher the widyaiswara's performance. There is a significant influence of the variables of human resource development and motivation simultaneously on the performance of widyaiswara at BBPMPPV BBL Medan. The coefficient of determination with a value of 85.50% widyaiswara variation can be explained by the variables of human resource development and motivation simultaneously, while the remaining 14.50% is explained by other factors, such as variables of work ability and work discipline.

**Keywords** – Human Resources Development, Motivation, Performance

## I. INTRODUCTION

Background of the Problem Improving employee performance will bring progress for a government agency to be able to survive in achieving targets in service to the community. Therefore, efforts to improve employee performance is a management problem that must be seriously considered because the success of achieving the goals of government institutions is very dependent on the quality of the performance of the human resources involved.

There are many factors that can affect the performance of an employee including human resource development and motivation. In relation to performance, human resource development is one of the important factors, where BBPMPPV BBL Medan as a government agency has the task of carrying out the development and empowerment of educators and education staff. Of course, in its operations, the BBPMPPV BBL Medan agency must have human resources who are able to manage, facilitate carrying out work and evaluate the improvement of the competence of education personnel.

So that all main tasks can be carried out optimally, for this reason it is necessary to carry out employee development for BBPMPPV BBL Medan. Human resource development is basically the creativity of an employee in completing his performance that reflects the ability of organizational members to work, meaning that the performance of each employee is assessed and

measured according to predetermined criteria. Every organization or company will always try to improve the performance of its employees to achieve the goals and expectations of the organization.

In addition to human resource development, motivation is also very necessary to describe a consistent combination of internal and external drives within an employee which is indicated by the presence of passion and interest. The right motivation will spur the driving force for the creation of one's work spirit so that one wants to work together effectively and is integrated with all his efforts to achieve satisfaction, besides that motivation can be the cause or support for one's behavior so that it is desired. work hard and passionately to achieve optimal results. In line with the development of the world towards Industry 4.0, BBPMPPV BBL has made various efforts to increase teacher competence so that they are able to produce graduates who have 4Cs abilities, namely Critical Thinking, Communication, Collaboration and Creative.

The strategy to increase competence in the vocational field, BBPMPPV BBL Medan has collaborated with domestic industry and professional certification institutions to obtain the legality of the competency test for Vocational Teacher Skills in 2019, several vocational teachers with special / new skills, BBPMPPV BBL Medan have sent teachers to India, China and Korea. With the scope of work of BBPMPPV BBL Medan covering the areas of Sumatra, West Kalimantan and South Kalimantan, the establishment of this agency is very important to convey and receive information related to the program to be implemented at BBPMPPV BBL Medan. Through this website, it is hoped that all teachers, students and all stakeholders in the fields of education and culture will become contributors to the progress of education towards Industry 4.0.

Of course, to achieve this, it is necessary to continuously improve employee performance which is influenced by several aspects such as human resource development and motivation. To find out whether the development of human resources, employee motivation has been carried out optimally, the author has conducted a preliminary analysis to the BBPMPPV BBL Medan agency. Based on the widyaiswara evaluation data conducted by training participants to increase the competence of online-mode SMK teachers in 2020, there were still some widyaiswara who were not ready to switch from conventional to digital/technology era in accordance with current developments.

Changing conventional face-to-face learning patterns in schools into distance learning (PJJ) that relies heavily on technology, has forced digital transformation to be the safest way to reduce the spread of the outbreak due to the corona virus. Lack of knowledge causes educators to become bored in carrying out all activities using online technology, thus making many educators less motivated to carry out their duties. Motivation is needed to achieve everything, so that performance improvements are achieved. Thus, the researcher wants to conduct a research with the title: The Effect of Human Resource Development and Motivation on the Improvement of Widyaiswara Performance at BBPMPPV BBL Medan.

**Problem Formulation** Problem formulation is a question that is answered by collecting data. The formulation of the problem in this study are: 1. There is a positive influence of HR development on improving the performance of widyaiswara at BBPMPPV BBL Medan. 2. There is a positive influence of motivation on improving the performance of widyaiswara at BBPMPPV BBL Medan. 3. There is a positive influence on the development of human resources and motivation together to improve the performance of widyaiswara at BBPMPPV BBL Medan.

## **II. LITERATURE REVIEW**

### *Performance*

Performance is a result of work during a certain period compared to various possibilities, such as standards, targets and performance that are mutually agreed upon. Performance can be understood as the extent to which an employee can work optimally in accordance with his abilities in seeking to achieve institutional goals. Where the ability of an employee is seen when completing his work on time and in accordance with specified standards. Human Resource Development Development is a process in which activities are carried out in order to improve conceptual and technical abilities as well as morals by cursing procedures in a systematic and organized manner.

### *Motivation*

Motivation is something that is included in the main, being the impetus for someone to work. The potential that exists in employees can encourage them to be more active in doing their work, which depends on a reciprocal relationship to what will be

expected from a work result and how much they believe that the organization can fulfill their wishes. Hypothesis The hypotheses proposed in this study are: 1. There is a positive influence of human resource development on improving the performance of widyaaiswara at BBPMPPV BBL Medan. 2.

There is a positive effect of motivation on improving the performance of widyaaiswara at BBPMPPV BBL Medan. 3. There is a positive influence on the development of human resources and motivation together to improve the performance of widyaaiswara at BBPMPPV BBL Medan.

### **III. METHODOLOGY**

#### *Place and Time*

The place of this research is at BBPMPPV BBL Medan. This research schedule is carried out from October 2020 to August 2021. Research Methods Based on the type of problem studied, the place and time carried out as well as the techniques and tools used in this study, the approach used is a quantitative method.

#### *Population and Sample*

The population in this study is the Widyaaiswara BBPMPPV BBL Medan, amounting to 50 people. Because the total population is smaller than 100 people, so the sample is taken from the entire population, namely 50 people by taking a census sample. Definition of Operational Variables There are three independent variables, namely HR development (X1), motivation (X2), and one dependent variable, namely performance (Y) in this study.

#### *Test Data Instruments*

Validity testing can be used for construct validity testing carried out by using correlation techniques on the statement item scores on a variable to be observed through the total score, using the correlation formula from the product moment at the 5% significance level at its critical value. Meanwhile, the reliability test aims to determine whether the results of the questionnaire can be trusted or not.

#### *Test Using Classical Assumptions Normality*

Test The normality test aims to fulfill one of the requirements test, namely in the use of parametric analysis so that it is known whether the data distribution to be obtained is normal or not distributed. Heteroscedasticity Test Heteroscedasticity test aims to test whether a regression has variance inequality in the residuals of one observation. The problem that may occur in the multiple regression analysis is heteroscedasticity. Multicollinearity Test The multicollinearity assumption test aims to prove and test whether there is a linear relationship between one independent variable and the other independent variables.

#### *Hypothesis Testing*

Analysis of Multiple Linear Regression Method Analysis of multiple linear regression method used in this study because the dependent variable is influenced by two independent variables. The mathematical formula is:  $Y = a + 1X_1 + 2X_2 + e$  t-test (Partial) The calculated t-test is to see how far the influence of the independent variables which individually are able to explain the variation of the dependent variable. F-Test (Simultaneous) The calculated F test is used to find out whether all of the independent variables included in the regression model have a joint effect on the dependent variable.

Coefficient of Determination Test In testing the coefficient of determination (R<sup>2</sup>), the value of R Square is used to measure the percentage contribution of the independent variable studied to the variation of the ups and downs of a dependent variable.

### **IV. RESULTS AND DISCUSSION**

#### *Description of Research*

Data Respondents who are female are as many as 13 people (26%) and respondents who are male are 37 people (74%). The distribution of respondents based on age shows that most respondents (52%) in this study were mostly 51-60 years old and the least number (10%) were 31-40 years old.

The education level of the respondents is mostly Masters, which is 70.00%, and the least is Doctoral graduates (S3), which is 4.00%. There are also respondents who only graduated with a bachelor's degree (S1), which is 26.00% of all respondents. Hypothesis Testing and Discussion Classical Assumption Test In the Normal P-P Plot image, it can be seen that the points spread around the diagonal line, also the distribution follows the direction of the diagonal line, where the regression model will be feasible to use in predicting performance variables based on the input of the independent variables. asymp value. sig (2-tailed) is  $0.060 > \text{sig-}\alpha (0.05)$  with a normal value of  $0.000 < 0.05$ .

From these results, it is compared with the requirements of the normality test, namely if  $\text{sig-}p > \text{sig-}\alpha (0.05)$  or normal value  $< 0.05$ , it will be obtained that this study has experienced a normal distribution. The SPSS results obtained showed no signs of multicollinearity where the VIF test results showed a value of less than 10 ( $\text{VIF} < 10$ ), where the HR development variable had a VIF of 3.220, motivation had a VIF value of 3.220. Multiple Linear Regression Hypothesis Testing The variables used are human resource development and motivation as independent variables and teacher performance is the dependent variable.

Multiple Linear Regression Analysis / Source: Processed with SPSS From Table 2, a general equation for HR development and motivation affecting performance can be made:  $Y = 2.117 + 0.672 X_1 + 0.967 X_2$  1. The regression coefficient value for the HR development variable is 0.672, meaning that every increase HR development weight of 1 unit will increase the performance weight of 0.672 units. 2. The value of the regression coefficient for the motivation variable is 0.967, meaning that each increase in the motivational weight by 1 unit will increase the performance weight by 0.967 units.

Partial Testing (t test) In the partial test carried out to determine the effect of the independent variables partially on the following dependent variables: Table 3. Coefficients t test / Source: Processed with SPSS. The t-count value of the HR development variable is  $5.828 > 2.012$  with significant level of  $0.000 < 0.05$ , so  $H_0$  is rejected and  $H_a$  is accepted. This means that the variable of HR development partially has a significant effect on performance. 2. The t-count value of the motivation variable is  $5.270 > 2.012$  with a significant level of  $0.000 < 0.05$ , so  $H_0$  is rejected and  $H_a$  is accepted. That is, the motivation variable partially has a significant effect on performance.

Simultaneous Testing (F Test) Simultaneous testing can be done to find out how much influence the development of human resources and motivation have on performance. Table 4. F Test / Source: Processed with SPSS Table 4 above shows that simultaneously there is a significant influence on the influence of HR development and motivation on performance. The effect is shown in the Fcount value of  $181,540 > F$  table of 3.195.

Thus the decision was taken, then  $H_0$  was rejected and  $H_a$  was accepted, meaning that simultaneously the variables of HR development and motivation had a significant effect on performance at the 95% confidence level. Determination Test ( $R^2$ ) The coefficient of determination is useful for knowing the extent to which the dependent variable can be explained by the independent variable in the study. Table 5. R Square / Source: Processed with SPSS Discussion of the Effect of Human Resources Development on the Performance of Widyaaiswara BBPPMPV BBL Medan. The results of the research have been analyzed. The regression coefficient value of the HR development variable is 0.672, meaning that every increase in the HR development weight by 1 unit will increase the performance weight by 0.672 units.

The better the development of human resources, the better the performance of the widyaaiswara. Thus it can be explained that the performance of widyaaiswara in the agency can be improved by improving the development of human resources. According to respondents, the determination or selection of HR development participants at the agency is not based on the potential ability of the widyaaiswara concerned. There is a selection of widyaaiswara that the determination of participants is dependent on the close relationship with the head of the agency, so that in order to obtain human resource development, the widyaaiswara tend to seek ways of approaching the leader.

Efforts to approach the leadership in the agency tend to be more successful in carrying out various affairs, especially those related to the opportunity to obtain HR development. Therefore, it is necessary to suggest that the determination of the HR development participant program can be avoided from the proximity factor, but prioritizes the potential possessed by the widyaaiswara, so that the HR development program is not in vain and can effectively improve the capacity of HR in the agency. Furthermore, according to the respondent, the determination or selection of HR development participants at the agency is not based on the potential ability of the widyaaiswara concerned.

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The regression coefficient value of the motivation variable is 0.967, meaning that each increase in motivational weight by 1 unit will increase the widyaiswara's performance weight by 0.967 units. The better the motivation, the better the performance of the widyaiswara. Thus it can be explained that the performance of widyaiswara in the agency can be improved by improving motivation. The amount of the widyaiswara's salary needs to be set in balance with the workload, so that the widyaiswara becomes more motivated to keep working even though the work is quite a lot and tiring.

In addition, the physical sacrifice given by the widyaiswara to his work is compensated for improving nutrition because he receives a more decent income if the physical sacrifice benefits from an increase in income. The ability of widyaiswara to complete work in large numbers is certainly a work achievement in itself, so that agencies need to compensate by providing widyaiswara allowances that are proportional to their workload. Therefore, the government needs to consider the balance of the workload with the income of the widyaiswara, so that it is expected to improve the performance of the widyaiswara.

The provision of sanctions also needs to be applied without any element of discrimination so that the widyaiswara believes that every mistake will be rewarded commensurate with the level of the error committed. Superiors in giving sanctions should not be based on considerations of personal relationships or the presence of elements of the approach of the widyaiswara concerned. Everyone who makes a mistake will certainly try to avoid sanctions with a personal approach, but superiors should not be influenced by this personal approach and it is better to apply sanctions according to the rules that have been set for the level of error committed. Thus, it is hoped that every widyaiswara will be more careful to make mistakes because every mistake will receive strict sanctions.

## **V. CONCLUSION AND RECOMMENDATIONS**

Based on the results of the study, it can be concluded that: 1. HR development variables have a significant effect on the performance of widyaiswara at BBPMPPV BBL Medan. The better the development of human resources, the performance of the widyaiswara will also be higher. 2. The motivation variable has a significant effect on the performance of widyaiswara at BBPMPPV BBL Medan. The better the motivation, the higher the widyaiswara's performance. 3. There is a significant influence of the variables of human resource development and motivation simultaneously on the performance of widyaiswara at BBPMPPV BBL Medan.

The coefficient of determination with a value of 85.50% variation in widyaiswara's performance can be explained by the variables of human resource development and motivation simultaneously, while the remaining 14.50% is explained by other factors, such as variables of work ability and work discipline. Suggestions Based on these conclusions, it is recommended to: 1. Human resource development in the agency should be adjusted to the long-term development plan, while the determination of widyaiswara who becomes a participant in the HR development program is based on the potential of each widyaiswara. 2.

The government needs to consider that the salary amount is more balanced with the widyaiswara's workload. In addition, sanctions for widyaiswara who violate regulations also need to be done more firmly.

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