

THE EFFECT OF HUMAN RESOURCE DEVELOPMENT ON EMPLOYEE PERFORMANCE AT PT. NUSANTARA PLANTATION V PEKANBARU

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Abstract

The purpose of this study was to determine the effect of human resource development on employee performance. This research was conducted with the title "The Influence of Human Resource Development on Employee Performance at PT. Nusantara V Pekanbaru Plantation". The population of this study is only part of the data information that the average number of employees at PT. Perkebunan Nusantara V Pekanbaru about 153 people, the determination of the sample using the census technique method, namely the population was used as the research sample. Therefore, the sample used in this study were 42 respondents, drawn from the human resources, finance and accounting sections and the procurement and IT departments. Data collection techniques in this study used questionnaires and interviews. The data analysis in this study is descriptive analysis and simple linear regression analysis with SPSS version 25 application tools. The results show that partially human resource development variables have a positive and significant effect on employee performance at PT. Perkebunan Nusantara V Pekanbaru, and the results shown in simple linear regression show that the human resource development variable has a positive influence on employee performance at PT. Nusantara V Pekanbaru Plantation.

Keywords : *Employee Performance, Human Resource Development*

1. INTRODUCTION

The era of globalization has an impact in the business world. Globalization has created fierce competition among companies to gain market share in order to achieve the goals that have been set. Organizations need to prepare careful steps and plans in this era of competition so that companies do not experience lagging behind other companies. Various corporate functions and corporate culture must be prepared to adapt to these global conditions, especially in the human resources function. This function plays an important role in the existence of an organization. According to Singodimedjo in [1] human resource development is the process of preparing individuals to assume different or higher responsibilities within the organization, usually related to the improvement of intellectual ability to carry out better work. A company will be able to achieve goals if it is supported by quality human resources, one of which is good employee performance. [2] Performance is a result achieved by a person in carrying out the tasks charged to him based on skill, experience, earnestness and time. Performance questions how to assess and encourage employees to be more productive at work, in order to realize company goals.

This has an impact on environmental changes that are so rapid according to their ability to capture phenomena. In the face of this changing environment, HR managers conduct training and education in improving the competence of higher expertise in their fields and are able to think creatively and innovatively. Training and education at the beginning of the work aims to improve

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the competencies that must be possessed by experts, which is a requirement that has been set by the company. A coaching that is carried out to employees is aligned with improving welfare, because education and training are interrelated as an employee's success is determined by the performance produced by the employee in carrying out his duties. Education & training in an organization is an education is a task to improve the knowledge, understanding or attitude of the workforce so that they can better adapt themselves to their work environment.

PT. Perkebunan Nusantara V Pekanbaru is one of the state-owned companies established since March 11, 1996. The company, which is engaged in the agribusiness and agro-industry of palm oil and rubber, has business units spread across various districts in Riau Province. The performance of the employees of this company is quite good, but in order to be even better, it is necessary to develop human resources. Based on the results of the interviews I have conducted, PT. Nusantara V Pekanbaru plantation experienced such rapid development. Not only the human resources, but technology also continues to develop. What was originally done in a manual way, can now be done using computerization. This is all inseparable from the education and training provided to employees to support even better development. Based on the background above, the purpose of this study is to find out and analyze the effect of human resource development on the performance of PT. Nusantara Plantation V Pekanbaru.

1.1 Human Resource Development

The definition of human resource development according to [3] is Human resource development has a wider scope in an effort to improve and improve knowledge, abilities, attitudes and personality traits as an effort to prepare employees to hold job responsibilities in the future. According to [4] human resource development is an organized learning experience that the employer (organization/company) provides in a given time with the aim of increasing the likelihood of improving performance.

The development of human resources can actually be seen from two aspects, namely quantity and quality. [5] The definition of quantity concerns the amount of human resources. The quantity of human resources without being accompanied by a good quality of human resources will be a burden on an organization. Human resource development aims to improve the quality of professionalism and skills of employees in carrying out their duties and functions optimally. By developing employee skills, it is intended as every effort from management to the work skills of each human resource so that in carrying out their duties they can be more efficient and productive.

1.2 Employee Performance

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. [5] Performance according to [6] is the result or overall success rate of a person over a certain period in carrying out a task compared to various possibilities, such as standards of work results, targets or goals or criteria that have been determined in advance. Performance is the responsibility of each individual to his work, helps define work expectations, seeks a framework for supervisors and workers to communicate with each other. [7]

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According to [8] performance is the result of work that can be achieved by a person or group of people in an organization in accordance with their respective authorities in an effort to achieve organizational goals legally, not violating the law, in accordance with morals and ethics.

Factors Influencing Performance Steers in [1] describes the factors that affect employee performance as follows:

- a. Ability, temperament and interest of a worker
- b. Clarity and acceptance of the explanation of the role of a worker
- c. The level of work motivation.

The combination of the three factors mentioned above will greatly determine the success of achieving employee performance individually, in groups and organizationally.

1.3 Performance Indicators

According to [4] there are 4 (four) categories of results used to measure employee performance values as follows:

- a. Quality, how far or well the process or result of carrying out activities in close proximity to perfection, in terms of conformity in the ideal way of carrying out an activity or fulfilling the desired goals of an activity.
- b. Quantity, amount generated by a person and can be expressed in Dollar/Rupiah value, amount of time, or number of completed activities. The amount of time is the amount of time used in completing tasks and work. While the number of activities is the number of tasks that can be done.
- c. Punctuality, how far/good an activity is completed, or the results produced at the earliest time desired from the point of view of coordination with other outputs or maximizing the time available for other activities.
- d. Cost-effectiveness, How far/both organizational resources (e.g. human, monetary, technological, material) are maximized in the sense of obtaining the highest profit or reduction in losses from individual units or use of resources

2. IMPLEMENTATION METHODS

Based on the background of the problem, the formulation and review of the literature that has been described, the author puts forward a hypothesis, namely: It is suspected that there is a significant influence of human resource development on the performance of PT employees. Nusantara Plantation V Pekanbaru. Based on the formulation of the research problem above, a research analysis model can be made as shown in Figure 1

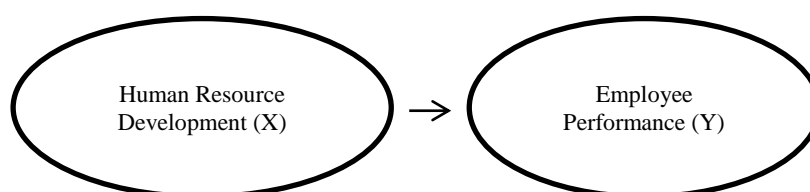


Figure 1. Conceptual Framework

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In this case, the research variable is the development of human resources (X), as an independent variable and employee performance (Y) as a bound *variable (Dependent Variable)*

The operational definition of research variables is as follows:

1. Human resource development is a process of skill improvement, technical, theoretical, conceptual and moral employees through education and training. [1] Human resource development is measured by 3 (three) dimensions, namely education and training, skills and work experience. Measurements with a likert scale ranging from 1 strongly disagree to 5 strongly agree
2. Employee performance is an individual responsibility to his work, helps define work expectations, seeks a framework for supervisors and employees to communicate with each other. [7]. Performance is measured by 3 (three) indicators, namely work quantity, quality of work and punctuality. Measurements with a likert scale ranging from 1 strongly disagree to 5 strongly agree

In this study is quantitative using primary data sources obtained from the distribution of questionnaires to respondents and interviews, as well as secondary data from books and reports related to the company. The population in this study was all employees of PT. Nusantara V Pekanbaru plantation has a total of 153 people. The sample in this study was 42 employees in HR, finance and accounting, as well as pawnshops and IT. Sampling using *purposive sampling* technique. The data were processed using SPSS, with data analysis including validity, reliability, descriptive, simple linear regression, hypothesis (T test), and correlation and determination coefficients (R^2).

3. RESULTS AND DISCUSSION

3.1 Validity Test

The results of the HR development variable validity test can be seen in Table 1

Table 1 HR Development Validity Test Results (X)

Statement Item	r count	r tabel (α 0,05)	Information
X1	0.665	0.304	Valid
X2	0.699	0.304	Valid
X3	0.834	0.304	Valid
X4	0.702	0.304	Valid
X5	0.826	0.304	Valid
X6	0.835	0.304	Valid
X7	0.447	0.304	Valid
X8	0.737	0.304	Valid

Source : SPSS Processed Data (2023)

Based on Table 1 above, it can be seen that of all the items submitted against respondents for the HR development variable (X) it is declared entirely valid. The validity test results for the employee performance variable (Y) can be seen in Table 2

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Table 2 Employee Performance Validity Test Results (Y)

Statement Item	r count	r tabel (α 0,05)	Information
Y1	0.648	0.304	Valid
Y2	0.660	0.304	Valid
Y3	0.690	0.304	Valid
Y4	0.713	0.304	Valid
Y5	0.752	0.304	Valid
Y6	0.666	0.304	Valid
Y7	0.735	0.304	Valid
Y8	0.831	0.304	Valid

Source : SPSS Processed Data (2023)

Based on Table 2 above, it can be seen that of all the items submitted against the respondent for the employee performance variable (Y) it is declared entirely valid.

3.2 Reliability Test

The results of instrument reliability testing can be seen in Table 3

Table 3 Reliability Test Results

Statement Item	Number of Items	Cronbach Alpha	Information
Human Resource Development (X)	8	0.863	Reliabel
Employee Performance (Y)	8	0.860	Reliabel

Source: SPSS Processed Data (2023)

From table 3 above, it can be seen that the reliability test shows that all variables of human resource development and employee performance have a fairly large Alpha coefficient above 0.6. So that it can be said that all the measurement concepts of each variable from the coesioner used in this study are reliable coesioners.

3.3 Simple Linear Regression Test

By using SPSS software, multiple linear regression results are obtained as in Table 4.

Table 4 Multiple Linear Regression Results

Type	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			

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1	(Constant)	3,390	3,109		1,090	,282
	Human Resources Development	,891	,091	,840	9,779	,000

Source : SPSS Processed Data (2023)

Based on Table 4, a model of multiple linear regression equations is obtained as follows : $Y = 3,390 + 0.891 X$. Where a of 3,390 is a constant or state when the employee performance variable has not been affected by the human resource development variable . A value of b of 0.891 shows that the human resource development variable has a positive influence on employee performance which means that every increase of one point in the human resource development variable will affect employee performance of 0.891, this increase is of positive value which means that the higher the development of human resources , the higher the performance of employees.

3.4 Correlation and Determination Coefficient Test

Correlation Coefficient

The results of the correlation coefficient test can be seen in Table 5

Table 5 Correlation Coefficient Results

		Resource Development Human	Employee Performance
Human Resources Development	Pearson Correlation	1	,840**
	Sig. (2-tailed)		,000
	N	42	42
Employee Performance	Pearson Correlation	,840**	1
	Sig. (2-tailed)	,000	
	N	42	42

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

Source : SPSS Processed Data (2023)

Based on table 5, it shows that the variable of human resource development has a correlation with the degree of relationship, that is, the correlation is moderate and the form of the relationship is positive. A correlation value of 0.840 greater than 0.304 there is a correlation relationship .

3.5 Coefficient of Determination (R²)

The results of the coefficient of determination test (R²) can be seen in Table 6

Table 6 Coefficient of Determination Results (R²)

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Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,840 ^a	,705	,698	1,680

a. Predictors: (Constant), Pengembangan Sumber Daya Manusia

Source : SPSS Processed Data (2023)

Based on table 6, the R square value of 0.705 shows that human resource development affects employee performance, which is 70.5% and the remaining 29.5% is influenced by other variables that are not studied.

3.6 Hypothesis Testing

Partial Regression Model Testing (T Test)

The results of individual (partial) regression model tests can be seen in Table 7

Table 7 T Test Results (Partial)

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,390	3,109		1,090	,282
Human Resources Development	,891	,091	,840	9,779	,000

a. Dependent Variable: Employee Performance

Source : SPSS Processed Data Version 24 (2023)

Based on table 7 hr development (X) is known to be 9,779 and t_{table} is 0.304 and sig 0.000 < 0.05. Thus the results of this study successfully received the first hypothesis that states that HR development partially has a significant effect on employee performance.

4. DISCUSSION

4.1 The Effect of Human Resource Development on the Performance of PT. Nusantara Plantation V Pekanbaru

The results of hypothesis testing obtained a sig of 0.000 < 0.05 meaning that the development of human resources affects the performance of employees of PT Perkebunan Nusantara V Pekanbaru. Human power is the integrated ability of the individual [1] thought and physical power. Human resources are seen as the ability that humans have to be used to run an organization so that it is useful. This means that human beings have abilities that need to be developed to achieve the goals and objectives that have been planned. This provides experience that the development of human resources carried out by PT. Nusantara

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V Pekanbaru plantation is able to affect the performance of these employees. This means that the more human resource development, the more it can improve the performance of employees in the company. These results are supported by research conducted [9] which shows that human resource development has an influence of 36.5% on employee performance at PT. Nusantara IV Plantation (Persero) Medan.

5. CONCLUSIONS AND SUGGESTIONS

5.1 Conclusion

From the results of the study and discussion that have been described above, it is concluded that the conditions of assessment of respondents on variables in this study are quite good. The following is the conclusion of each variable can be stated as follows:

1. The results shown in the partial test show that the development of human resources separately or partially has a significant effect on employee performance at PT. Nusantara Plantation V Pekanbaru.
2. The results shown in the correlation coefficient test show that the human resource development variable has a degree of relationship, namely the correlation is moderate and the relationship form is positive.
3. Based on the value of the coefficient of determination obtained, it can be concluded that the value of R square shows that the development of human resources affects employee performance.

5.2 Advice

Based on the results of the study and conclusions, it can be given some suggestions are:

1. The company can maintain and improve sources human resources in PT. Perkebunan Nusantara V Pekanbaru to improve employee performance even better.
2. Given the free variables in this study is a thing that very important in influencing the development of human resources, it is hoped that the results of this research can be used as a reference for subsequent researchers to develop research.
3. It is expected that the next researcher in measuring employee performance More diverse (different) variables can be used so that research results are different and relevant to the company's conditions so that they can become study material for academics.
4. PT. Perkebunan Nusantara V Pekanbaru is expected to be able to maintain and improve the development of human resources that have been declared good according to respondents' responses so that in the future it can be in the category of excellent human resource development variables, the highest statement is found in the dimension of education and training, namely "the material provided in training makes it easier for employees to do. Respondents considered that education and training was the best way to improve performance and knowledge to employees.
5. PT. Perkebunan Nusantara V Pekanbaru is expected to maintain and improve the performance of employees who have been declared good according to respondents' responses so that in the future they can be in the very good category. In employee

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performance variables, the statement with the highest score is found in the work quantity dimension

i.e. "the employee is responsible for each work of the Respondent considers that quantity of work is the best way to make employees disciplined and responsible

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