

INFLUENCE TRAINING WORK AND DEVELOPMENT SOURCE POWER HUMAN RESPONSE TOWARDS EMPLOYEE PERFORMANCE

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ABSTRACT

This research has the aim to analyze how job training and human resource development influence employee performance at BRI Bank, Palopo Branch. The method used is a survey, with data collection through a questionnaire distributed via Google Form and using a Likert scale. All employees in the research population were sampled. The results of this study indicate that job training individually does not have a significant effect on employee performance, whereas human resource development has a significant influence. Furthermore, when both variables job training and human resource development are combined, they have a significant impact on employee performance. These findings provide deeper insights for the management of BRI Bank, Palopo Branch, regarding the importance of human resource development in improving employee performance. The study also highlights the need to evaluate and enhance the effectiveness of existing training programs. Additionally, it is recommended that management pay attention to other factors that may strengthen training outcomes, such as organizational culture and work environment, to further optimize human resource quality and overall performance.

Keywords : Training; Human Resources; Performance; Employees

ABSTRAK

Penelitian ini memiliki tujuan untuk meneliti dan menganalisis bagaimana pelatihan kerja serta pengembangan sumber daya manusia memengaruhi kinerja karyawan pada Bank BRI Cabang Palopo. Metode yang digunakan adalah survei, dengan pengumpulan data melalui kuesioner yang disebar via Google Form dan menggunakan skala Likert. Seluruh karyawan dalam populasi penelitian dijadikan sampel. Hasil penelitian ini menunjukkan bahwa pelatihan kerja secara individu tidak berpengaruh signifikan terhadap kinerja karyawan, sedangkan pengembangan sumber daya manusia memiliki pengaruh yang signifikan. Selain itu, ketika kedua variabel tersebut pelatihan kerja dan pengembangan sumber daya manusia dikombinasikan, keduanya memberikan dampak signifikan terhadap kinerja karyawan. Temuan ini memberikan pemahaman yang lebih mendalam bagi manajemen Bank BRI Cabang Palopo mengenai pentingnya pengembangan sumber daya manusia dalam upaya meningkatkan kinerja karyawan. Penelitian ini juga menyoroti perlunya evaluasi serta peningkatan efektivitas program pelatihan yang telah diterapkan. Selain itu, disarankan agar manajemen memperhatikan faktor lain yang dapat memperkuat hasil pelatihan, seperti budaya organisasi dan lingkungan kerja, guna lebih mengoptimalkan kualitas sumber daya manusia serta kinerja secara keseluruhan.

Kata Kunci : Pelatihan; Sumber Daya Manusia; Kinerja; Karyawan

INTRODUCTION

In today's era, technology dominates nearly every aspect of work, and competition in the business world is increasingly fierce. Every worker is required to master technical skills relevant to their tasks, understand the technologies that support their work, and quickly adapt to

changes. Additionally, they must be flexible and capable of innovating for the benefit of the company. Organizations implement training programs to improve employee competencies and support the achievement of their overall objectives (Kusuma et al., 2018). This training includes short courses that are carried out systematically and procedurally, where employees gain the knowledge and skills needed for their jobs. Afterward, employees proceed to the development stage, which is similar to training but with a longer duration.

At the development stage, employees learn theories and concepts as well as develop creative ideas to support the company's objectives (Intan, 2019). Training and development are essential for achieving organizational goals as they improve both efficiency and effectiveness for the organization and its employees, while also playing a vital role in enhancing employee performance. According to Armstrong and Taylor (2014), employees are valuable assets to an organization. Training and development, according to Cardy (2010), have distinct meanings. Training focuses on enhancing skills and improving employee performance, while development aims to broaden employee capabilities, which ultimately impacts their performance. Training itself is associated with the skills and competencies needed to carry out existing tasks. The focus is on helping employees master specific skills to succeed in their jobs, making training a part of the learning process intended to improve performance (Pancasasti, 2022).

Furthermore, work motivation also affects employee performance. Motivation is crucial in creating organizational change. Employees are valuable assets that need to be appreciated and maintained by the company. The better a company retains its employees and provides incentives, the higher their productivity will be. Incentives are not always monetary or material (Sutono & Rahmat Hidayat, 2023). Therefore, leaders need to understand the needs and challenges faced by employees, as well as the factors that can boost productivity. Motivated employees tend to perform better and show greater loyalty to their work and organization in the long term (Simbolon, 2021). Every company must create a supportive work environment to maintain productivity and improve work quality (Ardiano Saputra et al., 2023).

Human resources are the main pillar of every company activity, especially in the hospitality industry. Without sufficient human resources, even abundant financial resources will be useless. Every company aims for significant improvements to achieve desired outcomes. Hotels, in particular, must acquire, develop, and retain high-quality human resources (Saharuddin et al., 2022). Training and development are crucial for increasing company profits, deepening employee understanding and skills at all organizational levels, boosting morale, and helping employees identify organizational goals as part of their own (Muktamar et al., 2024). Well-planned development programs or interventions can enhance employee performance (Sifabela Melliinia Agustin & Safaria, 2021). Human resources are a critical element in business

activities and play a major role in improving employee performance to achieve established goals (Ridwan Fahrozi et al., 2022). Human resource development is essential for both short-term and long-term success in any business activity. The competency of human resources significantly influences the achievement of goals and fosters innovation within the organization.

Therefore, it is essential to maximize the potential of human resources to enhance employee performance. Improving employee performance is crucial for any business as it directly relates to output (Samsinar, 2024). Better employee performance will lead to increased income, which in turn will enhance their well-being. Based on these considerations, The researcher chose to carry out a study entitled “The Influence of Job Training and Human Resource Development on Employee Performance at BRI Bank, Palopo Branch,” which can assist leaders in implementing training programs to enhance employee skills and performance.

Based on the differences in findings from previous studies, this study will address other previously unexplored aspects related to human resource development and employee performance in banking institutions.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Literature Review

This chapter presents a discussion of various theories and concepts relevant to the research on job training and human resource development in relation to employee performance at banking. The literature review covers key concepts, previous research findings, and the interrelationships among job training, human resource development, and employee performance.

Job Training

Job training is generally defined as an organized process aimed at developing or improving knowledge, skills, as well as work-related attitudes and behaviors, with the goal of making employees more competent, responsible, and able to enhance their performance (Setiani & Febrian, 2023). Training and development are key steps in strengthening an organization's ability to reduce the potential risk of fraud in the future. With well-designed training, organizations can provide practical experience, guidance, and the necessary support to motivate and inspire their members to carry out tasks and responsibilities according to organizational standards.

Employee training is a process aimed at teaching specific knowledge, skills, and attitudes to make employees more proficient and capable of fulfilling their responsibilities according to their abilities. Therefore, it is established that job training constitutes a structured procedure essential for improving employees' knowledge, skills, and attitudes, enabling them to become more competent and responsible in carrying out their tasks. Well-designed training not only aids employees in self-development but also supports the organization's ability to avoid

risks such as fraud and improve overall performance. Training and development can significantly enhance competencies related to knowledge, skills, and abilities. One major shift in this field is the emphasis on performance improvement and the use of technology (Mangkunegara, 2013). Thus, training and human resource development are crucial investments for organizational success.

Employee capability can be improved through training programs and work experience. The enhancement of employee knowledge, skills, and abilities can be achieved through training and development programs provided by the company, especially when dealing with customers from diverse backgrounds. To improve work capabilities, employees need to demonstrate performance achievements and participate in training to measure the progress of their skills (Purnama, 2019).

Sufficient skills will lead to optimal employee performance, as the company needs to achieve its targets. Important performance indicators are the quantity, quality, and time required to complete the work. With such a system, employees are expected to carry out their tasks well and responsibly, ultimately improving their performance (Purnama, 2019).

Human Resources Development

Human Resources Development (HRD) refers to systematic efforts aimed at enhancing the quality and competencies of individuals through well-planned education, training, and employee management programs to achieve optimal organizational performance. According to Armstrong, HRD involves providing learning opportunities and designing training programs that include planning, implementation, and evaluation. Meanwhile, McLagan and Suhadolnik state that HRD includes training, building a career and organizational growth, which are interconnected to enhance building effective individuals and organizations.

The goal of HRD is to improve professional quality and skills so that employees can optimally perform their tasks and functions (Retnilasari & Putra, 2019). Human resources are individuals who are ready, capable, and committed to achieving organizational goals. This indicates that the contribution made to the organization is a key aspect of human resources. How this contribution is treated will influence the individual's quality of life and capabilities (Aprianus Telaumbanua, 2024). Overall, HRD aims to improve individual quality through education, training, and employee management to achieve optimal results. This development includes training, career development, and integrated organizational development to increase effectiveness. HR is made up of individuals who are ready and capable of achieving organizational goals, and how they are treated affects their quality of life.

Employee Performance

Employee performance refers to job outcomes evaluated based on aspects such as quality, quantity, timeliness, and teamwork in achieving organizational goals. Thus, performance reflects the quality and quantity of output produced by employees. Performance is a dependent variable often influenced by various independent variables such as motivation, compensation, and the work environment. Improving employee performance in a company is a crucial goal that must be continually pursued. This is how a company can increase its profits (Ardiano Saputra et al., 2023). Various internal and external factors can influence employee performance. Internal factors include There is a strong relationship between knowledge, skills, motivation, and attitudes and employee performance. In addition, external factors also influence performance, including leadership, employee relationships, and the work environment.

According to Lestari & Chaniago (2018), employee performance is influenced by the willingness and openness of employees, both toward themselves and others, in carrying out their duties. They also stated that this willingness and openness can enhance employee productivity, which, in turn, positively influences overall performance. Harmon (2017) explains that performance, which refers to employee work, encompasses both quality and quantity as the sum of an employee's work.

In conclusion, employee performance is the result of work evaluated based on quality, quantity, timeliness, and teamwork in achieving organizational goals. Performance is influenced by internal factors such as knowledge, skills, motivation, and attitude, as well as external factors such as leadership style, coworker relationships, and the work environment. Research also shows that employee willingness and openness in carrying out tasks can increase productivity and positively impact performance. Performance is the final result of fulfilling responsibilities assigned to employees.

Previous Research

In the study conducted by In et al. (2019) which explores employee training in relation to employee performance, the primary objective was to analyze how human resource development affects employee performance. This study used a quantitative approach with a correlational associative method.

According to Andayani and Hirawati (2021), Employee performance refers to the outcomes produced in completing assigned tasks, assessed based on factors such as knowledge, experience, skills, personality, and time, while taking into account the quantity, quality, and timeliness of the work. This performance reflects the extent to which employees are capable of completing the tasks entrusted to them.

Yosep Satrio Wicaksono (2016) explained that employee work enthusiasm is reflected in their attitudes and behaviors that show high dedication, happiness in work, a desire to collaborate, and satisfaction in completing assigned tasks. This work enthusiasm is a mental attitude that encourages employees to work diligently and consistently, which must be realized through discipline in order to achieve optimal results.

Hypothesis (Temporary Assumption)

A hypothesis is a temporary answer derived from previous theories in response to the research problem. It is a statement that must still be tested empirically. Based on the theoretical review and the conceptual framework outlined earlier, the research hypotheses can be formulated as follows:

1. H1: Job training has a significant partial effect on employee performance at Bank BRI Palopo Branch.
2. H2: Human resource development has a significant individual (partial) effect on employee performance at Bank BRI Palopo Branch.
3. H3: Job training and human resource development jointly influence employee performance at Bank BRI Palopo Branch.

RESEARCH METHOD

A quantitative approach was used in this study to explain and explore how training and human resource development can influence employee performance. The independent variable in this study is human resource training and development, while the dependent variable is employee performance. These variables will explain how HR training and development can improve performance. The population in this study was 131 employees at the BRI Bank Palopo Branch. The sampling technique used by the researcher is purposive sampling. According to Sugiyono (2020), purposive sampling is the selection of samples based on specific criteria relevant to the objectives of the research.

For a population of 131 people, the ideal sample size can be determined using Slovin's formula, which is $n = \frac{N}{1+Ne^2}$, where N is the population size and e is the desired margin of error. Assuming a 5% margin of error (0.05), the calculation is $n = \frac{131}{1+131(0.05)^2} = \frac{131}{1+0.3275} \approx 99$. Therefore, a representative sample for this population is approximately 99 respondents, ensuring that the collected data accurately reflects the characteristics of the entire population. The inclusion criteria for respondents were having worked at BRI Bank Palopo for at least 5 years.

Research Time

This research was conducted at BRI Bank in Palopo City from February to April 2025. The context of this research situation was normal, there were no anomalous social factors.

Research Type

This study uses a quantitative explanatory approach to assess the impact of Job Training and Human Resource Development on Employee Performance. Data were collected numerically and analyzed statistically to determine the causal relationship between the variables studied.

This research approach is quantitative, which is used to test whether job training and employee performance development are able to improve performance at BRI Bank Palopo Branch. The quantitative approach is chosen because it allows the researcher to objectively measure the variables in the study and generate data that can be statistically analyzed to identify relationships between variables.

This research is descriptive-correlational, which aims to describe the relationship between job training and human resource development on employee performance, as well as analyze the influence of both variables.

Research Variables

This study involves three main variables: (i) Job Training (X1): This variable measures the extent to which employees follow the rules and procedures set by the bank in the training programs provided to them; (ii) Human Resource Development (X2): This variable measures the effectiveness of human resource development in performing assigned tasks and responsibilities; and (iii) Employee Performance (Y): This variable measures employee performance as assessed by bank customers, including aspects such as speed, accuracy, friendliness, and the overall quality of service. Research variables, dimensions, indicators, and measurement scales are in Table 1.

Data Collection

Data is collected through the following steps: (i) Questionnaire Distribution: Questionnaires will be directly distributed to employees at Bank BRI Palopo Branch. Respondents will be asked to fill out the questionnaire based on their experience regarding job training, human resource development, and employee performance; and (ii) Interviews (if necessary): In addition to the questionnaire, brief interviews may be conducted with several employees to gain more in-depth information about their experiences. Data collection was conducted using an online survey. The researcher first asked respondents for their consent, then asked them to complete a prepared questionnaire.

Validity and Reliability Testing

Validity testing in this study was conducted to ensure that each questionnaire item accurately measured the intended variable. Item validity was tested using Corrected Item-Total Correlation with Pearson Correlation. Each item was correlated with the total score of its variable, and an item was deemed valid if the Pearson correlation value was ≥ 0.3 at a 5%

significance level ($p < 0.05$). Items with a correlation lower than 0.3 were considered for revision or removal from the instrument. Meanwhile, reliability testing was conducted to ensure the consistency of the instrument's measurements. Reliability was measured using Cronbach's Alpha, where an instrument is considered reliable if its Cronbach's Alpha value is ≥ 0.7 . A high Alpha value indicates that all items in the questionnaire provide consistent and reliable results in measuring the research variables.

Data Analysis Techniques

The influence testing in this study was conducted using Pearson Correlation to determine the direction, strength, and significance of the relationship between independent variables, such as Job Training and Human Resource Development, on the dependent variable, namely Employee Performance. The Pearson coefficient (r) obtained shows how strong and positive or negative the relationship between variables is, while significance is tested with the p -value; if $p < 0.05$, then the relationship is considered significant, indicating that the independent variables have an effect on employee performance.

The data were analyzed through the following steps: (i) a t -test, which was used to analyze whether there were differences in employee performance before and after participating in job training. This test helps identify whether training positively contributes to improved performance; (ii) F -test is a statistical method used to test the variance of sample groups and to evaluate the relationship between independent and dependent variables in a regression model or ANOVA; (iii) The Coefficient of Determination Test is used to test how much variation in the dependent variable can be explained by the independent variable; and; and (iv) A multiple linear regression test was then conducted to analyze the simultaneous effect of job training and human resource development on employee performance.

Research Ethics Statement

This research was conducted with due regard for research ethics. All respondents were provided with clear information regarding the research objectives and guaranteed confidentiality of their data. Participation was voluntary, and respondents had the right to refuse or discontinue participation at any time without any consequences. The data obtained were used solely for the purposes of this research and guaranteed not to be misused. All research processes received approval from the Institute for Research and Community Service, Muhammadiyah University of Palopo.

RESULTS AND DISCUSSION

Data analysis was conducted through several systematic steps and tests, including validity testing, reliability testing, multiple linear regression, R^2 test, t -test, F -test, and coefficient of determination testing using SPSS version 25. The tests were expected to provide

credible data regarding the relationships between the defined variables. The confidence level was set at 90%, and the significance level was $\alpha = 10\%$.

The validity test was performed by comparing the calculated r-value (r-count) with the critical r-value (r-table), using a sample size of 131 and degrees of freedom (df) of 129 (calculated as $N - 2$, i.e., $131 - 2$). At a significance level of 5% or 0.05, the critical r-value obtained was 0.1716. If the r-count is greater than the r-table value, the item is considered valid (accepted) and meets the criteria as a legitimate measurement tool.

Reliability Test

The reliability test is used to determine the degree to which a questionnaire consistently measures the intended variable. A questionnaire is considered reliable if respondents provide stable and consistent answers over time. In this study, reliability was assessed using the Cronbach's Alpha statistical test. A variable is deemed reliable if its Cronbach's Alpha value exceeds 0.60; conversely, a value below 0.60 indicates that the data is unreliable. The results of the reliability test for the research instrument are as follows:

Table 2 shows that all variables exceeded Cronbach's Alpha values above 0.60, thus being deemed reliable.

Multiple Linear Regression Analysis

In this study, multiple linear regression analysis is employed to examine the relationship between Job Training (X1) and Human Resource Development (X2) and their impact on the Employee Performance (Y) variable.

Based on the data presented in Table 5, the results of the multiple linear regression analysis between the variables Job Training (X1) and Human Resource Development (X2) on Employee Performance (Y) yield a constant value of 3.049, a regression coefficient of -0.033 for X1, and 0.917 for X2. Thus, the resulting multiple linear regression equation is as follows:

$$Y = 3.049 - 0.033X_1 + 0.917X_2 + e$$

From this equation, the following interpretations can be made:

1. The constant value of 3.049 indicates that if the values of Job Training (X1) and Human Resource Development (X2) are zero, the Employee Performance (Y) would be 3.049.
2. The regression coefficient for Job Training (X1) is -0.033, indicating a negative relationship between Job Training and Employee Performance. This means that a decrease in the value of Job Training (X1) will lead to a decrease in Employee Performance (Y) at Bank BRI Palopo Branch.
3. The regression coefficient for Human Resource Development (X2) is 0.917, indicating a positive relationship between Human Resource Development (X2) and Employee

Performance (Y). In other words, the higher the value of Human Resource Development (X2), the greater the improvement in Employee Performance at Bank BRI Palopo Branch.

T-Test (Partial)

The T-test (partial) is used to determine whether there is a significant influence of the independent variables on the dependent variable. An independent variable is considered to have an effect on the dependent variable if the significance level is less than 0.05 and the t-calculated (t_{hitung}) value is greater than the t-table (t_{table}) value. To calculate the degrees of freedom (df), the formula used is: $df = n - k$, where n is the number of samples and k is the number of independent variables. Based on the calculation, the df is 129 ($131 - 2$). With $df = 129$, the t-table value is 1.979.

Table 4 shows that the calculated t-value for variable X1 (-0.610) is smaller than the t-table value (1.979), and the significance value of 0.543 is greater than 0.05. This value can be interpreted as indicating that variable X1 (job training) has no effect on Y (employee performance).

In another calculation, the X2 (human resources) variable is 19.768, greater than the t-table value of 1.979, with a significance level of 0.000, less than 0.05. From this data, it can be concluded that the Human Resources variable (X2) has a partial significant effect on Employee Performance (Y).

F-Test (Simultaneous)

The F-test is necessary to calculate whether all independent variables jointly influence the dependent variable. The independent variables are considered to significantly influence the dependent variable if the calculated F value (F_{hitung}) is greater than the F-table value (F_{table}) and the significance level is below 0.05. The F-test uses the formula for degrees of freedom:

$$df = n - k - 1,$$

where n is the number of samples and k is the number of independent variables, we get:

$$df = 131 - 2 - 1 = 128.$$

Based on the calculated df, the F-table value is 3.07. The results of the F-test can be seen in Table 5 below.

Based on Table 5, the results of the F-test show that the calculated F value (F_{hitung}) is 505.357, while the F-table value (F_{table}) is 3.07, with a significance level of 0.000. This indicates that F_{hitung} is greater than F_{table} , and the significance value is less than 0.05. Therefore, H_0 is rejected and H_a is accepted, concluding that the variables Job Training (X_1) and Human Resource Development (X_2) have a simultaneously significant effect on Employee Performance (Y).

Coefficient of Determination

The coefficient of determination test is conducted to determine the ability of independent variables to explain changes in the dependent variable. This method can be used to determine the strength of job training and human resource development in determining employee performance.

Based on Table 6, the R Square (R^2) value is recorded at 0.888. This indicates that the variables Job Training (X_1) and Human Resource Development (X_2) can explain or influence Employee Performance (Y) by 88.8%. In other words, the independent variables contribute 88.8% to the variation in the dependent variable, while the remaining 11.2% is affected by other factors not examined in this study.

Several studies have shown that, in addition to job training and human resource development, employee performance can also be improved through leadership (Syahrian, 2019), strengthening employee emotional intelligence (AnneLisnawati, 2024), increasing job satisfaction (Lady Mariani Siahaan, 2025), and ensuring adequate employee numbers (Azifatul Hasanah, 2025). Therefore, this research has the potential to be expanded to include other, more complex variables.

CONCLUTION

1. Job training and human resource development together (simultaneously) have a significant effect on employee performance at BRI Bank Palopo Branch.
2. Separately, job training shows a positive and significant influence on employee performance at Bank BRI Palopo, making it the most influential variable in this study.
3. Human resource development also contributes positively and significantly to employee performance at Bank BRI Palopo, although its influence is the lowest compared to the other variables in this study.

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FIGURE AND TABLE

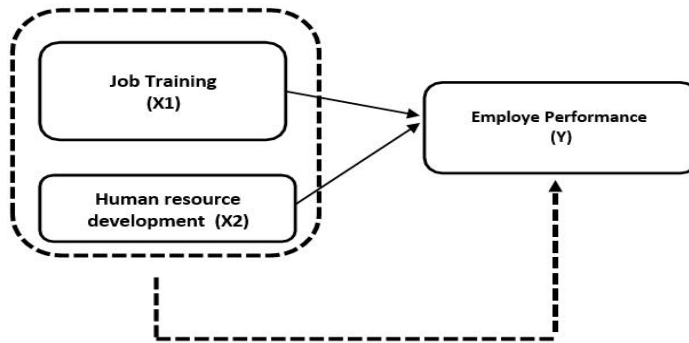


Figure 1. Framework of Thinking

Tabel 1. Variables, Dimensions, Indicators, Measurement Scales

Variables	Dimensions	Indicator	Likert Scale
Job Training (X1)	1. Quality of Training	Training materials are relevant to the job Effective and easy to understand training methods	1-5
	2. Training Frequency	Number of trainings attended by employees Consistency of training over a certain period	1-5
	3. Benefits of Training	Job skills improvement Increased confidence in carrying out tasks	1-5
Human Resources Development (X2)	Competency Development	There is a program to improve technical and soft skills Employees participate in career development training	1-5
	Career Opportunities	Promotion or job rotation opportunities Management support for career development	1-5
	Evaluation and Feedback	There is regular performance evaluation Feedback from superiors for self-development	1-5
Employee Performance (Y)	Productivity	Work target achievement Efficiency and quality of work results	1-5
	Discipline	Punctuality in attendance and completing assignments Compliance with company procedures	1-5
	Initiative and Creativity	Ability to provide new ideas or solutions Proactive in solving problems	1-5

Table 2. Validity Test Results.

Variables	Question	R Count	R Table
Training Work (X1)	X1	0.842 **	0.1716
	X2	0.860 **	0.1716
	X3	0.871 **	0.1716
	X4	0.862 **	0.1716
	X5	0.948 **	0.1716
	X1	0.954 **	0.1716
	X2	0.959 **	0.1716

Variables	Question	R Count	R Table
Development Source Power Human (X2)	X3	0.945 **	0.1716
	X4	0.943 **	0.1716
	X5	0.908 **	0.1716
	X1	0.914 **	0.1716
	X2	0.918 **	0.1716
Performance Employee (Y)	X3	0.929 **	0.1716
	X4	0.917 **	0.1716
	X5	1	0.1716

Table 3. Reliability Test Results

Variables	Cronbach's Alpha	Criteria	Information
Training Work	0.978	0.60	Reliable
Development Human Resources	0.987	0.60	Reliable
Performance Employee	0.979	0.60	Reliable

Table 4. Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
	B	Beta		
1 (Constant)	3,049		4,103	0,000
X1	-0,033	-0,030	-0,610	0,543
X2	0,917	0,966	19,768	0,000

Table 5. T-Test (Partial)

Coefficients ^a						
Model	Standardized Coefficients	t	Sig.			
	Beta					
1 (Constant)	3,049	0,743	4,103	0,000		
Training Work	X1	-0,033	-0,610	0,543		
Development source human resources	X2	0,917	19,768	0,000		

Table 6. F-Test (Simultaneous)

ANOVA ^a						
Model	Sum of squares	df	Mean Square	F	Sig.	
1 Regression	1935,616	2	967,808	505,357	.000 ^b	
Residual	245,133	128	1,915			
Total	2180,748	130				

Table 7. Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.942 ^a	0,888	0,886	1,384