



## **The Influence Of Human Resources Development And Training On Employee Performance In The Water Resources Management Service Of Lampung Province**

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**Abstract.** The success of an organization or agency depends on the quality of the human resources working in it. Rapid changes in the business world and globalization require the organization's ability to adapt and analyze these changing phenomena and their impact on the organization and prepare strategies to deal with these conditions. Based on these facts, the role of human resource management in organizations is not just administrative but must be more focused on solutions to be able to develop the potential of human resources to be more creative and innovative. To be able to carry out their duties well, employee development is directed at improving the quality of human resources so that they have attitudes and behavior that are based on devotion, honesty, responsibility, discipline and authority so that they can provide services in accordance with the demands of community development. Efforts to realize this require coaching, improving the government apparatus including increasing knowledge, abilities, increasing dedication as well as efforts to create a government apparatus that is clean and authoritative, creative, efficient and successful in order to ensure civil servant discipline is required. The aim of this research is to determine: 1. The influence of human resource development on employee performance 2. The influence of training on employee performance 3. The influence of human resource development and training together on employee performance at the Lampung Province Water Resources Management Service (DPSDA). This research uses a quantitative descriptive research method, namely a research method that uses data in the form of numbers to analyze the facts found which aims to determine the relationship between variables in a population. The analysis used is simple and multiple regression. This research used 54 respondents. Based on the results of data analysis, the hypothesis answer was found as follows; There is an influence of HR Development (X1) on Employee Performance (Y) at the Lampung Province Water Resources Management Service, with an influence level (R-square) of 50.4%. There is an influence of training on employee performance at the Lampung Province Water Resources Management Service with an influence level of 78.9%. There is an influence of HR Development and Training together on the Performance of the Lampung Province Water Resources Management Service Employees, with an influence level of 81.3%

**Keywords:** *Human Resource Development, Training, Performance Regression.*

### **INTRODUCTION**

The success of an organization or agency depends on the quality of the human resources working in it. Rapid changes in the business world and globalization require the ability of organizations to adapt and analyze the phenomena of these changes and their impact on the organization and prepare strategies to deal with these conditions. Based on these facts, the role of human resource management in an organization is not only administrative but must be more

directed at solutions to be able to develop the potential of human resources to be more creative and innovative.

The focus of human resource management in an organization or agency is not only aimed at optimal empowerment, but also the development process, treatment, and replacement relay. To increase work efficiency, the main attention is directed at the development of its human resources. Human resource development in an organization is something that needs attention, because with the development of human resources, it is hoped that the performance of the people in the organization can be better and continue to increase. Human Resource Development (HRD) aims to prepare HR to be able to bear different or higher responsibilities in the organization, which is related to increasing intellectual abilities in order to be able to carry out better work. Human resource development refers to learning opportunities designed to help employees develop. For employees, human resource development is a systematic process of learning and training to improve their competence and performance in their current jobs and prepare themselves for future roles and responsibilities. Human resource development as part of the organization, so it is stated that human resource development in an organization will involve various factors, namely education and training, transfers and promotions. Human resource development is the process of preparing individuals to assume different or greater responsibilities in an organization, usually related to increasing abilities or skills to be more proficient and professional so that they can do their jobs better. Sutrisno (2009) argues that human resource development can be done through education and training so that it can improve employee performance. (Bukit et al., 2017) Human resource development is an important part of efforts to manage human resources as a whole. Human resource development aims to produce a logical and comprehensive framework to develop an environment where employees are encouraged to learn and develop (Sedarmayanti, 2008:167).

## **LITERATURE REVIEW**

### **Human Resource Development**

The efficiency of an organization is highly dependent on the good or bad development of the organization's members themselves. Human resource development (HRD) is a process of improving the quality or ability of humans to achieve a process of improving the quality or ability of humans in order to achieve a national development goal. According to Malayu S.P. Hasibuan in his book entitled "Human Resource Management" (2000), human resource development (HRD) is an effort to improve employee abilities and skills through planned and continuous education and training. Hasibuan emphasized that HR development is important for achieving organizational goals and increasing employee productivity and work effectiveness. Human resource development is an activity that must be carried out by the organization, so that employee knowledge, abilities, and skills are in accordance with the demands of the work they do. Sedarmayanti (2016) that human resource development is focused on creating a learning organization, namely creating a learning organization that manages knowledge systematically. With these human resource development activities, it is hoped that it can improve and overcome deficiencies in carrying out work better in accordance with the development of science and technology used by the organization. Knowledge is closely related to the intelligence and intellect of each person. Developing knowledge means increasing their ability to carry out tasks. Human resource development also recognizes a planning approach to encourage self-development with adequate support and guidance from within the organization. Increasing the benefits of employability within the organization should be the main consideration of HR development policies (Sedarmayanti, 2016). This opinion shows, among other things, that HR development aims to create a learning organization and environmental development. Learning organization means that an organization whose members are able to develop their capacity

sustainably in realizing optimal results or in other words that a learning organization is an organization that can quickly adapt and be sensitive to its external environment, but also has strong internal integration. The speed of adaptation and sensitivity to the environment are characteristics of HR that have continuous competence, insight, and motivation. While the strength of its internal integration is an organization that has individuals in a productive and high-quality team to face these changes, the organization must make adjustments and innovations in accordance with the demands of the development of science and technology. There are two main objectives of work environment and employee development programs. First, research and development are conducted to close the "gap" between employee skills and abilities and job demands. Second, these programs are expected to improve employee work efficiency and effectiveness in achieving predetermined work targets (Handoko, 1998). Human resource development, both micro and macro, is essentially an effort to realize all human needs according to Maslow, namely: physiological needs, security needs, social needs, recognition and appreciation needs, and the need for opportunities to develop oneself.

### **Training**

Training is a process of teaching certain knowledge and skills as well as attitudes so that employees become more skilled and able to carry out their responsibilities better, in accordance with the standards according to Mangkuprawira (2002:135). Usually training refers to the development of work skills (vocational) that can be used immediately. In this case, financial benefits for the organization usually occur quickly. While education provides knowledge about certain subjects, but is more general and more structured for a longer period of time. Wursanto (2013:83) said, to improve the quality of employees, both knowledge, skills, talents and mentality, employees need to be given various kinds of training and education. Training is a process of developing employees both in terms of skills, knowledge, skills, expertise and attitudes and behavior of employees. According to Dessler (2013:228), training is the process of teaching the skills needed by new employees to do their jobs. Rivai (2014:179) said that training is a part of education that involves the learning process to acquire and improve skills outside the applicable education system in a relatively short time with methods that prioritize practice over theory. Training is also briefly defined as an activity to improve current performance and future performance.

### **Employee Performance**

Robbins (2016:56) defines performance as a result achieved by employees in their work according to certain criteria that apply to a job. Then Mangkunegara (2015:28) performance is the result of work both in quality and quantity achieved by an employee in carrying out tasks according to the responsibilities given to him. While Rivai (2014:13) performance is interpreted as the willingness of a person or group of people to carry out an activity, and perfect it according to their responsibilities with the expected results.

## **METHODS**

### **Validity Test**

According to Umar (2015:179), validity indicates the extent to which a measuring instrument measures what it wants to measure. The type of validity test used is construct validity where researchers look for definitions put forward by experts written in the literature.

### Reliability Test

Uyanto (2016:49), states that a measurement instrument (eg a questionnaire) is said to be reliable if it provides consistent score results for each measurement. A measurement may be reliable but not valid, but a measurement cannot be said to be valid if it is not reliable.

## RESULTS AND DISCUSSION

### Instrument Test (Validity and Reliability Test)

A statement is said to be valid if the statement is able to measure what needs to be measured and is able to express what is to be expressed. In this study, the validity test used is person correlation. The validity test is used to measure the statements in the questionnaire. The validity test is carried out by correlating each with the total score of the variable. Furthermore, the resulting correlation number will be compared with the  $r_{table\ value}$  at  $\alpha = 0.05$ , which is 0.444. Thus, based on the validity test, a statement item is said to be valid if the  $calculated\ r\ value$  of the item score against its total score is above 0.444 or is said to be invalid if the  $calculated\ r\ value$  of the statement item is less than 0.444. Therefore, the better the Pearson Correlation coefficient value of an item, the better the validity of the item. Based on the validity test of each variable, namely 10 statements for the independent variables ( $X_1$ ,  $X_2$ ) and the dependent variable (Y), the respondents' answers have had quite good validity. The overall results of the validity test of the statement instrument for the HR Development variables ( $X_1$ ) and Training ( $X_2$ ) and the Employee Performance variable (Y) can be seen in the following table:

**Table 1 Validity Test of Human Resource Development ( $X_1$ )**

Statement Items	$r_{table}$	Calculate $r$ coefficient	Information
1	0.444	0.591	Valid
2	0.444	0.499	Valid
3	0.444	0.549	Valid
4	0.444	0.584	Valid
5	0.444	0.591	Valid
6	0.444	0.684	Valid
7	0.444	0.567	Valid
8	0.444	0.693	Valid
9	0.444	0.635	Valid
10	0.444	0.681	Valid
<b>Average</b>	<b>0.444</b>	<b>0.607</b>	<b>Valid</b>

Source: processed data, 2024

Based on the table above, it can be seen that all statement score items about Human Resource Development have a  $calculated\ r\ value$  greater than  $r_{table} = 0.444$ . With an average  $calculated\ r\ value = 0.607$ . Thus, it can be said that all statement items about Human Resource Development are valid and can be used as a research measuring tool.

**Table 2. Training Validity Test ( $X_2$ )**

Statement Items	$r_{table}$	Coffee roasting	Keterangan
1	0.444	0.594	Valid
2	0.444	0.702	Valid
3	0.444	0.642	Valid
4	0.444	0.760	Valid
5	0.444	0.770	Valid
6	0.444	0.767	Valid

Statement Items	r <sub>table</sub>	Coffee roasting	Keterangan
7	0.444	0.744	Valid
8	0.444	0.547	Valid
9	0.444	0.714	Valid
10	0.444	0.614	Valid
<b>Average</b>	<b>0.444</b>	<b>0.685</b>	<b>Valid</b>

Source: processed data, 2024

Based on the table, it can be seen that all statement score items about Training have a calculated r value with an average value of calculated r = 0.685 which is greater than r<sub>table</sub>. Thus, it can be said that all statement items about Training are valid and can be used as a research measuring tool.

**Table 3 Employee Performance Validity Test (Y)**

Statement Items	r <sub>table</sub>	Calculate r coefficient	Information
1	0.444	0.655	Valid
2	0.444	0.711	Valid
3	0.444	0.572	Valid
4	0.444	0.652	Valid
5	0.444	0.711	Valid
6	0.444	0.652	Valid
7	0.444	0.711	Valid
8	0.444	0.572	Valid
9	0.444	0.652	Valid
10	0.444	0.711	Valid
<b>Average</b>	<b>0.444</b>	<b>0.659</b>	<b>Valid</b>

Source: processed data, 2024

Based on the table, it can be seen that all statement score items about Employee Performance have a calculated r value with an average calculated r value of 0.659 which is greater than the r<sub>table</sub> of 0.444. Thus, it can be said that all statement items about Employee Performance are valid and can be used as a research measuring tool.

### Data Reliability Test

Reliability test is used to determine whether the respondent data used in this study is feasible or not. An instrument can be said to be reliable if it has a reliability coefficient of 0.6 or more . (Uyanto, 2017) . To determine the reliability or not of the research variable data, it can be found out by using the SPSS *version 25* statistical program tool so that the following results are obtained:

### Reliability Test of Human Resource Development Variables (X<sub>1</sub>)

The results of the reliability test of the Human Resource Development variable (X<sub>1</sub>) based on respondent answer data for the 10 statements are as follows:

**Table 4 Reliability Test of Human Resource Development Variables (X<sub>1</sub>)**  
**Reliability Statistics**

Cronbach's Alpha	N of Items
.670	10

From the results of the reliability test above, the *Alpha value was obtained* Human resource development (X1 ) is 0.814, and it can be concluded that the questionnaire used in this study is stated as reliable because its alpha is  $0.70 > 0.60$  . This means that the measuring instrument used in this study already has the ability to provide consistent measurement results in measuring the same symptoms.

**Reliability Test of Training Variables ( X2 )**

The results of the reliability test of the Training variable (X2 ) based on respondent answer data for the 10 statements are as follows:

**Table 5 Reliability Test of Training Variables ( X2 )**  
**Reliability Statistics**

Cronbach's Alpha	N of Items
.714	10

From the results of the reliability test above, the *alpha value was obtained* Training (X2 ) is 0.714, and from this result it can be concluded that the questionnaire used in this study is stated as reliable because its alpha value is  $0.714 > 0.60$ . This means that the measuring instrument used in this study already has the ability to provide consistent measurement results in measuring the same symptoms.

**Reliability Test of Employee Performance Variable (Y)**

The results of the reliability test of the Employee Performance variable (Y) based on respondent answer data for 10 statements are as follows:

**Table 6 Reliability Test of Employee Performance Variable (Y)**  
**Reliability Statistics**

Cronbach's Alpha	N of Items
.713	10

From the results of the reliability test above, the *Alpha value* of Employee Performance (Y) was obtained at 0.713, and from these results it can be concluded that the questionnaire used in this study was declared reliable because its alpha value was  $0.713 > 0.60$ . This means that the measuring instrument used in this study already has the ability to provide consistent measurement results in measuring the same symptoms.

**CONCLUSION**

1. There is an influence of Human Resource Development (X1) on Employee Performance (Y) at the Lampung Province Water Resources Management Service as proven by the partial hypothesis test through the t-test, the calculated t value of Human Resource Development on Employee Performance is  $= 3.773 > t_{table} 1.714$ . With the regression equation  $Y = 14.547 + 0.637 X1$ , which shows that every one point increase in the Human Resource Development variable will be followed by an increase in the Employee Performance variable by 0.637 points. The magnitude of the relationship between Human Resource Development and Employee Performance is 0.710 Strong, while the magnitude of the influence/Coefficient of Determination (KD) of Human Resource Development on Employee Performance is 50.4%, while the remaining 49.6% is influenced by other factors outside the study.

2. There is an influence of Training on Employee Performance at the Lampung Province Water Resources Management Service, proven by the Partial Hypothesis Test through the t test, the t-value is  $8.464 > t\text{-table } 1.714$ . The regression equation of Training with Employee Performance is  $Y = 0.163 + 0.978 X_2$ , which shows that every one-point increase in the HR Development variable will be followed by an increase in the Employee Performance variable by 0.978 points. The magnitude of the relationship between Training and Employee Performance is 0.724, which is included in the Strong category, while the magnitude of the influence of Training on Employee Performance is 78.9%, while the remaining 21.1% is influenced by other factors outside the study.
3. There is an influence of HR Development and Training together on Employee Performance at the Lampung Province Water Resources Management Service. proven by the results of the F-test calculation obtained a result of 36,846, much greater than the F-table value of 4,298. The multiple regression equation between Human Resource Development and Training with Employee Performance is  $Y = 0.626 + 0.188 X_1 + 0.813 X_2$ . The magnitude of the influence of Human Resource Development and Training together on Employee Performance is 81.3% and the remaining 18.7% is influenced by other factors outside the study. The magnitude of the relationship between Human Resource Development and Training on Employee Performance is 0.901 (included in the Very Strong category).

## SUGGESTION

1. Service Quality Variable, which needs attention to improve Employee Performance is statement no. 8, the leader must always provide information and solutions to employees about priority work that must be done immediately.
2. Training Variable needs attention is statement no. 2, Employee enthusiasm in thinking about how to complete work optimally must be supported by the leader.
3. Employee Performance Variable that needs to be improved is statement no. 3, improving this indicator can be done by the leader by providing attention and supervision in working, so that each employee can be responsible for the tasks given to him and complete the tasks on time.

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