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# HUMAN RESOURCES DEVELOPMENT IN INCREASING COMPANY DEVELOPMENT
# (CASE STUDY PT. PARS MAXY PERKASA)

**Oleh**
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**Abstract**
The background of this research is how to determine the variables that can affect the development of the company. The variables raised in this research are variables related to human resources. What things affect human resources will be discussed today so that it can be seen what things are which can affect the future development of the company. The problem raised in this study is how to determine the variables that can affect a company's development. Therefore, with the existing problems, it will be known how to improve the company in the future so that it can become a developing and advanced company so that the variables are known to be repaired. The method used in this study using two methods, namely the first method using a literature review and the second method is to use a quantitative method that will conduct a survey of 100 employees at a company PT. PARS MAXY PERKASA. The purpose of this study is how to find out the variables that can affect the development of the company. The variables raised in this study are the human resources variable and the company development variable. With these variables, the city of these variables can influence each other significantly, because the value of R Square is greater. Than 0.05 can be ascertained from human resources affect the development of the company.
**Keywords: Human Resources, Career, Increasing, Company Development**
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## PENDAHULUAN

Human resources are one of the important things in a company Because now human resources are considered the most important asset of a company because with good and skilled human resources it can make the company much more advanced and develop [1], therefore with the existence of With the development of the times, human resources must be maintained and continue to be developed by being given good training so that the skills and abilities of human resources can develop according to the times and can help companies move away from being able to develop even more [2].

The problem raised in this study is what factors affect human resources and the development of a company [3]. Therefore, the problems raised in this research will give direction to how the company develops and the company can progress, one of which is by providing assets that important for human resource companies [4].

The method used in this study is to use quantitative methods by providing surveys to 100 people in companies that are considered to be able to provide real data that occurs in the field [5], therefore, with data obtained from the field, they will be able to provide real answers. On the answers to the problems raised in this research, therefore the data will

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be able to help the company develop much more advanced [6].

The purpose of this research is how to improve human resources in a company in order to improve the company's reputation with good human resources [7], it can be ascertained that the company's victory will be much better than before because with developed human resources it can also make growing company [8].

Human resources are resources that are used by a company to produce results targeted by a company. Therefore, human resources are one of the most important things of a company so that the company can develop and progress [9]. Therefore, good resources accompanied by the development of human resources, namely by providing training in order to improve the skills of these human resources in order to keep up with the times and provide the best for the company [10].

The development of the company is determined by many things, there are many variables that influence it, therefore one of the studies that is raised in this paper is how the human resources development of the company [11].

## RESEARCH METHOD

Based on Figure 1 below, it is clear that the image is an image of a research method that describes the stages in the research for this paper [12]. Therefore, with these stages, all will explain the steps that will be carried out so that they can answer all the problems. Therefore, the first stage is the literature review stage by reading many journals after finding problems that can be raised in this study, the research is continued to the stage of conducting research [13], so that it can find out the data in the field so that it can answer the problems raised in this research. This research so that it can find results that can answer the existing problems.
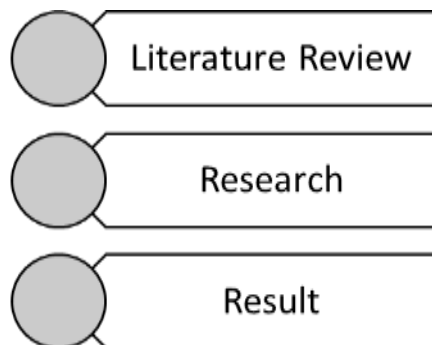


Figure 1. Research Method

This research was conducted at PT. PARS MAXY PERKASA which is located at Jl. Kramat No. 129 a Jakarta 2nd floor. This research was conducted for 6 months, starting in Desember 2021 and ending in May 2022 using a population sample of 100 employees.

## RESULT AND DISCUSSION

In this section will discuss matters based on data and proposals that must exist in a company, especially with good human resources so as to produce increased employee performance in a company. The explanation can be seen below. Based on Figure 2 below, it is explained that there are 100 employees who are sampled with 30 people S1 education standards, 50 people S2 education standards and 20 people S3 education standards.
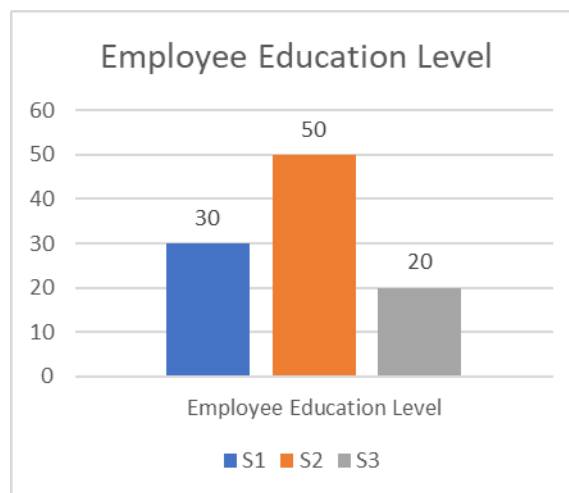


Figure 2. Employee Education Level

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**Table 2. Descriptive Respondents' Answers**

|  | Mean | Std. Deviation | N |
|---|---|---|---|
| X | 61.85 | 6.648 | 34 |
| Y | 62.26 | 6.912 | 34 |

Source: Processed Data 2022

Based on table 2 above, it is explained that the average employee performance is 61.85 and the average value of human resources is 62.26

**Table 3. Correlation Analysis Results**

|  |  | Y | X |
|---|---|---|---|
| Pearson Correlation | Y | 1.000 | .707 |
|  | X | .707 | 1.000 |
| Sig.(1-tailed) | Y |  | .000 |
|  | X | .000 |  |
| N | Y | 34 | 34 |
|  | X | 34 | 34 |

Source: Processed Data 2022

Table 3 explains that, the relationship between human resources and employee performance is significant because the p value = 0.000 and the r value = 0.707 shows a strong correlation.

**Table 4. Determination Analysis Results**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | 0.702 | 0.432 | 0.419 | 4.555 |

Source: Processed Data 2022

Table 4 shows that the value of R square = 0.432 or 493.2 percent of employee performance is influenced by human resources, while the rest is influenced by other factors.

**Table 5. Regression Analysis Results**

| Model |  | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|---|---|---|---|---|---|---|
|  |  | B | Std. Error | Beta | B | Std. Error |
| 1 | (Constant) | 19.544 | 7.536 |  | 2.593 | .014 |
|  | X | .680 | .120 | .707 | 5.648 | .000 |

Source: Processed Data 2022

In table 5 above, the value of B Constant 19,544 states that if human resources are neglected, then employee performance is 19,544, and the B value of 0.680 states that each additional human resource of one scale will increase employee performance by 0.680.

**Employee Form / Criteria**

From the beginning the selection of human resources called the company is very important in determining what criteria exist in a human resource, especially employees who will be placed in strategic areas, therefore the selection of employees at the beginning is very appropriate if the selection is carried out strictly Therefore, the selection of employees must really focus on the right people and the right place so that the company can make the company much more advanced and growing.

**Guarantees such as Jamsostek are included for all employees**

Insurance is one of the things that must exist in a company, especially attached to employees. Therefore, with health and labor insurance, employees will be calm at work. With this calmness, employees will be more enthusiastic at work because they feel guaranteed if they experience illness and retirement period so that employees do not focus on these problems and focus on employee performance and company development so that the company can progress and develop.

**Quarterly Incentives**

Providing incentives to employees is one of the things that motivates these employees to work. Therefore, by providing the right incentives to employees who have high morale, it will increase performance and high motivation to these employees. Therefore, providing incentives can improve the development of the company. Especially in the field of human resources.

**Evaluation**

Every year a valuation with work is needed, especially in a company. With an evaluation for an employee, there will be an increase in terms of performance and from the other side. Therefore, with an evaluation, it can be seen that good employees and employees feel lacking in work. Therefore,

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with an evaluation, employees can correct the shortcomings that exist in themselves so that their work will be much better in the future for better company development.

**Career path**

Career development of an employee determines the amount of salary or income of the employee. With the career development or stages of the company, the employee will be much more enthusiastic at work so that he can provide career clarity from a company. Therefore, with a clear career and income what is certain is that employees will give all their thoughts and performances to the company so they can have a career in that company that guarantees to work until old age.

**Rewards for Outstanding Employees**

With rewards and punishments, employees will be even more enthusiastic at work because they will feel more appreciated by the rewards provided by the company, but if the employee is lazy and lacks interest in work, they will be given a reward. Therefore, with these two things then employees will be much more enthusiastic at work because they will be able to provide more results at the end of the month or in certain months that will provide rewards.

**CONCLUSION**

Based on the results of the research above, it is concluded that human resources affect the development of the company significantly because it has an R Square value of more than 0.05 so that it can affect other variables. , then the third is incentives, the fourth is evaluation, the fifth is career path, the 6th is reward and punishment, so that these variables can affect the development of the company. Future research is how to find other variables that can affect the development of the company. Therefore, with a trial by varying the change of variables, it will be able to find out what variables have a significant effect on the development of the company.

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HALAMAN INI SENGAJA DIKOSONGKAN