

ABSTRACT

Employee performance refers to the comprehensive measure of an individual's level of achievement in fulfilling their responsibilities within a specific timeframe. The implementation of employee performance is of utmost importance in facilitating the improvement and progression of a firm. Furthermore, the enhancement of employee performance yields many advantages such as improved performance outcomes, facilitation of career advancements, and support for training and employee growth. The primary objective of this study is to assess the impact of training, supervision, and human resource development on employee performance at Padma Resort Legian, both in terms of individual factors and overall significance. A total of 81 individuals participated in the study, employing the random sample technique. The process of gathering data through the utilization of a questionnaire. The data analysis technique employs many statistical tests to ensure the validity and reliability of the findings. These tests include validity test, reliability test, classical assumption test, partial correlation analysis, multiple linear regression analysis, and hypothesis testing using t test and F test. It is important to note that the classical assumption testing is conducted prior to the application of the t test and F test. The obtained results of the investigation indicated a positive value of 5.251 for the constant (1). The impact of partial training on employee performance is quantified as 0.194 (2). The impact of partial supervision on employee performance is quantified at 0.301 (3). The impact of HR development on employee performance is found to be 0.396, as indicated in previous research (4). The performance of employees is influenced by the combined impact of training, supervision, and HR development, as represented by the equation $Y = 5.251 + 0.194X_1 + 0.301X_2 + 0.396X_3$. The findings of the study indicated that the variables of training, supervision, and human resource development had a statistically significant impact on the coefficient of determination, as well as on employee performance, within the context of Padma Resort. The impact of training, supervision, and HR development on the performance (Y) of employees at Padma Resort Legian is estimated to be 97.4%.

Keywords: training, supervision, HR development, performance of employees

ABSTRAK

Kinerja karyawan merupakan tingkatan keberhasilan seseorang secara menyeluruh selama menjalankan tugasnya di periode tertentu. Kinerja karyawan sangat penting untuk diterapkan agar dapat meningkatkan dan memajukan suatu perusahaan. Selain itu kinerja karyawan juga memiliki manfaat untuk memperbaiki prestasi, membantu dalam promosi, untuk latihan dan pengembangan karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan, pengawasan, dan pengembangan sumber daya manusia terhadap kinerja karyawan di Padma Resort Legian baik secara parsial maupun signifikan. Jumlah responden yang berpartisipasi sebanyak 81 orang, menggunakan metode random sampling. Pengumpulan data menggunakan kuesioner. Teknik analisa data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis korelasi parsial analisis regresi linear berganda, uji hipotesis menggunakan uji t dan uji F yang didahului dengan pengujian asumsi klasik. Dimana hasil konstanta pada penelitian menunjukkan nilai positif yaitu sebesar 5,251. (1). Secara parsial pelatihan berpengaruh terhadap kinerja karyawan sebesar 0,194. (2). Secara parsial pengawasan berpengaruh terhadap kinerja karyawan sebesar 0,301. (3). Secara parsial pengembangan SDM berpengaruh terhadap kinerja karyawan sebesar 0,396. (4) Secara simultan pelatihan, pengawasan dan pengembangan SDM berpengaruh terhadap kinerja karyawan sebesar $Y=5,251+0,194X_1+0,301X_2+0,396X_3$ Hasil penelitian menunjukkan bahwa pelatihan, pengawasan dan pengembangan SDM berpengaruh signifikan secara koefisien determinasi dan secara simultan terhadap kinerja karyawan di Padma Resort. Besarnya pengaruh pelatihan, pengawasan dan pengembangan SDM sebesar 97,4% terhadap kinerja (Y) karyawan Padma Resort Legian.

Kata kunci: Pelatihan, Pengawasan, pengembangan SDM, kinerja karyawan