



**Patterns of Human Resources Development on Employee Performance In The Regent
Office of Majene District, West Sulawesi Province**

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Abstract:

This study aims to analyze the significant relationship between the independent variable and the dependent variable with the number of respondents as many as 75 people, respondents were taken randomly from the population at the Regent's Office of Majene Regency, the method used in measuring the level of relationship between the two variables is very much determined by how the employee's performance. which is in the research location which is known through the results of the respondents' answers that have been distributed using a questionnaire measuring tool which is a reflection of the problems found by researchers in the research location. Primary data processing uses the *Formula Moment Product Correlation* then to test whether the two variables have a significant relationship, the testing technique uses the *t-test*, as well as proving whether the validity of the hypothesis is accepted or rejected. The results showed that after all data were entered into the formula, it *product moment correlation* showed that the value of *r* person was 0.758, this indicated that the two variables had a strong relationship with the category. Then to test the significance of the relationship between these two variables, the correlation result is 0.758 compared to the *r* table value of 0.296 ($0.758 \geq 0.296$), this implies that the two variables have a strong and significant relationship, so it can be said that the pattern of human resource development at the Regent's Office Majene Regency is quite good and this also affects the performance of employees at the institution.

Keywords: Development Patterns, Human Resources and Performance

INTRODUCTION

The world's population continues to increase according to a series of measurements, while the tools for their needs, which come from a variety of resources, only increase based on

the arithmetic series, according to TR Malthus (1766: 1834) in Taliziduhu Ndraha (2002: 1). Nature has its own way of dealing with this gap: disease, war, famine, natural disasters, and so on. Human reason finds another way, namely creating (forming) value or added value in each resource, namely nature (A), human (M), or something that is artificial (B) man himself, so there are three kinds of resources, namely: Natural Resources (SDA), Human Resources (HR) and Artificial Resources (SDB).

Human Resources (HR) is an important factor in an organization. In fact, it can be said that HR is the most essential thing of all the *resources* needed for an organization to run well. No matter how sophisticated technological developments are, the human element remains the motor in driving the organization, the organization cannot function without a human element in it.

Realizing the importance of the human element in every organization, the Regent of Majene's Office has made efforts to develop the quality of human resources continuously and optimally so that the human workforce can carry out various employee duties by making use of its human resources for the advancement of the institution.

In relation to this, SPSiagian (1985: 127) argues that:

"Philosophically, humans are an important element in an organization. The most important thing is not only because humans are created by God, but also because humans have *ratios* different from other creatures. Humans are an important element because it is recognized that other elements possessed by an organization such as money, meters, machines, work methods, time and other wealth can only provide benefits to the organization if humans in the organization are the power of development and not the destructive power of the organization."

Based on that experience, human resources are an integral part of every business, it is necessary to provide opportunities for employees to always develop their abilities and skills both formally and informally as a deepening of the duties and responsibilities that are carried out both at the leadership and leadership level. subordinate.

In order for the pattern of human resource development to truly contribute to improving employee performance, the related parties must be able to understand and be able to apply various appropriate ways to mobilize and utilize them.

In connection with this description, Eggar H. Schein (1984: 74) said that: "The first and perhaps the biggest problem in every organization is the problem of how to recruit employees, select, train and empower them and how to allocate them to the jobs that provide the most. active role "

The problems mentioned above are challenges in the field of employment, where the need for manpower in various work units currently varies greatly, both in terms of quantity and type. It is quite difficult to meet the need for manpower in accordance with each work unit, because each unit requires workers with special expertise or skills.

So that each work unit provides education and training to increase knowledge, skills and work abilities in accordance with the task load of the position occupied so that there is a smoothness and effectiveness in carrying out government and development tasks that it develops.

In an effort to improve the quality of employees, one of the functions of the employee development pattern is to promote and develop employees. The effort for this is to provide education and training, promotion and placement of employees according to their skills.

M. Manulang (1984: 85) says that it is difficult for someone to develop themselves without special education and training in carrying out work. By making a few mistakes, it does not take a lot of time for the leadership to spend on supervision.

In line with that, it is necessary to establish an effective pattern in the framework of developing employee performance in the Majene Regent's Office through education and

training due to various considerations that benefit the interests of an organization in the future. The considerations according to Slamet Saksono (1988: 78) include:

1. In general, employees who have passed the selection do not yet have the special skills needed to explain their duties and responsibilities.
2. Technological developments always require abilities and skills which tend to increase quantitatively
3. There is a tendency for changes in planning and implementation of leadership policies in accordance with the increasing needs for development.
4. Exercise can encourage employee interest and attention to their respective goals.

For this reason, education and training for employees at the Regent's Office of Majene Regency must be realized, because it contributes to the development of knowledge and skills so that employees can carry out tasks efficiently and effectively. Education and training can affect quality and increase knowledge, work skills, change personality and behavior of employees so that in turn they can improve their performance. Performance is defined as something that is achieved, the required achievement and work ability. Sedamayanti (1993), performance is defined as a record of the outcome resulting from a certain effectiveness, during a certain period of time.

According to Irwan (1995: 1) performance is the work of workers, organizational processes that are concretely measurable and can be compared with predetermined standards. This shows that in an organization, in this case the university, the work results produced by workers can be measured by real evidence and can be compared with predetermined standards in accordance with the achievement of organizational goals.

From the description that has been stated, it can be concluded that the existence of a good pattern in the development of Human Resources through continuous education and training can improve employee performance which in turn can produce employees who have adequate knowledge and skills.

Ancok in Usmara (2002: 139) presents a shift in views about human resources as a reflection of the vatalization of the role of human resources in organizational activities.

1. Humans are no longer considered as costs, but are considered as assets (capital)
2. Employees were originally managed as inanimate objects measured by various rules that shackle their creativity, now they are developed as individuals who have integrity and a desire to serve their organization and nation.
3. Employees are no longer required to be obedient and loyal to the leadership, but a commitment to work is developed.
4. Employees who were previously managed in a regulation-oriented manner are now managed in a results-oriented manner. As long as the results achieved are more profitable and can be accounted for, the rules do not have to be upheld.
5. Employees are no longer focused on competing for their own progress but are focused on working together for the common good.
6. Employee work orientation is no longer fixed on the hierarchy (status or rank), but shifts to the focus of professionalism networking without paying attention to rank and status.
7. If previously employees were not given the opportunity to try something in order to avoid risks, now employees are advised to try new things, even though the risk is quite large.
8. Previously, the involvement of employees in decision making was getting under pressure.

The pattern of human resource development is intended to increase the creativity of the leadership in increasing knowledge, skills or work ability so that every employee is educated and trained to carry out their tasks. Therefore, basic efforts are needed as a follow-up to further improve capabilities in the organization.

In another part, Mar'at (1981: 79) states that everyone wants to know to what extent the good work is expected for him. With the boundaries of security regulations, a leader must

provide information to his subordinates regularly because this encourages initiative, improves teamwork and strengthens morale. An individual who knows the situation and his assignment is more effective than those who do not.

SP Siagian (1985: 127) suggests that education is meant as a process of teaching and learning techniques in transferring one's knowledge to others according to predetermined standards.

Education and training is actually something that provides assistance to employees so that these employees can develop to a higher level of intelligence, knowledge and abilities. Education is more theoretical in nature, while training is more practical and of an immediate application.

In relation to efforts to improve employee performance, The Liang Gie (1985: 100) says that discussion of employee performance cannot be separated from humans and work methods as a condition that contains an understanding of the occurrence of an effect / effect that is desired.

Talking about performance as work orientation means that the target has been determined on time by using certain resources that have been allocated for these various activities. This means that the number and types of sources used must be determined in advance, so that their use can be achieved within a predetermined time.

To support the above opinion, Muhammad As'ad (1984: 112) said that the implementation of work is said to increase if it is able to realize the targets. job objectives, work form and improvement is the growth of work skills and the quality of work should:

- a. Every task and administrative service work is thought out, driven, controlled, monitored and evaluated by the administration manager for its use and effectiveness.
- b. All service activities are coordinated, driven according to the needs of each function holder.
- c. With the help and services of the administrative manager units, each function holder can work confidently and in a coordinated manner so that they become a compact team.

Soedarmayanti (2008: 260) says that in the context of implementing Human Resources development, an assessment of the performance implementation must be carried out because the system is used to assess and find out whether an employee has carried out his job as a whole. Assessment of work implementation is a guideline in terms of employees who are expected to demonstrate employee performance regularly and regularly so that it is beneficial for the career development of employees who are assessed and regularly as well as for the organization as a whole.

Human resources are the most important resources owned by an organization. One implication is that the most important investment an organization may make is in the area of human resource development. According to Prof. TV Rao HR development is a process where employees in an organization are assisted in a planned manner to improve their abilities so that they can complete tasks related to their future roles or it is also stated that HR development is a process of developing the capabilities of employees as individuals and finding and exploiting existing potentials. .

Talking about the objectives of human resource development, not only to develop the capabilities and skills of employees but also to develop human resources;

1. Find and unleash the potential that exists in employees that may have been hidden for the purpose of personal and organizational development
2. Developing an organizational culture in the aspects of subordinate supervisor relationships, cooperation, and collaboration between divisions and presenting quality professionals
3. Motivating and encouraging employee self-confidence.

Human resource development patterns include many things such as education and training, career development, coaching, mentoring and providing educational funding

assistance. It can be concluded that the main focus of HR development is developing every employee so that both the organization and employees can achieve their goals.

The importance of education and training is an effort to improve the quality of human resources according to job needs or market demand. In order to improve human resources in each work unit, it will be related to the nature of education and training.

HR Development. It is currently considered the key to achieving high productivity, better relations between employees and employees, as well as employees and superiors, and greater profitability for the organization.

Hasibuan (2000) states that "education is a process to improve the theoretical, conceptual, and moral skills of employees". In other words, 2 people who get education in a planned manner tend to be more able to work skillfully / professionally when compared to people (employees) in organizations that do not provide such opportunities. So that the benefits of Training and Education are increasingly important because of the demands of work and position as a result of changes in working situations and conditions, technological advances that are increasingly competitive within an organization.

Good education can lead participants to change attitudes and behavior in carrying out their duties and responsibilities, this requires professionalism in designing education and training, and involves good and correct management so as to clarify the meaning and essence of such training. Training is a process that includes a series of actions that are carried out deliberately with the aim of increasing abilities in a particular field of work in order to increase effectiveness and productivity in an organization,

Gomes (2003) says: training is any attempt to improve employee performance in a particular job that is be their responsibility or a job that is related to work ". This means that training is an important thing to be given to workers (employees) in the organization in order to create better performance, so that they can achieve the goals and policies that have been predetermined by the organization itself. The understanding above illustrates that training has characteristics that can contribute to training participants. At least the expected contributions from the training include: a. Can improve attitudes and behavior (performance), b. Preparing promotions for positions that are more complicated and difficult, c. Prepare the workforce for a higher position.

The characteristics of this training are very important for the attention of the training implementers and the person in charge, so that the training can contribute to the training participants. In general, education and training have the following objectives: 1. Increase morale; 2. Character building; 3. Increasing faith and devotion to God Almighty; 4. Increase life expectancy; 5. Increase intelligence; 6. Improve skills; 7. Increase the degree of health and welfare; 8. Increase employment and 9. Equalize development and income.

Education and training for new employees / workers is to master their work, while for employees / old workers to improve work results both now and in the future, increase productivity if they get a promotion, this is in accordance with what was stated by Manullang (2001) that: "education and employee training is a job requirement that can be determined in relation to expertise and knowledge based on activities that are actually carried out on the job.

So the pattern of HR development through employee education and training is a job requirement to improve the mastery of various skills, expertise and knowledge based on work activities that are actually detailed and routine in order to carry out and complete the work given to them. The education and training process or steps should be carried out by taking into account: a. Target, b. Curriculum, c. Means, d. Participants, e. Coach, and f. Implementation.

Education and training providers must first clearly define the goals to be achieved so that the implementation of education and training programs can be directed towards achieving organizational goals.

RESEARCH METHODS

Data collection procedures in this study used an instrument in the form of structured interviews, namely interviews conducted using interview guidelines that have been prepared and answers that are absolute in which the respondent just chooses the desired answer. In addition to structured interviews, observation is used to observe the general condition of employees at the research location.

The sampling technique was carried out randomly (random sampling) so that the number of samples in this study was 75 people.

The collected data were analyzed using statistical analysis of the correlation *product moment* from r Person (Sugiono, 1989: 137). In terms of the number of variables in this study, it was classified into two, namely the independent variable and the dependent variable to determine the relationship with the t-test.

RESEARCH RESULTS AND DISCUSSION

Based on the data obtained after being distributed into the previous tables, the results obtained are $N = 75$ people, $X = 1015$, $Y = 978$, $X^2 = 13,974$, $Y^2 = 13,068$ and $XY = 13,443$.

From these results, the correlation coefficient value is obtained by using the Moment Product Correlation formula;

$$\begin{aligned}
 r_{xy} &= \frac{n\sum xy - (\sum x)(\sum y)}{\sqrt{\{n\sum x^2 - (\sum x)^2\}\{n\sum y^2 - (\sum y)^2\}}} \\
 &= r_{xy} = \frac{75 \times 13.13.443 - (105)(978)}{\sqrt{\{75 \times 13.974 - (1015)^2\}\{75 \times 13.068 - (978)^2\}}} \\
 &= r_{xy} = \frac{1.008.225 - 992.670}{\sqrt{\{1.048.050 - 1.030.225\}\{980.100 - 956.484\}}} \\
 &= r_{xy} = \frac{15.555}{\sqrt{\{17.825\}\{23.616\}}} \\
 &= r_{xy} = \frac{15.555}{\sqrt{420.955.200}} \\
 &= r_{xy} = \frac{15.555}{20.517} \\
 &= r_{xy} = 0,758
 \end{aligned}$$

From the results of the calculation of the correlation coefficient above, it can be seen that the correlation between the variables of Human Resource Development Patterns and Employee Performance at the Regent's Office of Majene Regency is 0.758. This value indicates a strong level of relationship and has a relationship between the two variables.

Correlation shows that human resource development through education and training has a strong influence in improving employee performance, this means that any change in the form of an increase or decrease of 0.758 in the human resource development pattern variable will result in an increase and decrease of 0.758 in the performance variable. employees, if other variables are considered constant.

Then to test the significance of the absence of the relationship between these two variables, it is necessary to do a significant test using the t-test formula at a significant level of 1% (0.01) with the assumption that if the t-test is greater than or equal to the t-table value, the two variables are significant.

The significant test results between the two variables show that the t-test value is greater than the t-table value ($9.929 \geq 2,660$) at the 99% confidence level, this means that the two variables have a significant

relationship. It does not appear in the analysis that there is a strong and significant relationship. Between the pattern of human resource development through education and training with employee performance, this relationship is at a strong relationship level. This shows that the development of human resources at the Regent's Office of Majene Regency is going well, so that employee performance has shown significant results.

CONCLUSION

Based on the results of analysis, it *the product moment correlation* shows that the relationship between human resource development patterns and employee performance is in a strong correlation and has a significant relationship at the 95% confidence level. In this connection it can be said that the pattern of human resource development at the Regent's Office of Majene Regency is quite good and this also affects the performance of employees at the institution.

This situation shows that the hypothesis put forward to answer the main problems in this study has been proven true and acceptable for its implementation, in other words the better the pattern of human resource development, the better the employee's performance, on the other hand, if the development pattern is low, the employee performance at the Regent's Office. Majene will be getting lower too.

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