

ABSTRACT

(ANGGA SAPUTRA / 2000861201151 / 2024 / THE INFLUENCE OF HUMAN RESOURCE DEVELOPMENT ON EMPLOYEE PERFORMANCE ON BPJS OF EMPLOYMENT JAMBI CITY / SUPERVISOR I Hj. RENI DEVITA, SE, MM. / SUPERVISOR II RASDI, S.Pd, MM.)

Human resource development plays a very important role in employee performance. Therefore, the purpose of this research is to describe the Human resource development and employee performance, and to find out and analyze the effect of Human resource development on employee performance in BPJS of employment Jambi city.

Research methods in this study is descriptive and quantitative method. Data analyze use SPSS Ver 23 and using models simple linier regression with result of count $Y = a+b.X+ei$. The distribution of questionnaires with a then the sample in this study amounted to 41 people respondent.

Research methods in this study is descriptive and quantitative method. Data analyze use SPSS Ver 23 and using models simple linier regression with result of count $Y = 0,909+0,608X+e$. Human resource development regression coefficient (X) is 0,608, meaning that Human resource development (X) has increased by 1, so employee performance (Y) BPJS of employment Jambi city is 0,608.

The coefficient of determination is known from the value of $R^2=0,239$ (23,9%) which means that Human resource development (X) is able to explain employee performance (Y) at the BPJS of employment Jambi city that is equal to 23,9% and the remaining 76,1% is influenced by other variables. Not investigated in this study.

Based on t-test, t-count value is 4,056 and the t-table is 2,02269. From the comparison results, it can be seen that the test by comparison $t_{count} 4,056 > t_{table} 2,02269$ then H_0 accepted H_1 be. Rejected. Meaning that Human resource development affect employee performance at BPJS of employment Jambi city.

Keyword : Human Resource Development and Employee Performance