

Analysis of Human Resource Development in Improving Employee Performance at the Wiraland Property Group

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ABSTRACT

Keywords:

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This study aims to determine what factors influence human resource development in improving employee performance at Wiraland Property Group. The indicators used in this study are indicators of human resource development, namely motivation, personality, and skills. As for the employee performance variables, the indicators used are quality, quantity, time, cost suppression, supervision, and relations between employees. The type of data used by researchers is primary data sourced from internal and external data. Methods of data collection using field research methods, through questionnaires and literature research. Methods of data analysis using quantitative methods. The results of the study show that the development of human resources has a significant effect or plays a very important role in improving employee performance. The suggestion in this research is to make a program.

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1. INTRODUCTION

Human resources are one of the most important assets owned by the company. The growth and development of a company are also very closely related to the human resources working in it.

Human resource development is one of the efforts made by the company to improve the performance of existing employees in the company. The rapid competition between similar companies, makes a company must continue to strive to maintain the company performance. Company performance is a reflection of the performance of employees who work in the company.

Wiraland Property Group is a company engaged in the property sector. This company has many employees with different scientific backgrounds. In the observations made by the author, there is an interesting phenomenon in several employees. Some employees who work in this company do work that is not to their knowledge or educational background. But the fact is that some of these employees can still do their jobs well. Based on this phenomenon, is the basis for the author's interest in examining more deeply what things the company does to maintain the performance of its employees.

2. METHOD

2.1. Definition of Human Resources

Human resources are one of the main aspects owned by the company in carrying out the company's vision and mission [1].

Human resources are a very important part so that the company can run well [2].

2.2. Human Resource Development

Human resource development is an activity carried out by the company within a certain period to increase the knowledge and skills of employees to increase company productivity [3].

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2.3. Human Resource Development Indicators

Indicators of human resource development are as follows : [4]

- a. Motivation.
Motivation is a drive within a person which is the basis for carrying out activities/work.
- b. Personality.
Habit is something that includes a person's habits, attitudes, and character. Personality is closely related to one's values, norms, and behavior.
- c. Skills.
Skill is a person's ability to complete a task or job.

2.4. Employee Performance Indicators

Several indicators can be used to measure employee performance, namely: [5]

- a. Quality.
Quality is the level of completion of a work that is close to perfection.
- b. Quantity.
Quantity is the amount of output or production produced and is usually expressed in units of the number of units, units of currency, and or the number of activity cycles completed.
- c. Time (term).
Employees who have high morale can easily complete the work given to them.
- d. Cost Pressure.
The costs used to carry out activities/work should be budgeted in advance. The existence of a cost budget planning is a reference for the budget to be used as well as possible. The use of costs that exceed the budget can be considered a bad performance and vice versa.
- e. Supervision.
Every job requires continuous monitoring to ensure work is carried out as planned. The supervisory process is also carried out to monitor employees against the responsibilities assigned to them.
- f. Relations Between Employees.
Well-developed relationships between employees allow work to be done more easily.

This research was conducted at the Wiraland Property Group which is located on Jln. T. Amir Hamzah Block A No. 1A-1B Medan. This research was conducted from November 2021 to March 2022.

Data Type

The types of data used are as follows:

1. Primary data, namely data obtained directly from the object under study in the form of questionnaires distributed to employees in the business unit.
2. Secondary data, namely data obtained from various sources such as company history, vision and mission, and others.

Data source

The data sources in this study are as follows:

1. Internal data sources, namely data obtained from within the company.

- External data sources, namely data obtained from outside the company such as journals, books, and others.

Population and sample

- Population
The population in this study are Wiraland Property Group employees.
- Sample
The sample used in this study was 30 people.

Method of collecting data

The data collection method in this study is as follows :

- Questionnaire
- Literature study.

Data analysis method

The data analysis method used in this study is as follows:

- Validity test
This test was conducted to determine the level of validity of the indicators used.
- Reliability Test
This test was carried out using Cronbach's Alpha test.
- T-test
This test is conducted to test the truth or falsity of the hypothesis which states that there is no significant difference between the variables.
- Normality test.
This test was conducted to see whether the data used in the study were normally distributed or not.
- Simple Linear Regression.
- This test was conducted to analyze the relationship between variables, using a formula :

$$Y = a + bx$$

Y = Dependent variable

A = Constant

Bx = Regression coefficient

3. RESULTS AND DISCUSSION

Research result

a. Validity test

Table 2. Test the Validity of Human Resource Development

Items	Correlation coefficient	R Table	N	Information
1	0,805	0,361	30	Valid
2	0,744	0,361	30	Valid
3	0,547	0,361	30	Valid
4	0,663	0,361	30	Valid
5	0,706	0,361	30	Valid
6	0,640	0,361	30	Valid

Sources of Author Research Results (2022)

Based on the results obtained in the table above, it can be concluded that the variables used are valid. This is shown from the r count value which has a greater value than the r table value of 0.361, so that this research can be continued.

b. Reliability Test

Table 3. Human Resource Development Reliability Test (X)

Cronbach's Alpha	N of Items
,744	6

Based on the table above, Cronbach's alpha value obtained from the X variable is 0.744, meaning that this value has a value greater than the r table value of 0.361, so it can be concluded that all data is declared reliable.

Table 4. Performance Reliability Test (Y)

Cronbach's Alpha	N of Items
,903	12

Based on the table above, Cronbach's alpha value obtained from the Y variable is 0.903, meaning that this value has a value greater than the r table value of 0.361, so it can be concluded that all data is declared reliable.

c. T- Test

Table 5. T - Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,749	5,082		,722	,096
	Pengembangan(X)	1,611	,211	,821	7,623	,000

a. Dependent Variable: Kinerja(Y)

Based on the table above, the t value for variable X is 7.623. This shows that the calculated t value is greater than the t table value of 1.699, meaning that it can be concluded that the X variable has a significant effect on the Y variable or in other words that human resource development affects employee performance.

d. Normality test

Table 6. Normality test

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	4,36525386
Most Extreme Differences	Absolute	,159
	Positive	,100
	Negative	-,159
Test Statistic		,159
Asymp. Sig. (2-tailed)		,052 ^c

Monte Carlo Sig. (2-tailed)	Sig.		,401 ^d
	99% Confidence Interval	Lower Bound	,388
		Upper Bound	,413

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- Based on 10000 sampled tables with starting seed 2000000.

Based on the normality test results obtained in the table above, it is known that the significance value is $0.401 > 0.05$, it can be concluded that the residual values are normally distributed and this research can be continued.

e. Simple Linear Regression Test

Table 7. Simple Linear Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8,749	5,082		1,722	,096
Pengembangan	1,611	,211	,821	7,623	,000

- Dependent Variable: Kinerja(Y)

Based on the table above, a constant value of 8.749 is obtained and the regression coefficient value of the development variable is 1.611. It can be concluded that for every 1% increase in development value, employee performance increases by 1.611. This positive coefficient value indicates that there is an influence between variable X (human resource development) on variable Y (employee performance).

Discussion

Based on the research results that have been obtained from each indicator can be explained as follows:

1. Motivation

The results of the study show that the motivation of employees affects the performance of the employees themselves. This is following the theory that states that an urge that arises from within a person can make a person want to do the best possible action or work. This employee motivation must of course be maintained stable because if the employee is demotivated then the work cannot be completed properly and the work results obtained are also not as expected.

2. Personality

The results of the research showing a positive value illustrate the relationship between a person's personality and the results of the work he does. An employee who has a good and positive personality will certainly find it easier to complete his work, and not easily affected by something negative in the surrounding environment that can affect his

performance. To have employees who have a good personality must be done at the time of recruitment selection.

3. Skills

Skills are abilities that a person has that can be grown and developed. Skills that are often sharpened can make someone proficient in doing a job. These skills are of course very closely related to performance. Employees who have skills will easily complete the work given to them. Everyone will have the appropriate skills if the development process is carried out regularly.

4. CONCLUSION

The conclusion obtained from this study is that human resource development influences employee performance. This is evidenced by the calculated t value which is greater the t table value, namely $7.623 > 1.699$. So to continue to improve employee performance. Companies need to carry out development processes such as conducting regular and periodic training and providing opportunities for employees to increase their education level.

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