

THE INFLUENCE OF JOB TRAINING AND DEVELOPMENT HUMAN RESOURCES (HR) ON PERFORMANCE EMPLOYEES IN THE DISASTER MANAGEMENT AGENCY NORTH LABUHAN BATU REGENCY AREA

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Abstract

This study aims to determine whether job training and human resource development (HRD) have an impact on employee performance at the Regional Disaster Management Agency (BPBD) of North Labuhan Batu Regency. This study uses primary data by distributing questionnaires to all employees. The sampling technique uses the SPSS program. The population used is 66 respondents where the entire population is sampled. The techniques used in this study use data quality tests, classical assumption tests, multiple linear analysis tests and hypothesis tests. The results obtained are job training has a positive and significant effect on employee performance at the Regional Disaster Management Agency (BPBD) of North Labuhan Batu Regency and Human resource development (HRD) has a positive and significant effect on employee performance at the Regional Disaster Management Agency (BPBD) of North Labuhan Batu Regency, as well as job training and human resource development (HRD) simultaneously have a positive and significant effect on employee performance at the Regional Disaster Management Agency (BPBD) of North Labuhan Batu Regency.

Keywords: *Job Training, Human Resource Development, Employee Performance*

INTRODUCTION

In any government agency, company, or organization, human resources are the most crucial component to consider. This is especially true today, when competition between government agencies, companies, or organizations is increasingly fierce. Consequently, government agencies, companies, or organizations must innovate, especially in terms of human resources. This is because human resources are a determining factor in whether a government agency, company, or organization can achieve its goals. Human resource (HRM) management is a crucial element in supporting the achievement of organizational goals, both in the government and private sectors. According to Hasibuan (2019), HRM is the art of managing labor relations to effectively achieve organizational goals. In an organizational context, high-quality human resources possess not only technical skills but also a positive work attitude to produce optimal work output. Employee performance, as a measure of organizational success, is heavily influenced by training and human resource development. Training is a systematic process to improve employees' knowledge and skills in carrying out their duties. Meanwhile, human resource development aims to expand individual potential to face challenges and higher positions in the future. The combination of training and development can improve work effectiveness and employee professionalism.

Previous research has shown that HR training and development have a positive impact on employee performance. When employees receive appropriate training, they tend to perform better and complete tasks more efficiently. Furthermore, continuous development helps employees adapt to changes and the increasing complexity of tasks within an organization. The Regional Disaster Management Agency (BPBD) of North Labuhan Batu Regency, as the agency responsible for disaster preparedness and response, plays a strategic role in maintaining public safety. However, pre-surveys and interviews revealed that BPBD staff performance remains suboptimal, particularly in service and preparedness. This is due to a lack of targeted job training, inadequate human resource development, and limited facilities and operational budget. Therefore, serious attention is needed to the training and development of employees at the North Labuhan Batu Regency Regional Disaster Management Agency (BPBD). Investing in improving employee competency, while requiring a substantial budget, will have a positive long-term

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impact on the agency and the wider community. Planned and sustainable training and development are key to developing resilient, professional human resources who are ready to effectively face all forms of disaster.

THEORITICAL REVIEW

Employee performance refers to the extent to which an employee achieves the goals set by the organization they work for. This encompasses various factors, such as productivity, quality, teamwork initiative, and the ability to achieve company objectives. According to Sanaya & Simanjuntak (2020:190), employee performance is the activities of an individual or group to achieve group success within an organization, from beginning to end. Human resource development is a planned effort by an organization to continuously improve the competency of its human resources over the long term. This is done to ensure the availability of human resources according to job requirements and to improve individual performance, which ultimately leads to organizational performance. (Kurniawati 2020:10). Training is a process designed to change attitudes, knowledge, or behavior to achieve effective performance. Training is essentially a planned and systematic effort to improve and develop a person's abilities, skills, and attitudes through learning experiences and various activities to achieve effective performance (Novel *et al.*, 2023:82). According to Hartono & Siagian (2020:223) training is a way to train skills, then input will be provided in a maximum way so that the goals expected by the company or organization are achieved optimally as well. In general, human resource development (HRP) is a combination of education, health, and employment to ensure continuous progress and improvement at the individual, organizational, and national levels. Human resource development is a type of work that helps employees improve their skills, knowledge, and abilities individually and within the organization.

RESEARCH METHODOLOGY

The location of this research was conducted at the Regional Disaster Management Agency (BPBD) of North Labuhan Batu Regency, South Kualu District, Jl. Lintas Sumatera, Sidua Dua Village. The objects of this research are the Influence of Job Training as variable X1, Human Resource Development as Variable X2 and Employee Performance as Variable Y.

DATA ANALYSIS TECHNIQUES

t-Test (Partial)

The t-test is used to determine whether the independent variable partially has a significant influence on the dependent variable. The t-statistical test is used to determine the extent to which an independent variable individually explains the variation in the dependent variable (Sugiyono, 2014:230).

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

Information :

thitung = correlation test statistic (t count)

r = Correlation Coefficient.

n = Many Samples.

r² = Coefficient of Determination.

based on the formula, the decision-making criteria are:

If t count is greater than t count and the hypothesis is rejected if t count is smaller than t table at a significance level of 0.05% ($\alpha=5\%$) or a confidence level of 95%

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Simultaneous Test (F)

The F statistical test is used to determine whether all independent variables referred to in the regression model have a joint (simultaneous) influence on the dependent variable (Ghozali, 2013:176).

$$f = \frac{R^2(n-K-1)}{K(1-R^2)}$$

Information :

R² = Coefficient of Determination.

N = Number of Respondent data.

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k = Number of Independent variables.

based on the formula, the decision-making criteria are:

H₀. The independent variable (human resource training and development) does not have a significant simultaneous influence on the related variable (employee performance).

H₁. The independent variable (human resource training and development) has a significant simultaneous influence on the dependent variable (employee performance).

R2 Determination Coefficient Test

The R2 test is used to measure the proportion or percentage contribution of the independent variable being studied to the variation in the rise and fall of the dependent variable. The coefficient of determination analysis is used to determine the extent to which the independent variable contributes to the dependent variable. This analysis involves the following calculation steps:

Formula :

$$kd = r^2 \times 100\%$$

Where :

D = Determination

R2 = Coefficient of Determination

RESULTS AND DISCUSSION

In this study, the sample or respondents were from the Regional Disaster Management Agency (BPBD). The population and sample in this study were employees working at the Labura Regency BPBD Office, totaling 66 employees.

DATA NORMALITY TEST RESULTS

The normality test is performed to determine whether the data from each obtained variable is normally distributed. A regression equation is considered good if the dependent and independent variable data are approximately normally distributed or not. The following are the results of the normality test:

One-Sample Kolmogorov-Smirnov Test

		Unstandardize d Residual
N		66
Normal Parameters ^{a,b}	Mean	0E-7
	Standard Deviation	1.53026945
Most Extreme Differences	Absolute	.099
	Positive	.099
	Negative	-.083
Kolmogorov-Smirnov Z		.804
Asymp. Sig. (2-tailed)		.537

a. Test distribution is Normal.

b. Calculated from data.

a) Source Test distribution is Normal.

b) Calculated from data.

c) Source: Primary data processed by researchers, 2025

Based on the results above, it is known that the significance value of Asymp. Sig. (2-tailed) is 0.537, which yields a value >0.05. Therefore, based on the decision-making process in the Kolmogorov-Smirnov normality test above, it can be concluded that the data is normally distributed. Therefore, the assumption or requirement for normality in the regression model has been met.

Multicollinearity Test Results

The multicollinearity test aims to determine whether a regression model indicates correlation between independent variables. A good regression model should not exhibit correlation between independent variables, as a

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high correlation between the independent variables and the dependent variable can be disrupted. The multicollinearity test is performed by examining the VIF between independent variables. A VIF value less than 10 indicates no multicollinearity. Conversely, a model is considered to exhibit multicollinearity if the VIF value between independent variables is greater than 10.

Multicollinearity Test

Variables	Collinearity Statistics	
	Tolerance	VIF
Job Training	0.979	1,021
Human Resources Development	0.979	1,021

Source :SPSS Processing Results (2025)

From Table 5.11 above, it can be seen that the VIF value of the job training variable (X1) and the human resource development variable (X2) is $1.021 < 10$ and the tolerance value is $0.979 > 0.1$, it can be concluded that there is no multicollinearity.

Results of Multiple Linear Regression Calculation Test Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,696	3,587		1,030	.307
	Job Training	.566	.139	.442	4,083	.000
	Human Resources Development	.213	.101	.228	2.108	.039

a. Dependent Variable: employee performance

Source :SPSS Processing Results (2025)

As seen from Table 5.12 above, the regression equation in the analysis of the influence of job training and human resource (HR) development on employee performance is as follows:

$$Y = a + b_1X_1 + b_2X_2 + \epsilon$$

$$Y = 3.696 + 0.566X_1 + 0.213X_2 + \epsilon$$

From the results of multiple linear regression, the following conclusions can be drawn:

1. The constant (a) = 3.696 shows the constant value where if all independent variables have a value of zero (0), then employee performance is 3.696.
2. The job training regression coefficient (X1) is 0.566, meaning that if job training is increased by one unit, employee performance will also increase by 0.566.
3. The regression coefficient for human resource development (X2) is 0.213, meaning that if human resource development is increased by one unit, employee performance will also increase by 0.213.

t-Test Results (Partial)

Partial Test (t-Test)

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,696	3,587		1,030	.307
	T.X1	.566	.139	.442	4,083	.000
	T.X2	.213	.101	.228	2.108	.039

a. Dependent Variable: TY

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1. Based on Table 5.13 above, the SPSS “Coefficients” output above shows that the value of the job training variable is 4.083. Because the value is $> t_{critical}$ ($4.083 > 1.669$) and the significance value is $0.000 < 0.05$, it is rejected and accepted. This means that the hypothesis proposed in this study is accepted, namely that the job training variable has a positive and significant effect on employee performance at the Regional Disaster Management Agency (BPBD) of Labura Regency. $t_{hitung} > t_{tabel} H_0 H_1$
2. Based on Table 5.13 above, the SPSS output “Coefficients” shows that the value of the HR development variable is 2.108. Because the value is $> t_{critical}$ ($2.078 > 1.669$) and the significance value is $0.039 < 0.05$, it can be concluded that it is rejected and accepted. This means that the hypothesis proposed in this study is accepted, namely that the HR development variable has a positive and significant effect on employee performance at the Regional Disaster Management Agency (BPBD) of Labura Regency. $t_{hitung} > t_{tabel} H_0 H_1$

Simultaneous Test Results (F Test)

Simultaneous Test (f Test)
ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	58,273	2	29,136	12,059	.000b
Residual	152,212	63	2,416		
Total	210,485	65			

a. Dependent Variable: T.Y

b. Predictors: (Constant), T.X2, T.X1

Source :SPSS Processing Results (2025)

Based on the SPSS “Anova” output, it is known that $> (12.059 > 3.15)$ and a significance value of $0.000 < 0.05$, so it is rejected and accepted. This means that the variables of job training and human resource development simultaneously have a positive and significant effect on employee performance at the Regional Disaster Management Agency (BPBD) of Labura Regency. $F_{hitung} > F_{tabel} H_0 H_1$

Determinant Coefficient Test Results R^2

Determinant Coefficient Test (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.526a	.277	.254	1.55437

a. Predictors: (Constant), T.X2, T.X1

b. Dependent Variable: TY

Source :SPSS Processing Results (2025)

Based on Table 5.15 above, the SPSS output “Model Summary” obtained a value (is 0.277. This value means that the influence of job training and HR development on Employee Performance at the Labura Regency Disaster Management Agency is 27.7% while the remaining 72.3% ($100\% - 27.7\%$) is influenced by other factors that are not studied. In other words, the variability in employee performance at the Labura Regency Regional Disaster Management Agency (BPBD) can be explained by the variables of job training and HR development by 27.7%, while the remaining 72.3% is caused by other variables outside this study such as incentives, leadership style, work environment, work facilities, work stress, and so on. R_{square}^2)

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CONCLUSION

Based on the results of the data analysis and hypotheses in the previous chapter, the following conclusions can be drawn:

1. The Job Training variable has a positive and significant impact on employee performance at the Regional Disaster Management Agency (BPBD) of North Labuhan Batu Regency.
2. The Human Resource Development (HRD) variable has a positive and significant effect on Employee Performance at the Regional Disaster Management Agency (BPBD) of North Labuhan Batu Regency.
3. The variables of Job Training and Human Resource Development (HRD) simultaneously have a positive and significant effect on Employee Performance at the Regional Disaster Management Agency of North Labuhan Batu Regency.
4. Based on the table above, the SPSS output "Model Summary" obtained a value of R^2 is 0.277. This value means that the influence of job training and HR development on employee performance at the Labura Regency Disaster Management Agency is 27.7%, while the remaining 72.3% (100% - 27.7%) is influenced by other factors that were not studied. (R^2)

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