

Influence Of Human Resource Development On Performace Of Employees At The Luwu District Transportation Department

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Abstrak

The aim of this research is to investigate and analyze the influence of human resource development variables on employee performance. The Luwu Regency transportation service is the location for this research. In this research, quantitative descriptive methods were used. For data collection techniques, questionnaires were given to all research samples of 50 employees, whose responses would be processed and analyzed. Statistical tests, such as the t test, function as a data analysis method to test hypotheses. Before the data is analyzed, the quality of the data is tested through validity and reliability tests. The research results reveal that human resource development has a good and statistically significant impact on employee performance. This is demonstrated by the fact that the human resource development variable influences employee performance variables by 71.2%, while the remaining 28.8% explains the influence of variables outside the scope of the research. As for the results of the t test, there is a significant influence of the human resource development variable on employee performance. With the development of human resources at the Luwu District Transportation Service, it is hoped that it will be implemented well so that employees can gain insight into their work and positions.

Keywords: Human resources development; Resource Development; Employee Performance

1. INTRODUCTION

In the current era, human resources are the main component in every organization and company, and play an important role in every company operation and activity. Thus, human resources must be considered with all needs because they are the main key that will determine the success of an organization or company. The problems obtained from the results of observations in the form of ethics and rules and also in the human resource development training section need to be improved at the District Transportation Service, Luwu. With ever-changing environmental dynamics, organizational needs to obtain, developing and maintaining quality human resources is increasingly urgent. Top leaders must support change as a first step, not just give thanks.

The duties and functions of human resources officials are to serve the community, motivate and empower the community to participate actively in development, and produce effective and efficient services. The human resources of the apparatus have a spirit of service that is oriented towards the function of service, protection and empowerment of the community, and act with sincerity and sincerity. With adequate facilities and infrastructure, clear regulations, and professional and reliable human resources, these main tasks, functions and obligations can be carried out well

[1]. According to Suwatno , human resources always play an active and dominant role in every organization because they are planners, actors and determinants of the realization of

organizational goals. Therefore, it is mandatory for every organization to use human resources who are experienced in the field of work handled.

Department of Transportation K ab. Luwu has an important role as the Department that handles the transportation sector in general, including organizing and determining the city transportation route network in the district. Luwu Department of Transportation is a Regional Service that carries out some government affairs and public services in the field of transportation. The main task of the Transportation Service is to carry out some Regional Government affairs in the field of Transportation based on the principles of autonomy and assistance [2]. Government regulation number 38 of 2007 concerning the division of district regional government affairs, decision of the Minister of Transportation number 35 of 2003 concerning the implementation of transportation of people by public transportation.

If the potential of human resources is ignored, change is impossible to occur. Especially in the era of Reform and Regional Autonomy, developing quality human resources who have the mental attitude to work for the interests of the nation state is necessary. Reality shows that employee conditions are still far from expectations, especially low productivity, which can affect efficiency and effectiveness. It is suspected that low productivity is caused by aspects of skills that are lacking [3].

Performance comes from the word performance, which means to display or carry out. Performance, or achievement, has many definitions, according to some experts. According to Wibowo, "performance is about doing the work of the job. Performance is about what is done and how to do it." Therefore, performance can be defined as the process of completing assigned tasks with the aim of achieving the desired goals [4].

Employee performance are the quality and quantity achieved by employees when carrying out their duties in accordance with their responsibilities. Apart from that, developing human resources on employee performance can also increase employee self-confidence. Performance is the result of the work of a person or group of people in a company, in accordance with their respective authorities and responsibilities, without violating the law. Does not violate morals and ethics [5]. Performance is something that is done or a product or service that is produced or provided to a group of people. Therefore, human resources in a government bureaucratic organization, in accordance with their respective authorities and responsibilities, are known as human resource performance [6]. Employee performance is an activity carried out by employees in an organization so that employees must play a direct role in the development of an organization. One of the factors that can influence employee performance is the quality of human resource development [7].

In this research, several previous researchers examined how human resource development had an impact on employee performance at the Barombong District Office, Takalar Regency. [1] Human Resource Development to Improve Worker Performance at the Biak Numfor Regency Transportation Service. According to Muda and Rafik Human Resources Development and Performance of Government Provincial Employees: A Study in North Sumatra, employee performance is influenced by the human resource development component. [4], "The Influence of Human Resource Development on Employee Performance in Class II Correctional Institutions in Purwokerto", Journal of Management Review, 5.3.

The aim of my research is to find out whether there is an influence of human resource development consisting of education and training that has a meaningful influence on the performance of Luwu Regency Transportation Service employees.

2. Methodology

The type of research used in this research uses a quantitative research approach, namely describing the actual situation. Quantitative Research According to Sugiyono (2010: 8) is a research method that is based on positivism philosophy samples or certain samples, data collection uses research instruments, data is quantitative/uses statistical analysis with the aim of testing established hypotheses [4].

This research was conducted at the KAB Transportation Service. Luwu. Apart from that, the method used in collecting research data using a questionnaire is something that researchers do to collect information which is done by compiling a list of statements that are submitted to respondents. The type of data used in this research is primary data obtained or collected directly in the field by the person conducting the research. This research was conducted at the Luwu Regency Transportation Service.

POPULATION AND SAMPLE

A population is a large group of objects or subjects that have certain qualities and characteristics that have been determined by researchers for further study in order to arrive at conclusions [8] . The population in this research is employees at the District Transportation Service, Luwu. The population in this study was 50 ASN employees.

A sample is a small portion of the population or a small grouping that has the characteristics used by the researcher. The research theory used is the theory of Sugiyono which states that "the sample is part of the number and characteristics of the population" ([9]. the sample used in this research is a Proposive Sampling sample, which is research aimed at a specific sample in this research aimed at 50 ASN employees. The criteria for ASN employees include education level, work experience, participation in training, and adaptability. towards organizational changes at the District Transportation Service, Luwu.

DATA COLLECTION TECHNIQUES

QUESTIONNAIRE

Questionnaires are a fairly large and efficient method of collecting information [10]. A questionnaire is a method of collecting data with a list of statements or a list of entries regarding the object to be researched. The technique of this questionnaire is used by the author to obtain data through statements shared with employees of the Luwu Regency Transportation Service.

OBSERVATION

Observation is a data collection method that involves direct involvement in the field to observe and see in depth the phenomena that exist in the Luwu Regency Transportation Service.

DATA ANALYSIS METHOD

DESCRIPTIVE ANALYSIS

The main goal of descriptive analysis is to help you understand and describe data objectively and systematically. [11] explains descriptive research, namely research aimed at systematically describing the facts and characteristics of research objects or subjects accurately.

SIMPLE REGRESSION ANALYSIS

Simple Regression Analysis is an approach method for modeling the relationship between one dependent variable and one independent variable. Mathematically, a simple linear regression analysis model can be described as follows:

Validity test

Validity is related to a variable measuring what should be measured. Validity test is a test used to show the extent to which the measuring instrument used in measuring what is being measured. Validity tests are used to measure whether a questionnaire is valid or not.

Reliability Test

Reliability test according to Masri Singaribun, reliability is an index that shows the extent to which a measuring instrument can be trusted or can be relied upon.

Simple Linear Regression Test

According to Supardi "Simple linear regression analysis is used to determine the pattern of *dependent variables* (criteria) which can be predicted through *independent variables* (predictors). The regression equation is as follows

$$Y = a + bx$$

Information:

Y = dependent variable

a = a constant number which is the value of Y when X= 0

b = direction number (regression coefficient)

X = independent variable

3. Result and Discussion

RESPONDENT IDENTITY

Respondents describe or describe the identity of respondents who are used as research samples. In this research, 50 respondents were determined to be ASN employees at the District Transportation Service, Luwu.

The description of the identity of the respondents in this study was determined based on gender and age for employees of the District Transportation Service, Luwu.

a. Respondents by gender

To find out the description of respondents based on gender, we can look in table 1 as follows:

Table 1 Description Based on Gender

Gender	Number of respondents	Percent age%
Man	22	40%
Woman	28	60%
Amount	50	100%

Source : *research questionnaire, 2023*

From table 1 above regarding the description based on gender above, we can see that of the total 50 respondents there were 22 people or around 40% who were male and 28 people or around 60% who were female.

a. Respondents by age

To find out the description of respondents based on age, we can look at table 2 as follows:

Table 2 Description Based on age

Age	Number of respondents	Percentage %
25-30 years	5	5 %
31-39 years old	6	15%
40-49 years old	30	50%
50-55 years old	9	30%
Amount	50	100%

Source : *research questionnaire, 2023*

From table 2 regarding the description based on age above, we can see that of the total 50 respondents there were 11 people or 5% aged 25-30 years, 6 people or 15% aged 31-39 years, 30 people or 50 % aged 40-49 years, and 9 people or 30% aged 50-55 years. From the data above, it can be concluded that employees at the Luwu District Transportation Service are still of productive age and are able to work optimally.

Validity test

The validity test is used to determine the extent of accuracy and appreciation of a measuring instrument for its measurement. Testing was carried out using SPSS

Table 3 results of the validity test of the HR development variable (X)

Intem Stateet	r- count	r-table	Informatin
X1.1	0,503	0.278	Valid
X1.2	0.576	0.278	Valid
X1.3	0.397	0.278	Valid
X1.4	0.473	0.278	Valid
X1.5	0.337	0.278	Valid
X1.6	0.447	0.278	Valid

X1.7	0.316	0.278	Valid
X1.8	0.521	0.278	Valid
X1.9	0.338	0.278	Valid
X1.10	0.533	0.278	Valid
X1.11	0.576	0.278	Valid
X1.12	0.447	0.278	Valid

Source: *primary data processed with spss25 (2023)*

Table 1.4 results of validity test of employee performance variables (Y)

Interstatement	r-count	r- table	Informatin
Y1.1	0.588	0.278	Valid
Y1.2	0.579	0.278	Valid
Y1.3	0.482	0.278	Valid
Y1.4	0.493	0.278	Valid
Y1.5	0.487	0.278	Valid
Y1.6	0.287	0.278	Valid
Y1.7	0.278	0.278	Valid
Y1.8	0.361	0.278	Valid
Y1.9	0.480	0.278	Valid
Y1.10	0.609	0.278	Valid
Y1.11	0.571	0.278	Valid
Y1.12	0.514	0.278	Valid

Source : *primary data processed with spss25 (2023)*

Based on the information collected from 50 people, it can be concluded that all the elements contained in the human resource development variable (x) and employee performance variable (y) are valid. The r-calculation findings show that this happens, showing that it is higher than the r-table with a value of 0.278.

Reliability Test

Reliability is an index that shows the extent to which a measuring instrument can be trusted or relied upon.

Table 5 Reliability Test Results for HR Development Variables (X)

Reliability Statistics		
Cronbach's alpha	Reliabilits limits	N of items
,648	0.60	12

Source: *primary data processed with spss25 (2023)*

Based on the data in the table above, it can be seen that the Cronbach's alpha calculation is 0.648, which means that the instrument or internal statement in this study is realistic for measuring the human resource development variable (x) at the District Transportation Service Office. Luwu.

Table 6 Employee Performance Variable Reliability Test Results (Y)
Reliability Statistics

Cronbach's alfa	Reliability Limits	N of items
.692	0.60	12

Source: primary data processed with spss25 (2023)

Based on the data above, it can be said that the employee performance variable (Y) has a Cronbach's alpha value of 0.692. This shows that the employee performance variable has a good or reliable reliability value.

Simple Linear Regression Test

The simple linear regression test aims to analyze the influence of human resource development on employee performance at the District Transportation Service Luwu.

Table 7 Simple Linear Regression Test Results

Model	B	Beta	t	Sig
(constant)	9,212		1,344	0.185
Human Resource Development	0.834	0.676	6,362	0,000

Source: primary data processed with spss25 (2023)

Based on table 7 (simple linear regression test results) above, the simple linear regression equation can be seen as follows:

$$Y = a + bX$$

$$Y = 9.212 + 0.834X$$

From the simple linear regression above, it can be interpreted that the constant regression coefficient is 9.212, indicating that if the human resource development variable is zero or constant, employee performance will be 9.212 units. The human resource development coefficient value of 0.834 shows that if the human resource development variable increases by one unit, employee performance will increase by 0.834 or 83.4%, which is said to be positively significant.

Data Normality Test

Table 8 Data Normality Test Results
One-Sample Kolmogorov-Smirnov Test

Unstandardized residuals		
N		50
Normal parameters ^{a, b}	Mean	.0000000
	Std. deviance	2.08634702
Most Extreme Differences	Absolute	.102

	Positive	,089
	Negative	-.102
Test statistics		.102
Asym. sig. (2-tailed).		,200 c. d

Source: primary data processed with SPSS 25 (2023)

The results obtained by the One-Sample Kolmogorov-Smirnov Test research were $0.200 > 0.05$, meaning that it can be seen that the data is normally distributed with a magnitude of $\text{sig} > 0.05$.

Persian Significant Test (t Test)

Table 9 Partial significant test results

Model	Unstandardized coefficients		Standardized coefficients	t	sig
	B	Std. Error	Beta		
(constant)	9,212	6,852		1,344	0.185
Human Resource Development	0.834	0.131	0.676	6,362	0,000

Source: primary data processed with spss25 (2023)

The calculations shown here show that the t-value of 6.362 is greater than the t-table value of 2.010 for the human resource development variable with a significant value of $0.000 < 0.05$. this can be observed by referring to the previous sentence. This shows that the human resource development variable has a significant effect on employee performance variables.

Coefficient of Determination Test

Table 10 Coefficient of Determination Test Results

Model summary

Model	R	R square	Adjusted R Square	Std. Error the Estimate
1	0.847 ^a	0.718	0.712	3,249

Source: primary data processed with spss25 (2023)

The adjusted coefficient of determination is 0.712. So it can be explained that the human resource development variable has an influence of 71.2% on employee performance variables while the remaining 28.8% explains the influence of other variables outside the research.

4. Discussion

Discussion of research results on the Effect of Human Resource Development on Employee Performance at the District Transportation Service. Luwu

This research examines the influence of human resource development on employee performance. Based on the t test, it was found that the influence of human resource development (X) on employee performance (Y) at the District Transportation Service. Luwu is 6,362 with a beta coefficient contribution of 0.676, a significant value of 0.05, this shows that human resource development has a significant influence on employee performance variables at the District Transportation Service. Luwu. The beta coefficient value of 0.676 can be interpreted as meaning that employees feel the impact of human resource development. that human resource development can be well received because it involves employees, can be applied consistently, allows employees to provide good input, so that they can increase responsibility in their position and in HR development training. This is in line with research conducted by [5].

Thus, the better the implementation of human resource development felt by employees, the higher the job satisfaction at the District Transportation Service. Luwu, on the other hand, if the lower the implementation of human resource development felt by employees, the lower the performance of employees at the District Transportation Service will be. Luwu, it can be concluded that the hypothesis stating that human resource development has a significant and positive effect on employee performance is acceptable. The results of this research are in line with research conducted by Widia Auliyah, Widwi Handari Adji, in 2021 . The results of this research show that human resource development has a positive and significant effect on employee performance [12].

5. Conclusion

Based on the research results above, it can be concluded that the influence of human resource development on employee performance at the District Transportation Service. Luwu with a total of 50 employees as respondents and has been analyzed using a proportional sampling method aimed at certain objects. A conclusion can be drawn, namely from the results of data processing carried out by researchers using the partial t test, $t_{6,362}$ is greater than the $t_{table} 2.010$ with a significant value of $0.000 > 0.05$, so it can be concluded that there are good significant results. Where there is a direct relationship between human resource development and employee performance, this means that the transportation service is increasingly focused on conducting HR development training towards improving the work of its employees.

This research has several suggestions (1) continue to implement clear policies regarding ethics and rules in providing information. (2) continue to provide human resource development training to employees. (3) continue to increase cooperation between employees so that the quality of field work is good in the community in the field of transportation security. (4). Future researchers should use qualitative research with samples aimed at honorary employees using interview methods to collect data.

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