The Influence Of Human Resource Development On Employee Performance At Pt. Bunda Asri Lestari Lampung

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Abstract – **This research involved all employees of PT. Bunda Asri Lestari Lampung, numbering 35 people, and determine how much influence human resource development has on their performance. This research applies quantitative methods. The research results, documented using IBM SPSS Statistics 26, show that there is a significant correlation between human resource development variables and employee performance variables. HR development has a significant influence on employee performance from the results of data analysis, which includes validity, reliability, simple linear regression and hypothesis testing.**

Keywords – **HR development, employee performance.**

I. INTRODUCTION

Every business activity depends on human resources. Even if a company has a lot of resources, infrastructure and facilities, having reliable human resources is very important to operate. This shows how important human resources are for every need. The main factor that will determine the way an organization's operations are run is human resources (Ramadhiya Findarti, 2016).

Improving and growing employee performance is a difficulty and a priority in the era of globalization that should be addressed to improve the quality and competitiveness of the company (Putri et al., 2022). the success of a business considering that human resources influence all aspects of the business, including organizing, planning and decision making(Elsa Retnilasari & Purnama Putra, 2019).

Human resources (HR) are used to ensure that employees have better knowledge and skills and can complete tasks more efficiently. (Elsa Retnilasari & Purnama Putra, 2019).Every employee needs human resource development when they first start working at a company and as they continue to fulfill their job requirements (Panjaitan, 2017). All businesses or organizations must have human resources, and human resource development is very important to compete and produce high quality human resources. Investment in human resources based on qualifications can improve the quality of the workforce and the company as a whole.

Good performance is defined as performance that is carried out as well as possible, namely performance that meets the requirements of the organization, gives its all to the task at hand, and helps the organization achieve its goals. (Fajar et al., 2019). Performance refers to how well a program, policy, or activity is implemented to achieve the organization's goals, objectives, and mission according to the strategic plan. According to (Roberto Parinussa & Dunan, 2022)employee quality, it is very important

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for performance, value, and time, as well as teamwork to achieve company goals. According to (Hendri Dunan & Stepphen Angelo Gunawan, 2023)each employee's performance influences the success of the organization, so they will work to improve employee standards to achieve company goals. According to (Adam et al., 2021)HR, it is one of the components that influences employee performance, and this component has a big impact on employee performance.

According to the incident at PT. Bunda Asri Lestari Lampung is a human resource problem for PT. Bunda Asri Lestari Lampung, because human resources takes interns as employees. This phenomenon has an impact on employee performance due to a lack of ability to communicate with consumers and a lack of understanding of the location where they work. The factor that causes this problem is the employee's performance ability, which hinders the company's goals and the need for human resource development. This research aims to determine how much influence HR development has on the performance of PT employees. Mother Asri Lestari Lampung.

II. LITERATURE REVIEW

The long-term goal of human resource development is to help employees fulfill their responsibilities as employees through education, training, and ultimate development (Umam et al., 2021). In order for the business world to remain competitive and of high quality, human resource development is very important.

According to Panjaitan (2017)the term HR, it refers to the skills a person has that can be used to manage an organization or company well. This shows that people must develop certain abilities to achieve certain goals and purposes.

According to (Purnama et al., 2020)HR development, it means providing education and training to employees to fulfill their job responsibilities and needs. According to (Jatmika & Andarwati, 2017)the HR development process with the aim of improving employee skills so that they can achieve organizational goals more effectively is known as employee training.

The level of success of a person in completing a task within a certain time compared to the results that can be achieved, such as work standards, goals, criteria or mutually agreed targets is called employee performance (Dunan et al., 2020). According to (Rintjap et al., 2021)explaining further that the work done by employees is the work they do and is influenced by their talent, motivation, support system, the amount of work they complete, and their relationship with the company. An important goal to achieve is a clear understanding of the procedures and steps to be taken. This goal cannot be achieved by will and ability alone.

Operational Definition of research variables

The operational definition component specifies the method for measuring a variable so that we can determine which indicators to use in conjunction with the measurement to support variable analysis (Panjaitan, 2017).

1. According to (Jonni et al., 2022)HR development, it is a continuous process that aims to increase work productivity and overall organizational productivity through increasing knowledge, abilities and work attitudes. According to (Panjaitan, 2017)the following indicators are used to evaluate HR development as independent variables (x):

   a) Education and training

      1. Employee engagement in education and training.

      2. Workers participate in a learning program where they receive instruction and training (completing case studies and listening to instructor presentations).

      3. Leadership has assigned certain senior employees the responsibility of guiding new employees as they carry out their daily tasks.

      4. After the training is complete, participants carry out an evaluation to find out whether it had an impact on the employee's progress.

   b) Non-training activities

      1. using electronic media (such as the internet, television, radio), print media (such as books, newspapers, magazines and bulletins), or even writing your own articles or books.

      2. Participate in work tours, comparative studies, exhibitions, symposiums, seminars and workshops.

    c) Promotion

        1. A better position or career.

        2. Increases in salary, benefits, or other adjustments associated with the new position

        3. Awarded according to performance.

    d) Motivation

        1. Provide bonuses or certificates of appreciation to employees who excel.

        2. Employees who produce substandard work should be disciplined or sanctioned.

2. According to (Jonni et al., 2022)employee performance is measured by comparing the employee's work with a set of standards and then communicating the results. Employee performance as a Y variable, employee performance indicators are used according to (Purnama et al., 2020)quantity, quality, punctuality, effectiveness and independence are all very important factors.

Framework

According to (Rintjap et al., 2021)the framework, thinking is a conceptual plan that explains the various ways a theory interacts with components that have important problems. The basic concepts of research come from facts, observations, and library research.
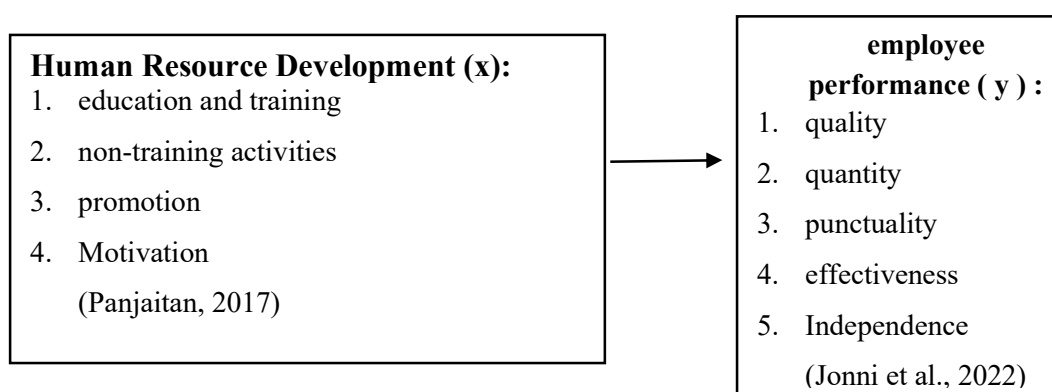
Human Resource Development (x):
1. education and training
2. non-training activities
3. promotion
4. Motivation

   (Panjaitan, 2017)

→

employee performance (y) :
1. quality
2. quantity
3. punctuality
4. effectiveness
5. Independence

   (Jonni et al., 2022)

Figure 1. Basic concepts

Hypothesis:

Based on the problem formulation and problem identification, the author puts forward the following hypothesis. H1: PT employee performance. Bunda Asri Lestari Lampung is influenced by human resource development.

III. RESEARCH METHODS

Numerical data collected from research subjects is examined to conduct research. Statistical computing techniques can be used to process or analyze quantitative data which are numbers (Elsa Retnilasari & Purnama Putra, 2019). Quantitative research method, the data used is numerical (Panjaitan, 2017). After that, it is structured in the form of inductive research, namely going into the field and collecting information to find out the causes, constituent parts and characteristics of social phenomena (Fajar et al., 2019).

This research will be conducted with a quantitative design at PT. Bunda Asri Lestari Lampung with the aim of developing human resources. The purpose of this research is to find out how human resource development impacts the performance of PT employees. Mother Asri Lestari Lampung. As a result, the aim of this research is to estimate one variable, namely the influence of HR development, namely variable (x) PT employee performance. Mother Asri Lestari Lampung.

This research involved all PT workers. Bunda Asri Lestari Lampung, numbering 35 people. According to (Sucipto et al., 2021)explaining that the use of the entire population as a sample is known as a saturated sample or census. Thus, 35 respondents became the research sample size.

To collect information in this research using a questionnaire (questionnaire). According to (Purnama et al., 2020)respondents, they can receive the questionnaire directly, with a choice of closed or open questions . According to(Fajar et al., 2019) To assess respondents' responses, a Likert scale was used as a measuring tool. According to(Fajar et al., 2019) There are choices for each statement, and a numerical score indicates the weight of each answer. The answer value is shown by five indicators. (1) Answers strongly agree with a score of 5, (2) agree with a score of 4, (3) disagree with a score of 3, (4) disagree with a score of 2, and (5) strongly disagree with a score of 1.

However, the main source of research data comes from distributing questionnaires; This information is collected directly from research subjects without using intermediaries (Astriany Regina Salindeho et al., 2021). The main data comes from field research, which was carried out indirectly and directly with participants through the distribution of questionnaires, also referred to as questionnaires or statements.

IV. DATA ANALYSIS TECHNIQUE

Simple linear regression was used to analyze the research data. Process this data with the IBM SPSS statistics 26 statistical program. Correlation coefficient, reliability, validity, and f and t tests are some of the statistical tests used:

1. Validity test and reliability test

   According to(Ermy Wijaya & Pipin Permata Sari, 2020) Validity testing is carried out to ensure that the questionnaire is valid. The statements in the questionnaire should explain exactly what it is measuring. Otherwise, the statement is invalid. Thus, the data collected can be linked to the purpose of the validity test, namely to determine the correlation between the scores of different question items. If the correlation between the statement item scores for each construct is significant at the 0.05 level, the correlation is considered valid.

   According to (Ermy Wijaya & Pipin Permata Sari, 2020)reliability testing, it is carried out to ensure whether the measurement data can provide fairly consistent results or whether the results will not change if measured again on the same subject. This is done to find out how consistent or reliable a measurement is. Cronbach Alpha is used to assess reliability. If Cronbach Alpha is more than 0.60, it is a reliable test.

2. Correlation Coefficient Test

   The magnitude of the influence that exists between the dependent and independent variables is measured using the correlation coefficient (R). To find out how large the linear relationship is between the independent variable and the dependent variable, the correlation coefficient test is used (Ramadhiya Findarti, 2016).

3. Simple Linear Regression Analysis

   Simple linear regression equation. (Purnama et al., 2020)Dependent variable value $Y = \alpha + \beta X + \varepsilon$. Where α = constant, meaning y if x = 0 while β = regression coefficient, meaning the value of increase or decrease in variable y based on variable x, X = independent variable, and ε = error (assuming a value of 0).

Data analysis methods used in hypothesis testing:

1. F test (simultaneous)

   To determine each independent variable in the regression model has an impact on the dependent variable as a whole, the calculated f test is used (Jonni et al., 2022). to find out how each independent variable influences the dependent variable as a whole.

2. T test (partial)

   The calculated t test is to determine how much influence each independent variable has on the dependent variable, a type of statistical test carried out to determine whether there is a difference between the estimated value and the value resulting from statistical calculations (Jonni et al., 2022).

V. RESULTS

In this research, methods for data analysis:

1. Validity test

Table 1. Validity test of HR development (x) and employee performance (y)

Variable	Items	r count	r table	Information
Development resource human (x)	X1	0.754	0.334	Valid
	X2	0.489	0.334	Valid
	X3	0.751	0.334	Valid
	X4	0.759	0.334	Valid
	X5	0.685	0.334	Valid
	X6	0.759	0.334	Valid
	X7	0.515	0.334	Valid
Performance employee (y)	Y1	0.699	0.334	Valid
	Y2	0.733	0.334	Valid
	Y3	0.662	0.334	Valid
	Y4	0.467	0.334	Valid
	Y5	0.823	0.334	Valid
	Y6	0.740	0.334	Valid
	Y7	0.355	0.334	Valid
	Y8	0.402	0.334	Valid
	Y9	0.686	0.334	Valid

Source: Data processed with IBM SPSS Statistics 26.

In the framework of the validity test, an item is declared valid if the calculated r value exceeds the r table. The employee performance variable (y) and HR development variable (x) each have an r table value of 0.334 and 0.000, respectively. Because the per-variable calculation is 0.796 greater than the r table value, it can be concluded that the research results are valid.

2. Test reliability

The following table shows the results of reliability tests carried out using the Cronbach's alpha method, which is based on the Cronbach scale:

Table 2. HR development reliability test (x) and employee performance reliability test (y).

Overview table showing reliability test results		
Variable Table	**Cronbach's Alpha**	**Information**
HR Development (x)	0.729	Reliable
Employee performance (y)	0.741	Reliable

Source: Data processed with IBM SPSS statistics 26.

According to the results of the reliability test, each variable is considered reliable because its value is greater than the Cronbach's alpha value (0.60), the HR development variable (0.729), and the employee performance variable (0.741). The table above shows the validity of the instruments or research statement items used to evaluate the influence of human resource development variables (x) and employee performance variables (y).

3. Correlation coefficient test (R)

Table 3. Correlation coefficient

Correlations

		HR Development (X)	Employee Performance (Y)
HR Development (x)	Pearson Correlation	1	0.796 **
	Sig. (2-tailed)		0,000
	N	35	35
Employee Performance (y)	Pearson Correlation	0.796 **	1
	Sig. (2-tailed)	0,000	
	N	35	35

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Data processed with SPSS statistics 26.

The previous table emphasizes that there is a tie between human resource development (HR) variables and employee performance. The significance value of the two variables (2-tailed), namely 0.000, indicates that the significance is less than 0.05, shown in the statistical correlation output of IBM SPSS statistics 26.

4. Simple Linear Regression Analysis

Table 4. Simple linear regression analysis

Coefficients ª

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,956	4,567		1,085	0.286
	HR Development (x)	0.851	0.113	0.796	7,564	0,000

a. Dependent variable: employee performance (y)

Source: Data processed with SPSS statistics 26.

The constant value (a) is 4.956, the regression coefficient value (b/coefficient) is 0.851, and the regression direction coefficient value (b) is 0.851. The results of basic linear regression analysis show the regression equation: $Y = 4.956 + 0.851 x$. This shows that the HR development variable (x) is influenced by the employee performance variable (y), because it has a positive regression coefficient. This conclusion is supported by the table above, the significance value of 0.000 is less than 0.05.

Hypothesis testing uses data analysis techniques:

1. F test (simultaneous)

Table 5. F test (simultaneous)

ANOVA [a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	506,805	1	506,805	57,210	0,000 [b]
	Residual	292,338	33	8,859		
	Total	799,143	34			

a. Dependent Variable: Employee performance (y)

b. Predictors: (constant), HR Development (x)

Source: Data processed with IBM SPSS statistics 26.

The results show that variable (x) employee performance and variable (y) human resource development have a relationship, with a calculated f value = 57.210 and a significance level of 0.000 less than 0.05. These results indicate that variables related to human resource development can be predicted using a regression model.

2. T test (partial)

The output coefficient table is used to find the t value to calculate the output coefficient. Because the t table value of 0.334 at the real/significance level of 0.05 is the same as the calculated t value of 7.564, the data above shows that the research hypothesis is considered well accepted with a confidence level of 99 percent. The calculated t value is accepted if it is greater than the t table; conversely, Ha is rejected and H0 is accepted if the value is smaller than t table.

VI. DISCUSSION

From a study conducted on 35 respondents from PT. Mother Asri Lestari Lampung. The aim of HR development is to find important elements that influence employee performance. Examinations carried out with IBM SPSS Statistics 26 statistics show a positive and important relationship between employee performance and HR development.

Research shows that implementing employee performance can be improved through developing human resources as best as possible and helping companies achieve their goals. The aim of HR development is to improve performance. PT. Bunda Asri Lestari Lampung can improve employee performance by developing skills through training. The theory that employees will have better performance if they are involved in HR development activities is supported by the results of this research (Purnama et al., 2020). Performance is influenced by human resource development (Purnama et al., 2020). HR development is the process of increasing employee knowledge, skills and competencies through training and development (Purnama et al., 2020). The goal is to improve performance.

For ideal correlation based on the results of the correlation coefficient, a significant value of 0.000 is obtained with the individual correlation value. The results of the regression test confirm that there is a consistent correlation, namely the HR development variable and employee performance. The value of each coefficient shows that the two variables show good results. In other words, the correlation coefficient shows that the relationship between the independent variable and the dependent variable is very small. The table r coefficient value is greater than the calculated r value, according to the results of statistical hypothesis testing. This shows that HR development variables influence employee performance. This study shows how much influence human resource development has on the performance of PT workers. Mother Asri Lestari Lampung. The examination results show that the independent variable (y) and the dependent variable (x) are interdependent. The results of this examination are considered important. In other words, it can be concluded that the level of development carried out by the company influences an employee's productivity.

The previous study (Rintjap et al., 2021) looked at how HR development impacts Permata Finance Tomohon employee performance, with variable (x) HR development and variable (y) employee performance. The results of the study are strengthened. The results of the research, which was conducted with IBM SPSS 24, show that employee performance variables

are significantly influenced by HR development variables. The results of data research, which includes validity, reliability, simple linear regression and hypothesis testing, show that employee performance variables greatly influence HR development variables.

Previous study by(Ramadhiya Findarti, 2016) which is mentioned as the influence of HR development on employee performance at the Regional Civil Service Agency Office of East Kalimantan Province. This study looks at two variables: the independent variable (x) human resource development and the dependent variable (y) human workforce performance. The results show that the performance of human workers at the East Kalimantan Province Regional Civil Service Agency Office is significantly influenced by human resource development variables. The results of the correlation coefficient analysis show that this variable has an impact on employee performance in the medium category. Apart from that, the results of calculating the regression coefficient show that the influence of this variable is very large.

VII. CONCLUSION

The purpose of this research is to find out how HR development impacts the performance of PT employees. Mother Asri Lestari Lampung. This research involved 35 respondents. At PT. Bunda Asri Lestari Lampung, we found a decrease in quality, quantity, timeliness, efficiency and independence as a result of human resource development.

There is a conclusion that can be made that this research influences HR development variables on employee performance variables; A low level of HR development will greatly influence employee performance results, so HR development must be adjusted to current standards so that employee performance achieves company goals with quality, quantity, independence, effectiveness and timeliness. One of the causes of declining employee performance is not achieving company goals. Factors that cause this decline in performance include lack of training provided by the company, lack of communication between superiors and employees, superiors and employees, or employees and consumers.

VIII. SUGGESTION

Several recommendations can be made based on the findings, analysis, and conclusions. These include the following. Because research shows that employee performance is influenced by HR development, PT HR. Bunda Asri Lestari Lampung must concentrate more on developing the latest human resources to improve employee performance. Employees need training and development from management so they can understand the tasks they are expected to perform. This is the result of employees being trained regularly, communicating in a clear manner, and being ready for higher positions. Newer and more functional human resources will help improve employee performance standards.

It is hoped that future researchers will conduct additional research on a larger population and sample to ensure that the research results are valid. These researchers are interested in investigating related topics, particularly employee performance and human resource development. In addition, testing is planned for other variables that are believed to have a significant impact on employee performance.

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