

# Creating Performance Through Development and Quality of Human Resources: Case Study in Pauh Duo District, South Solok Regency

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## Abstract

This research analyzes the influence of human resource development and human resource quality on employee performance in Pauh Duo District, South Solok Regency. This research aims to (1) Understand the description of human resource development and the quality of human resources on employee performance in Pauh Duo District, South Solok Regency, (2) Find out the influence of human resource development on employee performance in Pauh Duo District, South Solok Regency (3) Knowing and analyzing the influence of human resource quality on employee performance in Pauh Duo District, South Solok Regency (4) Knowing and analyzing the influence of human resource development and human resource quality on employee performance in Pauh Duo District, South Solok Regency. This research method is a quantitative descriptive method with data analysis using descriptive analysis and inductive analysis using SPSS for Windows 25. The research results reveal that human resource development has no significant effect on employee performance in Pauh Duo District; the quality of human resources significantly affects employee performance in Pauh Duo District. The development of human resources and the quality of human resources together significantly affect employee performance in Pauh Duo District.

**Keywords:** Employee performance, human resource development, human resources quality



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## INTRODUCTION

Currently, an organization must prioritize the quality and needs of human resources to continue sustainably (Izvercian et al., 2014). This is because the success of an organization or institution in achieving its goals cannot be separated from the human resources (HR) it has because human resources will organize and manage other resources owned by the organization to realize the goals of the organization itself (Amoakos et al., 2022). So, organizations and institutions must have competent human resources and a high-performance level in carrying out the tasks assigned by the organization. All organizations have specific strategies to achieve their goals (Naveed et al., 2022).

Other factors in human resource development have a relationship with employee performance (Parniti, 2021). Thus, efforts to improve employee performance have almost become the primary goal of human resources (Ferine et al., 2021). Through this, employees will work with the principles of transparency and professionalism as the main drivers, ultimately creating good governance. This ultimately makes performance the most important and studied variable in industrial management and organizational behavior (Ángeles López-Cabarcos et al., 2022) both empirical and theoretical research (Pap et al., 2022).

Performance is the work result achieved by an employee in terms of quality and quantity in carrying out tasks according to the responsibilities given to him (Mangkunegara, 2005); the level of employee performance can be influenced by the quality of existing human resources (Ananda Lubis et al., 2019). The quality of human resources is believed to influence employee performance (Saharuddin et al., 2019). Jika pegawai yang dipekerjakan berkualitas, maka kinerja yang baik akan tercipta dan tujuan yang diinginkan organisasi dapat diwujudkan. If the employees are of good quality, good performance will be created, and the organization's desired goals can be realized. On the other hand, human resource development is also believed to influence employee or employee performance (Alamsyah et al., 2023; Said et al., 2022).

Based on this phenomenon, the author is interested in further research regarding the development of human resources and the quality of human resources in the government in Pauh Duo District and examine whether human resource development and the quality of human resources have a positive effect on employee performance in Pauh Duo District. Thus, this research aims to (1) Understand the description of human resource development and the quality of human resources on employee performance in Pauh Duo District, South Solok Regency, (2) Find out the influence of human resource development on employee performance in Pauh Duo District, South Solok Regency (3) Knowing and analyzing the influence of human resource quality on employee performance in Pauh Duo District, South Solok Regency (4) Knowing and analyzing the influence of human resource development and human resource quality on employee performance in Pauh Duo District, South Solok Regency.

## METHOD

The research method used is quantitative descriptive research, which is a method based on the philosophy of positivism (Sugiyono, 2018). This research was conducted to test the hypothesis that has been established by analyzing data quantitatively/statistically. The population in this

study is divided into two types, namely limited and unlimited populations, depending on the certainty of the number of members. Samples are used when the population is large, and it is impossible to study all of them with sampling techniques taken from that population.

Data collection was carried out through several methods, including using questionnaires to collect data indirectly from respondents, as well as documentation to obtain data directly from the research site. The validity of the data was tested to ensure the similarity between the collected data and the actual data. In contrast, the instrument's reliability was tested using Cronbach's Alpha. Data analysis was carried out using descriptive statistical techniques to provide information regarding the characteristics of the research variables and multiple regression analysis to understand the influence of the independent variables on the dependent variable.

In multiple regression analysis, the coefficient of determination ( $R^2$ ) is used to determine the extent of the model's ability to apply variations in the dependent variable, as well as the t-test and F-test to test the influence of the independent variable partially and simultaneously on the dependent variable. The test criteria are set at a certain level of significance to ensure the existence of the influence of the independent variable on the dependent variable statistically.

## RESULTS AND DISCUSSION

### Descriptive Analysis of Respondent Data

**Table 1.** Respondent Characteristics

<b>Age Group (Years)</b>	<b>Total</b>	<b>%</b>
20-30	7	14
31-40	26	52
≥ 40	17	34
<b>Sex</b>	<b>Total</b>	<b>%</b>
Female	28	56
Male	22	44
<b>Last Education</b>	<b>Total</b>	<b>%</b>
Senior High School	13	26
Third Diploma Program	6	12
Bachelor	28	56
Master	3	6

Note: Total respondents = 50

Descriptive Analysis is a description of the data used in a study. In this descriptive test, the researcher tries to find out the description or condition of the respondents who are the samples in this study. From the questionnaire data collection results from respondents' answers, the sample size was 50 respondents who were sub-district heads, all sub-district employees, Nagari guardians, and Nagari officials throughout Pauh Duo Sub-district, as well as community leaders around Pauh Duo Sub-district. The testing was carried out using the SPSS for Windows 25 program.

Based on Table 1 above, it is known that the respondents in this study were 7 people or 14% aged 20-30 years, 26 people or 52% aged 31-40 years, and 17 people aged ≥ 40 years. 17 people

or 34%. There were 28 female respondents or 56% and 22 male respondents or 44%. Respondents in this study also had a high school educational background, 13 people or 26%, 6 people had a Third Diploma educational background or 12%, 28 people or 56% had a Bachelor's education background, and 3 people or 6% had the last Master's degree.

## Analysis Results

### *Coefficient of Determination Results (R<sup>2</sup>)*

The coefficient of determination (R<sup>2</sup>) indicates how effective the model is in explaining variations in the dependent variable. The range of values for this coefficient of determination is between zero and one. When the R<sup>2</sup> value is small, it indicates that the ability of the independent variable to explain variations in the dependent variable is minimal. Conversely, if the value is close to one, it indicates that the independent variable provides almost all the information needed to predict the dependent variable. In this context, the R square value of 0.634 indicates that around 63.4% of the variation in employee performance in Pauh Duo District, South Solok Regency, can be explained by human resource development and the quality of human resources. This is calculated by multiplying the coefficient of determination (CD) by 100%, which produces a value of 63.4%. This figure can be used to see the magnitude of the influence of Human Resource Development and Quality of Human Resources on Employee Performance in Pauh Duo District, South Solok Regency, by calculating the Coefficient of Determination (CD) using the following formula:

$$CD = R^2 \times 100\%$$

$$CD = 0.634 \times 100\%$$

$$CD = 63.4\%$$

### *T-Test Results (Partial Test)*

**Table 2.** T-Test Results

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	-7,445	16,541		-,450	,655
	HR Development	,018	,287	,007	,064	,949
	HR Quality	1,702	,229	,792	7,442	,000

a. Dependent Variable: Performance

The partial t-test is used to evaluate whether Human Resource Development and Human Resource Quality significantly and partially influence employee performance in Pauh Duo District. Based on the calculation results in Table 2 of the t-test results, it can be seen that the calculated t value of the independent variable human resource development (X1) is 0.064 < t table 2.01174, and the significance value is 0.949 > 0.05. So, it can be concluded that the Human

Resource Development variable does not significantly affect employee performance in Pauh Duo District. This finding is interesting because it has no similar results from the majority of previous research (Alamsyah et al., 2023; Kareem & Hussein, 2019; Martini et al., 2022; Said et al., 2022; Sumarjo et al., 2023)

On the other side, Table 2 also shows the t-test results of the independent variable human resource quality (X2) is  $7.442 > t$  table 2.01174, and the significance value is  $0.000 < 0.05$ . So, it can be concluded that the Human Resource Quality variable significantly affects employee performance in Pauh Duo District. This result contradict the results of (Efendi & Firmansyah, 2021) but in line with the results of (Alexandro, 2020; Darmawan, 2020; Fhara et al., 2020; Maksum & Sulvani, 2023).

### *F-Test (Simultaneous Test)*

The F statistical test is carried out with the aim of testing whether all independent variables have a joint influence on one dependent variable.

**Table 3.** F-Test Results

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3939,157	2	1969,579	40,657	,000 <sup>b</sup>
	Residual	2276,843	47	48,443		
	Total	6216,000	49			

a. Dependent Variable: Kinerja  
b. Predictors: (Constant), Kualitas SDM, Pengembangan SDM

To get the results of the F test, Fcount will be compared with Ftable with sample size (n) = 50, number of independent and dependent variables (k) = 3, and a significant value of 0.05. In Ftable, the Ftable value is 3.20. From the F test table above, we get a positive F value of 40.657 and a significant value of 0.000. From the results obtained, Fcount > Ftable =  $40.657 > 3.20$ . Meanwhile, the significant value obtained was  $0.000 < 0.05$ . So, it can be concluded that human resource development and the quality of human resources simultaneously have a significant effect on employee performance in Pauh Duo District.

## CONCLUSION

The results of the analysis and discussion of hypothesis testing produce several essential conclusions. First, Human Resource Development and Human Resource Quality in Pauh Duo District have excellent achievement levels, with average scores of 226 and 224.5, respectively, and achievement levels reaching 90.4% and 89.8%.

Second, the test shows that Human Resource Development does not significantly affect employee performance in Pauh Duo District, with a significance value of 0.949, more significant than 0.05, and a calculated t value of 0.064, smaller than the t table of 2.01174. However, human

resource quality significantly affects employee performance, with a significant level of 0.000, lower than 0.05, and a calculated t value of 7.442, which is more significant than the t table.

Simultaneously, Human Resource Development and Human Resource Quality significantly affect employee performance in Pauh Duo District, with a significance value of 0.000, lower than 0.05, and a calculated F value of 40.657, more significant than the F table 3.20.

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