

Human Resources Development In Increasing Employee Performance In (Case Study PT. Ars Indo Jaya Perkasa)

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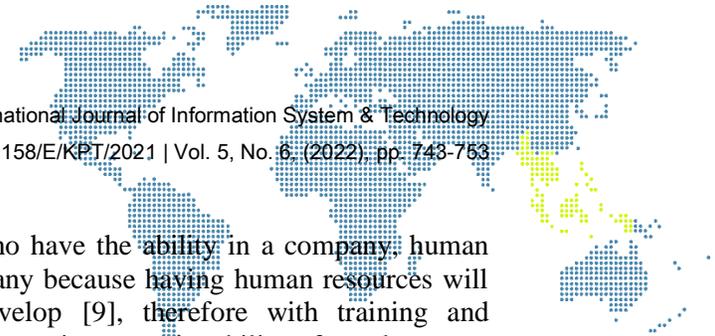
Abstract

The background of this research is how to find out how to develop human resources in a company that aims to improve employee performance. Therefore, this research focuses on a company that wants to improve employee performance in order to improve the company so that it grows and develops. The method given in this study is to use a literature review, and use a survey tool conducted to 100 employees, in a company. Therefore, the data obtained are real data. The problem raised in this study is how to find out what variables can affect the company's performance variables. Therefore, with a trial run with a survey, it can be seen what variables affect other variables so that it can be a suggestion for improvement in the company is in this research. The purpose of this study is how to determine the development of human resources in a company in order to improve employee performance at PT. ARS INDO JAYA PERKASA the results of the research are several variables with human resources can improve employee performance in a company as an asset, the company will continue to grow in the future.

Keywords: Human Resources, Development, Employee, Performance.

1. Introduction

Human resources in a company are very important and are even considered as assets of a company [1]. Therefore, human resources are continuously maintained and developed in order to help the company progress so that human resources can be the basis and foundation of a company that will continue to develop along with it. Development of time and era so that technology can be applied properly [2]. Many methods are applied to a study, but in this study using a literature review study method using the basis of previous research so that it can find differences between past research [3], and the latest research so that in this study we can find novelty that can be used for the future so that this research become the latest research so that it can be used as a basis for future research [4]. The problem raised in this research is how to make a development of human resources in a company to improve employee performance so that employee performance can increase along with human resources that are more advanced than before [5], therefore employee training and development must be carried out in order to improve abilities. Employees at work so as to increase profits for the company [6]. The purpose of this study is to test the variables that affect employee performance in a company [7]. Therefore, the variables raised in this study are human resources variables that will be able to influence employee performance factors in a company [8].



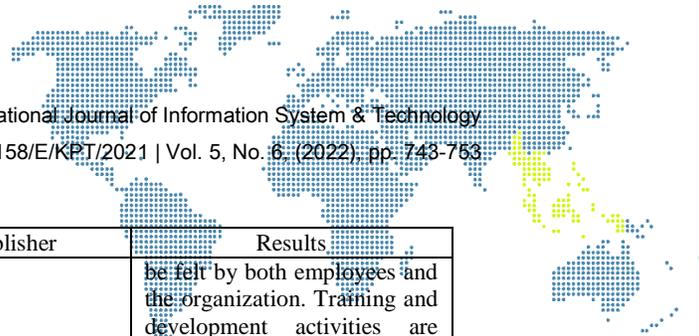
Good human resources are human resources who have the ability in a company; human resources are already considered assets for a company because having human resources will be able to help the company advance and develop [9], therefore with training and development of human resources every year then it can improve the ability of employees to work so that the performance of a company can be accounted for because the level of ability of human resources continues to grow every year. Therefore, with the development of technology, human resources must also be developed in order to help the company optimally [10]. A good company is how the company can treat employees well also with good human resources, the company will be much more developed than other similar companies [11]. Therefore one of the variables that affect employee performance is human resources that continue to grow along with the times with the existence of technology, everything must be made with technology [12]. Therefore, with good human resources, employee performance will be good and have an impact on the development of the company [13].

2. Research Methodology

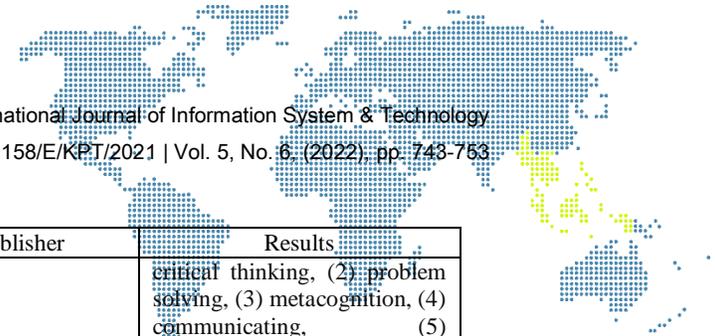
In this second part, a literature review from previous research will be discussed. With the existing research basis, it can be seen the differences between one study and another so that a novelty can be found that can be used in this study [14].

Table 1. Previous Research

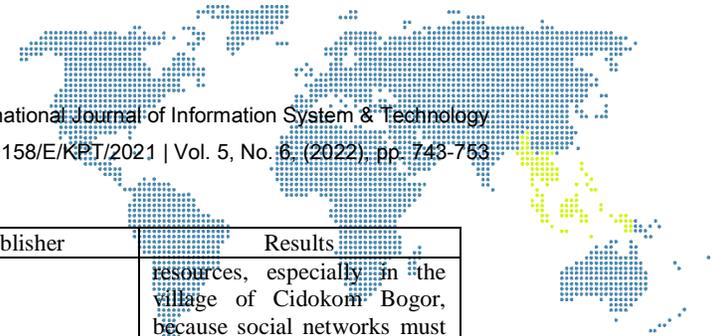
No	Author	Title	Publisher	Results
1	Khoirul Umam Dan Akhmad Yunan Atho'illah	Human Resources Development Strategy of Commanditaire Vennootschap Employees in Increasing the Effectiveness of Their Performance	Journal MANOVA Volume IV Nomor 1, P ISSN : 2685-4716, E ISSN : 2746-282X	The results of this study aim to identify and analyze human resource development strategies in increasing the effectiveness of performance carried out by the company and the role of strategy in increasing the effectiveness of employee performance at CV. Barokah Jaya Hikmah Sidoarjo. This study uses a qualitative descriptive method so that the data obtained by researchers from CV. Barokah Jaya Hikmah Sidoarjo. Observations, documentation and in-depth interviews with the company CV Barokah Jaya Hikmah.
2	Agus Dwi Cahya, Daru Amanta Rahmadani, Ary Wijiningrum, Fierna Fajar Swasti	Training Analysis and Human Resource Development	Volume 4 Issue 2 (2021) Pages 230 - 242 YUME : Journal Of Management ISSN : 2614-851X (Online)	The results show that the development and development of human resources at UMKM Happy Kue Lompong was based on job requirements and analysis of individual employees. The purpose of this is to expand employees' knowledge, skills, and abilities so that they can properly perform their tasks and responsibilities. The method used is on-the-job training. The benefits of training and development can



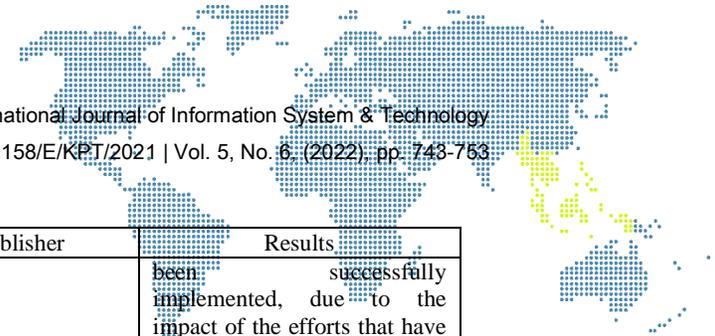
No	Author	Title	Publisher	Results
				be felt by both employees and the organization. Training and development activities are fully supported by Happy KueLompong SME.
3	Ludfia Dipang	Human Resource Development In Improving Employee Performance At PT. Manado's Eternal Desire	Journal EMBA Vol.1 No.3 September 2013, Hal. 1080-1088	The purpose of this study is to determine the strategy of human resources development and the effect of human resources development on improving the performance of employees at PT. Manado's eternal desire. The analytical method used in this study is simple linear regression. The results show that human resource development has a significant positive impact on improving employee performance.
4	Toto, Endang Rustendi	Analysis of the Inhibiting Factors of Training and Education Programs in Human Resource Development	Journal of Education (Economics, Education And Accounting) Volume. 9 Number 1, June 2021	This study uses a qualitative approach, to obtain writing data, collect supporting data for this research by direct surveys and conducting interviews with related parties, viewing literature books, journals, and other references to complete this research. Based on the results of the research, the results that can be related to the inhibiting factors of training and education programs in human resource development are 1) Personnel/employee Ability 2) Technology Changes 3) Materials 4) Instructors 5). Method 6). Automatic Habitual Training.
5	Hery Suprayitno	Effect of Training and Resource Development Humans Against Employee Work Ethic Improvement Bank Bukopin Bogor Branch	Proceedings of the 2019 Humanist National Seminar on 7 December 2019	Research result These are as follows: 1) There is an effect of training on the improvement of the employee's work ethic. 2) There is an influence of Human Resource Development on the Improvement of Work Ethics Employee. 3) There is a joint Human Resource Training and Development influence for Improving Employee Work Ethics.
6	Rifa Hanifa Mardiyah, Sekar Nurul Fajriyah	The Importance of Learning Skills in the 21st Century as Demands	Lectura: Journal of Education, Vol.12 No. 1, February 2021	21st century learning focuses on student centers with the aim of providing students with thinking skills including: (1)



No	Author	Title	Publisher	Results
	Aldriani, Febyana Chitta, Muhamad Rizal Zulfikar	In Human Resource Development		critical thinking, (2) problem solving, (3) metacognition, (4) communicating, (5) collaborating, (6) innovation and creative, (7) information literacy. Therefore, it is hoped that education can create quality human resources in the field of information technology and also the human aspect because 21st century learning is more integrated with knowledge and skills.
7	Sony Sutiawan, Ahmad Fauzan	Human Resource Development At Lampung Nature School	Al-Idara: Journal of Islamic Education Volume 11 Number 1, 2021	Search results show that. Types and Patterns of Human Resource Development at Alam Lampung School has a "School for Teachers" program. There are three forms of human resource training at Alam Lampung School: jasadiyah training, fikriyah training and rukhiyah training. Is done in the form of methods such as enrichment, seminars, coaching or other such training. This activity aims to improve the capacity of the teaching staff. This activity is usually done in a sustainable way, according to the need. Other developmental activities are usually carried out at the end of the semester, often in conjunction with other natural schools.
8	Ahmad Jamil	The Contribution of Leadership Style and Motivation to Employee Performance at the Baubau City Personnel and Human Resources Development Agency	Journal of Effective Economics, Vol. 3, No. 4th, July 2021	The results of the analysis prove that there is a significant relationship between leadership style on employee performance with an influence coefficient of 2,595; there is a significant relationship between motivation on employee performance with an influence coefficient of 4.469; and there is a significant relationship between leadership through motivation on employee performance with an influence coefficient of 0.271 or 27.1%.
9	Haikal, Ahmad Ridwan, Imam Andrianto, Wahyu Afif,	Counseling on the Use of Social Media for the Development of Human	PADMA Journal: Community Dharma Service	This study aims to explore and analyze the role of social media in the development of the quality of human



No	Author	Title	Publisher	Results
	Rusli, Denok Sunarsi	Resources (HR) in Village Communities		resources, especially in the village of Cidokom Bogor, because social networks must be used to the maximum for the quality of human resources. Our power is increasing, such as: and friends, Can find old friends or acquaintances, Find candidates for jobs, Find new jobs, Develop personal opinions online, Join helpful groups, Grow Developing social connections, Marketing our products, Giving consumers the opportunity to interact with manufacturers
10	Darmawan Sanusi, Andi Agustang, Andi Muhammad Idkhan	Human Resource Development in Improving Academic Services at Puangrimaggalatung University Sengkang	Jurnal Governance And Politics Volume 1, Nomor 2, 2021	The results showed that the development of human resources at the University of Puangrimaggalatung Sengkang had not gone well, therefore there needed to be development by doing; 1) Training & Development, 2) Organization Development, 3) Organization Development Intervention.
11	Rosdiana Sugeha, Achmad Nurmandi, Suswanta	Actor Human Resource Development Strategy Tourism in Bantul Regency	Journal of Education and development South Tapanuli Institute of Education 2021	Strengthen human resources for tourism stakeholders, with Provide employees working in hotels, restaurants or home catering and other services business services of Jasmine, Pondok Wisata, such as training; Technical Instruction Room, Food Technical Instruction Room and Technical Instruction Room. Improve the tourism apparatus, with consultation and training in the form of; Tik II Leader Training, Management Technical Training Office, Technical training in storage management, Technical training in tourism, License technical training, English training. Empower the community, by providing advice in the form of; Advice and guidance for tourism outreach groups. The Bantul Regency Disar in Strategy for Improving the Quality of Human Resources for Tourism Agents has certainly



No	Author	Title	Publisher	Results
				been successfully implemented, due to the impact of the efforts that have resulted in an increasing number of tourists every year.

Based on the stages of the research model in Figure 1, it can be explained that the first research used the literature review stage using a lot of reading similar previous journals, with research finding problems, it can be continued to the second stage, namely conducting research so that this research can run smoothly. In accordance with the plan, therefore with the research, the research results can be achieved in accordance with the desired target, and can answer the formulation of the problem that has been made previously.

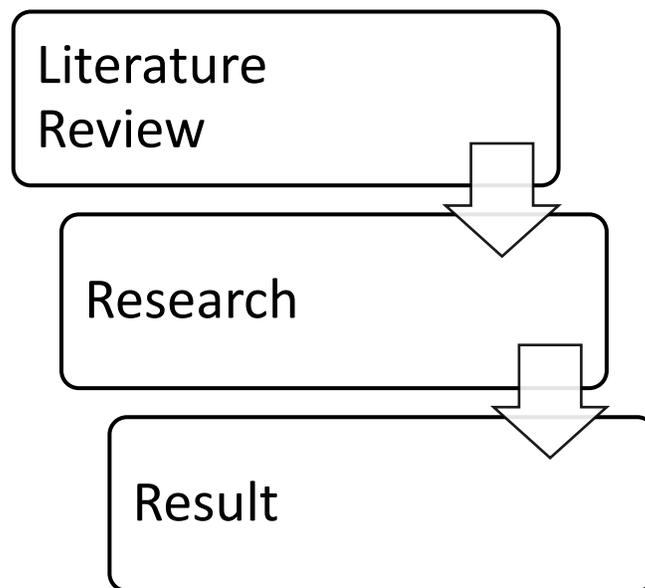


Figure 1. Research Method

This research was conducted at PT. ARS INDO JAYA PERKASA which is located at Jl. Abdul Shahid No. 119 a Jakarta 2nd floor. This research was conducted for 6 months, starting in November 2021 and ending in May 2022 using a population sample of 100 employees.

3. Result and Discussion

In this section will discuss matters based on data and proposals that must exist in a company, especially with good human resources so as to produce increased employee performance in a company. The explanation can be seen below. Based on Figure 2 below, it is explained that there are 100 employees who are sampled with 39 people S1 education standards, 45 people S2 education standards and 16 people S3 education standards.

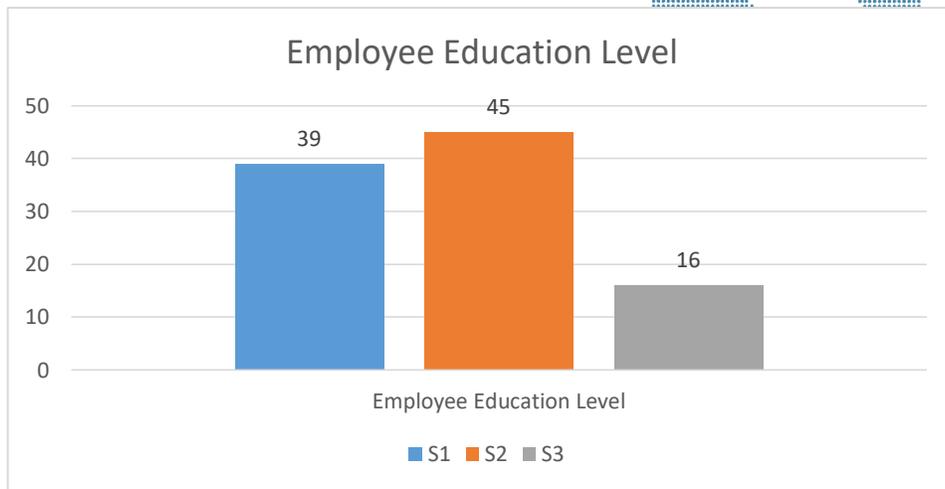


Figure 2. Employee Education Level

Table 2. Descriptive Respondents' Answers

	Mean	Std. Deviation	N
Y	61.85	6.648	34
X	62.26	6.912	34

Source: Processed Data 2022

Based on table 2 above, it is explained that the average employee performance is 61.85 and the average value of human resources is 62.26

Table 3. Correlation Analysis Results

		Y	X
Pearson Correlation	Y	1.000	.707
	X	.707	1.000
Sig.(1-tailed)	Y	.	.000
	X	.000	.
N	Y	34	34
	X	34	34

Source: Processed Data 2022

Table 3 explains that, the relationship between human resources and employee performance is significant because the p value = 0.000 and the r value = 0.707 shows a strong correlation.

Table 4. Determination Analysis Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.707(a)	.499	.484	4.777

Source: Processed Data 2022

Table 4 shows that the value of R square = 0.499 or 49.9 percent of employee performance is influenced by human resources, while the rest is influenced by other factors.

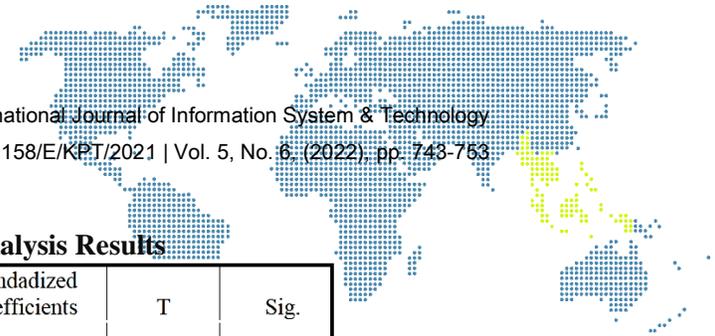


Table 5. Regression Analysis Results

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta	B	Std. Error	
1	(Constant)	19.544	7.536		2.593	.014
	X	.680	.120	.707	5.648	.000

Source: Processed Data 2022

In table 5 above, the value of B Constant 19,544 states that if human resources are neglected, then employee performance is 19,544, and the B value of 0.680 states that each additional human resource of one scale will increase employee performance by 0.680.

3.1. Employee Form / Criteria

At the beginning of employee selection, the thing that needs to be considered is how to determine the criteria for employees to find work and be accepted in a company. Therefore, good human resources are selected from the start when they register in a company so that with good seeds, employees will continue to develop and progress. Together with companies that are also developing in the future. Therefore, the selection of the right employees can be used as the basis for the development of the company.

3.2. Guarantees such as Jamsostek are included for all employees

One of the rights of employees is the provision of health insurance or job security for workers who work in a company. With this job guarantee, employees will work calmly and focused, to make the company more developed and advanced. Therefore, the provision of health insurance and guarantees Employment for employees are the rights given to the company so that employees can work optimally.

3.3. Quarterly Incentives

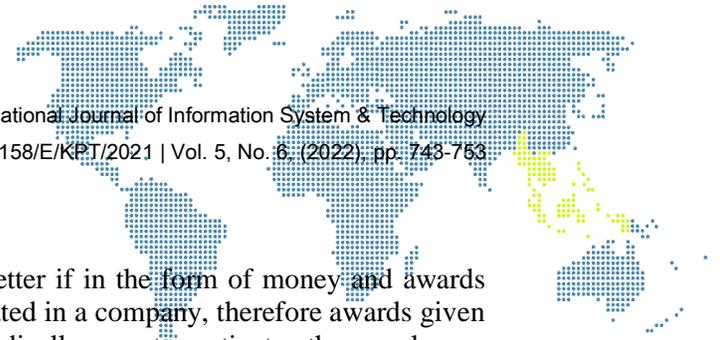
Humans basically want to be rewarded with awards, humans will be much more enthusiastic in doing something such as giving 3 months of incentives, for employees in a company with the provision of these incentives, employees will be much more enthusiastic in working so employee performance will increase so that the company will be more advanced.

3.4. Evaluation

The assessment of an employee is very important because with rewards and punishments it will make employees more enthusiastic at work because with a good assessment they will be much more appreciated in a company because the award is much more important than the performance they give to the company . That is, with regular assessments, employees will be much more enthusiastic at work so that employee performance will increase in order to improve the progress of the company.

3.5. Career path

With a career path in a company, employees will be much more enthusiastic about work so that they can look for goals and what can be expected to achieve goals in life so that they can work with a focus that continues to grow in order to make the company much more advanced so that careers within the company will develop. And impact on their well-being.



3.6. Rewards for Outstanding Employees

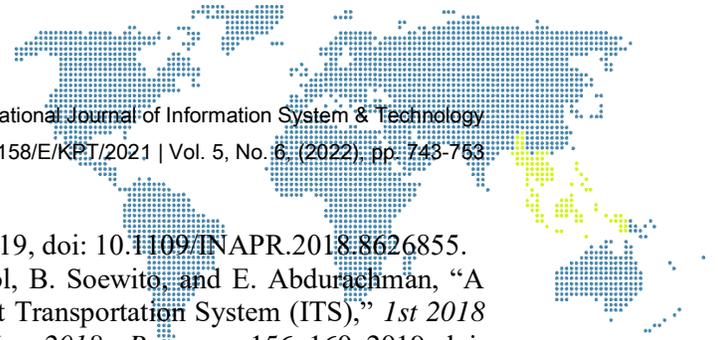
The respect given to employees will be much better if in the form of money and awards with awards, employees will be much more appreciated in a company, therefore awards given to employees must be carried out regularly and periodically so as to motivate other employees to can be even better in the future Therefore, the respect given to outstanding employees will be much better if done regularly.

4. Conclusion

PT. ARS INDO JAYA PERKASA has made various efforts to improve the performance of its employees in the form of an initial assessment during recruitment, giving bonuses for outstanding employees and a final assessment to increase the career path for each employee who has an increase in performance. Human resource development has a significant effect on improving the performance of employees of PT. ARS INDO JAYA PERKASA. Future research PT. ARS INDO JAYA PERKASA is expected to maintain the recruitment method until the final employee assessment has been carried out so far, because from the initial recruitment of employees who are well organized it will get employees who are also competent at work. Likewise, job assessments for career paths as well as the provision of bonuses and facilities provided continue to be maintained.

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