



Hrm Policy In Human Resources Development And Employee Motivation And Their Effect On Employee Performance Mesir Ponsel Pematangsiantar

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ABSTRACT

This study aims to see the effect of development and work motivation on Egyptian employee performance in Pematangsiantar Cellphones. The population of this study is the Egyptian employees of Pematangsiantar Cellphones. The number of samples in this study were 35 data. The research variable consists of two independent variables, namely Development (X1) and Work Motivation (X2), one determining variable is Performance (Y). The results of data collection were then analyzed using Validity Test, Reality Test, Multiple Linear Regression, Partial Test (t Test), Coefficient of Determination Analysis with the help of SPSS Version 25 to test and prove the research hypothesis. Based on the test results, the validity test shows that the calculated r value of each indicator variable of Development and Work Motivation is greater than rtable of 0.3388 so that the indicator of performance is valid. The reliability test of the Development and Work Motivation variable with Cronbach's alpha values of 0.776, 0.960, and 0.927 is greater than 0.6 which means that Development and Work Motivation is reliable or reliable. Independent variables that were tested individually in influencing Employee Performance of Egyptian Mobile Phone Pematangsiantar, Development (coefficient 0.992), Motivation (coefficient 0.391), dominant Development affecting performance. Based on the significance level of the research results that Development and Work Motivation obtained a significance level of $0.000 < 0.05$ and $0.034 < 0.05$. So it can be key that means that development and work motivation have a significant effect on performance. Meanwhile, from the results of the calculation of the coefficient of determination (R²), it can be seen or explained that the independent variable in this study is explained by 69.0% of the dependent variable (0.690) in the Egyptian Mobile Phone Pematangsiantar Employees. While the remaining 31.0% is influenced or explained by other variables that are not included in this research model.

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1. Introduction

Policies are a series of concepts and principles that serve as guidelines and the basis for plans in carrying out a job, leadership, and how to act. The term can be applied to governments, private sector organizations and groups, as well as individuals. The policy taken by the author has 2 important points which become Human Resource Management Policies that affect employee performance, these 2 points are employee development and employee motivation. Human resource development has an understanding as an activity of a company or organization that aims to improve the capabilities and skills of its human resources within a certain period of time. In more detail, Human Resources development can be defined as the most proactive sub-function because it starts at the level of identification of training needs. The motivational policies provided by the company such as pay or salary according to the workload, employees can argue if there is something that pleases them while working, the company provides a comfortable and safe work environment.

Human Resource Management, According to (Edy Sutrisno 2017) Human resource management has a definition as a planning, organizing, directing, supervising procurement, development, compensation, integration, maintenance, and termination of employment with a view to achieving the company's organizational goals in an integrated manner. According to (Edy Sutrisno 2016), the term quality of human resources is the level of ability and willingness that can be demonstrated by human resources. That level is compared to the level required from time to time by the organization that owns the human resource.

Human Resources Development According to (Henarath 2016), development is an effort to improve the technical, theoretical, conceptual, and moral abilities of employees according to the needs of the job/position through education and training. According to (Mila 2019), development can be defined as a planned effort from the organization to improve the knowledge, skills, and abilities of employees.

According to (Anwar Prabu 2018) there are several development indicators, namely: Development goals and objectives must be clear and measurable, The trainers must have adequate qualifications. Development materials must be adapted to the objectives to be achieved, The method of development must be in accordance with the level of ability of the employees who are participants. 5. Development participants must meet the specified requirements.

Motivation, according to (Manulang 2012), provides a formulation of the notion of motivation or driving activity, as follows: the work done by a manager, in providing inspiration, enthusiasm and encouragement to other people or employees, to take actions. Motivation is a set of attitudes and values that influence individuals to achieve specific things according to individual goals. These attitudes and values are something that is inevitable that gives strength to encourage individuals to behave in achieving goals. (Edison Emron, Anwar Yohny 2017) Work Motivation Indicators include: Physiological needs, security needs, the need to be liked, self-esteem needs, self-development needs.

Performance, according to (Anwar Prabu 2018) performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to (Priyono 2015), performance is an action or implementation that can be measured. According to (Dewi Purnama D 2019) performance can be viewed as both a process and a result of work. Meanwhile, performance indicators are used for activities that can only be determined more qualitatively on the basis of observable behavior. Performance indicators also look at the perspective from a prospective (looking forward) rather than a retrospective (looking back). This shows aspects of performance that need to be observed.

2. Methods

2.1. Population

The method used in this research is descriptive quantitative method, which aims to describe the state of the data as it is based on the respondents' answers which will then be analyzed according to the objectives and research questions. The data used is quantitative data, which means data in the form of numbers. The data used in this study are quantitative in nature, namely the results of respondents' answers or filling out questionnaires. According to (sena wahyu purwanza, aditya wardhana 2020), the population is a collection of all possible people, objects and other sizes that become the object of attention in a study. According to (Elidawati 2021) population is a group of people, events or objects that are used as objects of research. The population referred to in this study were all employees of Egypt Mobile, totaling 35 people. And this study used a sample of 35 people.

2.2. Sample

According to (Megasari Gusandra Saragih 2021) the sample is the smallest part of the characteristics that represent the population where the unit of observation is considered too broad so a sampling technique is needed. This study used a sample of 35 people.

2.3. Hypothesis

- a. $H_0: \beta_1 = 0$ There is no Effect of Employee Development on Egyptian Employee Performance in Pematangsiantar Cellphones. $H_a: \beta_1 \neq 0$ There is an Influence of Employee Development on Egyptian Employee Performance in Pematangsiantar Cellphones.
- b. $H_0: \beta_2 = 0$ There is no Influence of Employee Motivation on Egyptian Employee Performance on Pematangsiantar Cellphone. $H_a: \beta_2 \neq 0$ There is an Influence of Employee Motivation on Egyptian Employee Performance in Pematangsiantar Cellphones.
- c. $H_0: \beta_1: \beta_2 = 0$ There is no Effect of Employee Development and Motivation on Egyptian Employee Performance in Pematangsiantar Cellphones. $H_a: \beta_1: \beta_2 \neq 0$ There is an Influence of Employee Development and Motivation on Egyptian Employee Performance in Pematangsiantar Cellphones.

3. Result and Discussion

3.1 Uji Instrumen

a. Uji Validitas

Validity is the degree of accuracy between the data that occurs in the object of research and the power that can be reported by the researcher. According to (IMAM Ghozali 2018) explaining the validity test is used to measure whether or not a questionnaire is valid.

Table 1.
VALIDITY TEST RESULTS

No	Variable	r count	r table	Information
1	Development			
	X1.1	0,499	0,3388	Valid
	X1.2	0,899	0,3388	Valid
	X1.3	0,797	0,3388	Valid
	X1.4	0,455	0,3388	Valid
	X1.5	0,933	0,3388	Valid
2	Motivation			

	X2.1	0,910	0,3388	Valid
	X2.2	0,963	0,3388	Valid
	X2.3	0,957	0,3388	Valid
	X2.4	0,966	0,3388	Valid
	X2.5	0,846	0,3388	Valid
3	Performance			
	Y1	0,920	0,3388	Valid
	Y2	0,973	0,3388	Valid
	Y3	0,936	0,3388	Valid
	Y4	0,875	0,3388	Valid
	Y5	0,695	0,3388	Valid
	Y6	0,889	0,3388	Valid
	Y7	0,568	0,3388	Valid

Source: 2022 data

It was found that all indicators used to measure the variables used in this study had a correlation coefficient greater than $r_{table} = 0.3388$ (r_{table} value for $n = 32$), so all of these indicators were valid.

b. Uji Realibilitas

Table 2.

UJI RELIABILITAS

Variabel	Cronbach's Alpha	N of Items	Status
Development (X1)	0,776	5	Reliabel
Motivation (X2)	0,960	5	Reliabel
Performance (Y)	0,927	7	Reliabel

Source : 2022 data

The SPSS output display shows that Development gives Cronbach's Alpha value of 0.776 or 77.6%, Motivation gives Cronbach's Alpha value of 0.960 or 96.0%, and Performance gives Cronbach's Alpha value of 0.927 or 92.7%. From these results, it can be said that each construct is reliable because it is greater than 0.60, then the items in each of these variable concepts are feasible to be used as measuring tools.

3.2 Uji Asumsi Klasik

a. Uji Multikolinearitas

Table 3.

UJI MULTIKOLINEARITAS

Model		Coefficients ^a	
		Tolerance	VIF
1	(Constant)		
	TOTALX1	,472	2,117
	TOTALX2	,472	2,117

a. Dependent Variable: TOTALLY

In the coefficient section contained in the output, it can be seen that the tolerance is $X1 = 0.472$, $X2 = 0.472$, while the VIF is $X1 = 2.117$, $X2 = 2.117$. This shows that the VIF and tolerance have values above 0.1 and not more than 10, which means they are free from multicollinearity problems.

Table 4
R SQUARE

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,830 ^a	,690	,670	2,68885	2,126

a. Predictors: (Constant), TOTALX2, TOTALX1

b. Dependent Variable: TOTALLY

This shows that $R^2 < R$ which means that there is no multicollinearity problem in the model used. In the two detectors above, it is concluded that in general there is no multicollinearity in the regression model that will be used.

b. Uji Heteroskedastisitas

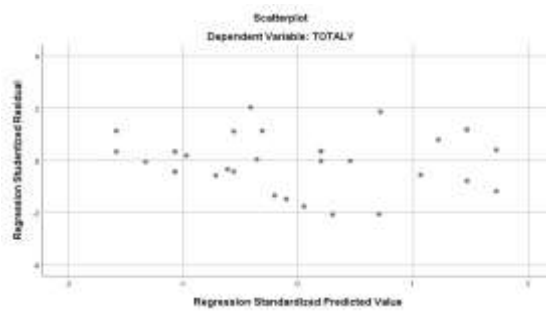


Figure 1. Uji Heteroskedastisitas

Shows that the data points spread around zero and do not collect at one point. The spread of these data points also does not form a pattern. So it can be concluded that the regression model of this study does not experience heteroscedasticity problems.

c. Uji Normalitas

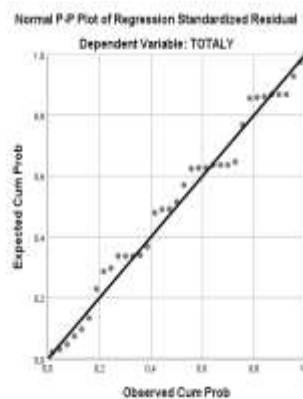


Figure 2. Uji Normalitas

Shows that the distribution of the points of the increase in the variable spreads around the diagonal line which can be concluded that the data presented can be said to be normal.

d. Uji Autokorelasi

TABLE 6
Uji Autokorelasi

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,830 ^a	,690	,670	2,68885	2,126

a. Predictors: (Constant), TOTALX2, TOTALX1

b. Dependent Variable: TOTALLY

In this study, the autocorrelation test used the Durbin Watson test with the following conditions:

$dW < dL$, means that there is a positive autocorrelation (+)

$dL < dW < dU$, inconclusive

$dU < dW < 4 - dU$, it means that there is no autocorrelation

$4 - dU < dW < 4 - dL$, inconclusive

$dW > 4 - dL$, it means that there is a negative autocorrelation (-)

With the number of samples $n = 35$, $\alpha = 0.05$ and the number of independent variables $k = 3$, then the critical values obtained are $dL = 1.2833$ and $dU = 1.6528$.

3.3 Discussion

From the results of testing the previous hypothesis, it can be concluded that there are hypotheses that are proven and some are not proven. For this reason, this section of the discussion will contain a more detailed discussion of each.

a. The Effect of Development on Performance

Based on the results of the study, the first hypothesis which states that development has a significant and positive effect on employee performance is accepted, this is evidenced by the value of $t \text{ count} > t \text{ table}$ ($3.985 > 2.036$). This means that development can be implemented in the organization running smoothly as Hartatik (2021) said that development is very important for the workforce so that they can better master the work they are holding or will be held in the future.

b. The Effect of Motivation on Performance

Based on the results of the study, the first hypothesis states that motivation has a significant and positive effect on employee performance. accepted it is evidenced by the value of $t \text{ count} > t \text{ table}$ ($2.212 > 2.036$). This means that the motivation given to each employee can make employees enthusiastic about work and can complete work.

4. Conclusion

From the results of testing the previous hypothesis, it can be concluded that there are hypotheses that are proven and some are not proven. For this reason, this conclusion section will contain more detailed conclusions about each. Conclusion t-test (Partial). The Effect of Development on Performance Development has a positive and significant effect on performance. This shows that the better the company develops employees, the better the performance quality of the Egyptian Mobile Pematangsiantar employees. The Effect of Work Motivation on Performance Work motivation has a positive and significant effect on performance. This shows that motivating employees is very important to improve the quality of work and employee performance. The Effect of Development and Work

Motivation on Performance. Development and work motivation have a positive and significant effect on performance. This shows that providing development and work motivation to employees has an increasing impact on performance.

Conclusion of F Test (Simultaneous) Value of Sig. 0.000 < 0.05, it can be concluded that the model is acceptable. ANOVA analysis shows that together the independent variables have a significant effect on the dependent variable. This can be proven from the calculated F value of 35.532 which is greater than the F table value (3.29). The model can be used to predict performance or it can be said that development and motivation together have an effect on performance. So that development and motivation have an effect on employee performance in Egypt Ponsel and ACC Pematangsiantar. Conclusion of Determination The correlation or relationship between the independent variables on the influence of the dependent variable in the strong category and R Square explains that performance is influenced by two independent variables, namely development and work motivation.

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