The Influence of Human Resource Development and Work Discipline on Employee Performance at PT Adelindo Perkasa Palembang City

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A R T I C L E I N F O

ABSTRACT

This study aims to determine the effect of human resource development and work discipline on the performance of employees of PT Adelindo Perkasa. The method used is a quantitative method. The data in this study are primary data obtained from questionnaires that are processed using SPSS. Respondents totaled 51 employees, which were determined by the sample method using the saturated sampling method. The results of the t test analysis show that the variable human resource development (X1) and work discipline (X2) have a positive effect on employee performance (Y). However, the work discipline variable (X2) has a greater influence than the human resource development variable (X1). The Rsquare coefficient of determination is 0.872. This means that the contribution of human resource development and work discipline to employee performance is 87.2%. As for suggestions based on the results of research that has been carried out, it is hoped that this research will be useful as information material and input for employees of PT Adelindo Perkasa so that they can improve their performance, further enhance the development of human resources and work discipline.

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1. INTRODUCTION

Human resource management (HRM) plays an active and dominant role in the company's operations. Human resource management is related to recruitment, training or development, motivation, organization, and retention of personnel. In addition, the role of management and labor is an inseparable part of the service in a layout (Fauzi 2017).

Human resource development is the process by which employees acquire the skills and experience to succeed in their current jobs and future roles. The term development is more often used for managerial-level positions. Ultimately, the goal is to create well-performing employees by improving their performance. If the employee's performance is positive, then the goal of further development is to further improve the employee's performance in moving up the career ladder. Conversely, if the previous results are negative, the goal of personnel is to improve so that it becomes good and positive (Yosepa et al., 2020). Work discipline is an employee's mental attitude which is one of the factors that influence performance. A person's awareness of the correct execution of job

duties, timely execution of work, and conformity of activities to the practices set by the organization is a form of discipline, where discipline has a positive and significant influence on encouraging personnel performance (Widari 2016).

In government organizations, employee performance in carrying out tasks or work is often not in accordance with public expectations. Often make mistakes such as not coming to work and not really obeying working time regulations. This has dire consequences for the organization as work is often not completed by the deadline or a lot of time is not used properly. Added to this is the phenomenon that there are still employees who use their working hours for other things outside of work. This leads to poor employee performance because their attention is diverted by extracurricular activities, making the employee not fully dedicated to the organization (Fatimah and Utama 2021).

PT Adelindo Perkasa is a company engaged in the procurement of goods and services in Palembang City. PT Adelindo Perkasa supplies goods and services needed by partner companies such as procurement of pipes, bolts, masks, office supplies, tank repair services, cleaning services, house construction, and, others in accordance with previously agreed commercial contracts. Human resource development at PT Adelindo Perkasa is one of the company's internal management programs that greatly influences organisorganizationalational institutions. Therefore, PT Adelindo Perkasa always tries to form the best and most competent HR so that later it can make a big contribution to the organizational institution.

In interviews and initial surveys conducted by researchers with the manager of PT Adelindo Perkasa Palembang City. Managers always strive to optimize employee performance by streamlining working hours, establishing communication with staff and supervisors about the results of workers, and disciplining the working hours of employees. It is hoped that the implementation of human resource development can affect employee performance and increase understanding of these roles and responsibilities in developing human resources for the better.

Based on the description above, the author decided to take research at PT Adelindo Perkasa Palembang City which was outlined in a scientific proposal entitled "The Effect of Human Resource Development and Work Discipline on Employee Performance of PT Adelindo Perkasa Palembang City".

2. RESEARCH METHOD

The Research Object is an attribute or value characteristic of people, objects, or activities that have certain data variations determined by the researcher to be observed and then drawn conclusions. The type of data used by the author in research at PT Adelindo Perkasa Palembang City quantitative data is a method used to answer research problems related to data in the form of numbers and statistical programs (Murni, 2017).

The approach used in this study uses a quantitative approach, this type of research is to obtain accurate information about HR development on the performance that researchers provide to employees by distributing questionnaires to employees to obtain data. distribute questionnaires to employees to obtain accurate data. The data used in this study are primary data.

3. RESULTS AND DISCUSSIONS

In this study, the results of research that have been conducted and processed will be explained to determine the effect of human resource development on employee performance at PT Adelindo Perkasa Palembang City. Researchers have distributed questionnaires distributed to 51 employees. The criteria for determining the sample as research respondents are all employees at PT Adelindo Perkasa. The characteristics of the research sample respondents are described based on age grouping, gender, and length of service. The frequency distribution of statistical data on the characteristics of the research respondents is presented as follows:

Table 1. Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	30	58.8	58.8	58.8
	Female	21	41.2	41.2	100.0
	Total	51	100.0	100.0	

Based on Table 1 shows that respondents at PT Adelindo Perkasa Palembang city are dominated by male (58.8%) while (41.2%) of them are female.

Table 2. Education level of respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	13	25.5	25.5	25.5
	D3	21	41.2	41.2	66.7
	S1	13	25.5	25.5	92.2
	4	4	7.8	7.8	100.0
	Total	51	100.0	100.0	

Based on Table 2, the respondents' education level was SMA as many as 13 people (25.5%), D3 as many as 21 people (41.2%), S1 as many as 13 people (25.5%) and S2 as many as 4 people with (7.8%). (25.5%) and S2 as many as 4 people with (7.8%).

Table 3 Age of Respondents
Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-28 Years	9	17.6	17.6	17.6
	29-40 Years	20	39.2	39.2	56.9
	41-50 Years	13	25.5	25.5	82.4
	>51 Years	9	17.6	17.6	100.0
	Total	51	100.0	100.0	

Based on Table 3 above, it can be seen that the age of respondents aged 18-28 was 9 people (17.6%). Age 29-40 as many as 20 people (39.2%), age 41-50 as many as 13 people (25.5%), age >51 years 9 people (17.6%). people (25.5%), age> 51 years 9 people (17.6%).

3.1 Validity Test

Table 4. Human Resource Development Results (X1)

Item	r_{count}	r_{table}	Description
X1_1	0,841	0,275	Valid
X1_2	0,890	0,275	Valid
X1_3	0,841	0,275	Valid
X1_4	0,457	0,275	Valid
X1_5	0,916	0,275	Valid
X1_6	0,841	0,275	Valid
X1_7	0,890	0,275	Valid
X1_8	0,769	0,275	Valid

X1_9	0,890	0,275	Valid
X1_10	0,916	0,275	Valid

Table 5. Work Discipline Results (X_2)

Item	r_{count}	r_{table}	Description
X2_1	0,785	0,275	Valid
X2_2	0,785	0,275	Valid
X2_3	0,467	0,275	Valid
X2_4	0,667	0,275	Valid
X2_5	0,454	0,275	Valid
X2_6	0,572	0,275	Valid
X2_7	0,828	0,275	Valid

Table 6. Employee Performance Results (Y)

Item	r_{count}	r_{table}	Description
Y1	0,766	0,275	Valid
Y2	0,895	0,275	Valid
Y3	0,200	0,275	Valid
Y4	0,895	0,275	Valid
Y5	0,883	0,275	Valid
Y6	0,313	0,275	Valid
Y7	0,895	0,275	Valid

Based on the table above, it can be seen that the results of the validity calculation on the variables of Human Resource Development, Work Discipline and Employee Performance concluded that all statement items are valid because they have r_{count}> r_{table}.

3.2 Reliability Test

Table 7. Realibility Test Results

Variable	Cronbach's Alpha	Standard Reliability	Description
Influence of Development	0, 948	0,60	Reliable
Human Resources Development	0, 770	0,60	Reliable
Work Discipline	0, 797	0,60	Reliable

From the data table above, it can be seen that the Cronbach's Alpha of the two variables, namely the variable Product quality (X1) 0.948 and work discipline (X2) 0.770 Against Employee Performance (Y) 0.797, where the variable is> 0.60 so that it is stated that the data is reliable as a research measurement tool. Employees (Y) 0.797 which variable is> 0.60 so that it can be stated that the data is reliable to be used as a research measuring tool. If the Cronbach Alpha value> 0.60, the questionnaire or questionnaire is declared reliable or consistent, while if the Cronbach Alpha value <0.60, the questionnaire or questionnaire is declared unreliable or inconsistent.
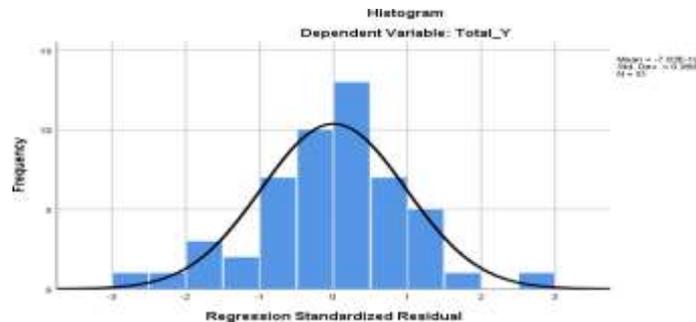
3.3 Normality Test

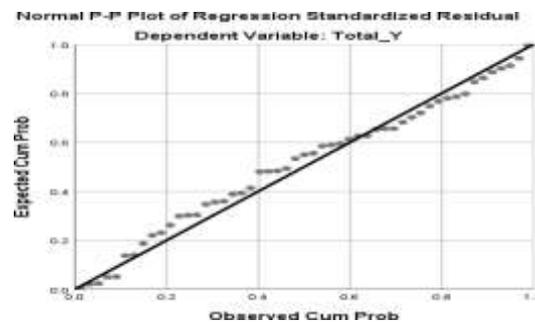**Figure 1.** Normality Test Results - Histogram

Figure 2. P-P Plot of Regression Standardised Residuals

The conclusion from the table above, the normality test using the Kolmogrov- Smirnov test can be seen that the data is significant, the histogram graph shows normally distributed data and the p-plot graph shows that the points are spread following a straight line, so it is concluded that the regression model fulfils the assumption of normality. The results of these three tests further strengthen and prove that the research data is significant and normally distributed.

3.4 Multicollinearity Test

Table 8. Multicollinearity Test ResultsCoefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.804	1.642		.490	.627		
	Total_X1	.273	.047	.486	5.791	.000	.377	2.655
	TotaL_X2	.562	.094	.501	5.963	.000	.377	2.655

a. Dependent Variable: Total_Y

Based on the table above, the HR development and work discipline variables have a tolerance value> 0.10 and VIF value < 10. Therefore it can be concluded that the regression model in this research does not occur multicollinearity symptoms. Multicollinearity testing aims to determine whether the regression model found a correlation between independent variables or independent variables.

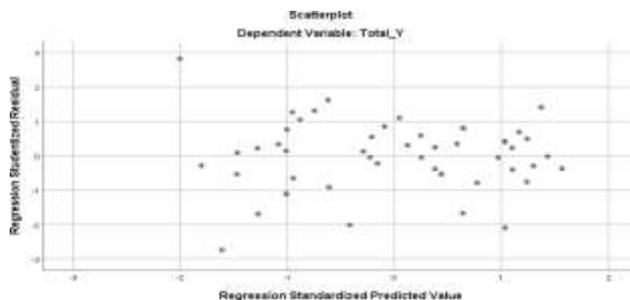## 3.5 Heteroscedasticity Test

Figure 3. Heteroxidity Test

Based on the Scatterplots image of the processed data using the SPSS version 25 application, it shows that the points in the picture above are scattered irregularly, do not collect above or below zero (0) only and do not form waves that widen then narrow. These results can be concluded that there are no symptoms of heteroscedasticity in the research that has been done (Ghozali 2017).

3.6 Partial Test (t test)

Based on data analysis, it was found that :

H1 : From the results of the above calculations, it is known that the value of Human Resources development (X1) t-count is 5.791> t-table 2.009 (5.791> 2.009) and sig 0.000 < than 0.05 (0.000 < 0.05). So that H1 is accepted and it can be concluded that Human Resource Development (X1) affects / contributes to Employee Performance (Y).

H2 : From the results of the above calculations, it is known that the value of Work Discipline (X2) t-count is 5.963> t-table 2.009 (5.963> 2.009) and sig 0.000 <0.05 (0.000 <0.05). So that H2 is accepted and it can be concluded that Work Discipline (X2) affects / contributes to Employee Performance (Y).

3.7 Simultaneous Test (F test)

Based on data analysis, it was found that the F_{table} value in this study is 3.19. The results showed that the sig value = 0, 000 <0.05 or f_{count} is greater than F_{table}, which is 164,066> 3.19, meaning that H3 is accepted, simultaneously the influence of human resource development and work discipline has a simultaneous (joint) positive and significant effect on employee performance at PT Adelindo Perkasa.

3.8 Multiple Linear Regression Test

Table 9. Multiple Linear Regression Test Results

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.804	1.642		.490	.627
	Total_X1	.273	.047	.486	5.791	.000
	TotaL_X2	.562	.094	.501	5.963	.000

a. Dependent Variable: Total_Y

Source: Processing results with IBM SPSS version 25

To see the extent of the partial influence of the two variables on employee performance at PT Adelindo Perkasa Palembang city, the following regression equation is used:

$$Y = 0.804 + 0.273X_1 + 0.562X_2 + e$$

The equation above obtained a constant result of 0.804 and a HR development regression score of 0.273 and a work discipline regression direction score of 0.562. Based on the constant and regression direction, the linear regression equation is.

1. Constant = 0.804, if HR development and work discipline are considered equal to zero, then employee performance is 0.804.
2. Coefficient X1 = 0.273 means that HR development regression affects employee performance by 0.273.
3. X2 coefficient = 0.562 means that the coefficient of work discipline affects employee performance by 0.562.

3.9 Correlation Coefficient Test (R)

Table 10. Correlation Coefficient Test Results (R)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.934^a	.872	.867	1.639

a. Predictors: (Constant), TotaL_X2, Total_X1

b. Dependent Variable: Total_Y

From the table it is known that 51 respondents produced a correlation of 0.934 to interpret the strength of the relationship between the two variables by looking at the correlation coefficient number from the calculation using the interpretation of the r value, it can be concluded that between the variables of human resource development and work discipline on employee performance, the level of relationship is categorised as strong, because it has a correlation value of 0.934 (93.4%).

3.10 Test Coefficient of Determination (R^2)

Table 11. Test Results of the Coefficient of Determination (R^2)

Model Summary^b

Model	R	R Square	Adjusted Square	R Std. Error ofthe Estimate
1	.934^a	.872	.867	1.639

a. Predictors: (Constant), TotaL_X2, Total_X1

b. Dependent Variable: Total_Y

Source: Processing results with IBM SPSS version 25

The coefficient of determination (R^2) test is used to determine how much the variable ability of the influence of human resource development (X1) and work discipline (X2) in explaining the employee performance variable (Y), the coefficient of determination (R^2) value is 87.2% the remaining 12.8% is influenced by other variables.

3.11 Discussion
a.   The effect of Human Resources Development (X1) on Employee Performance (Y)

From the results of the partial test or t test in this study, it shows that the development of Human Resources (HR) has a positive and significant effect on employee performance at PT Adelindo Perkasa Palembang city with a tcount value of 5.791> ttable 2.009.

2.009. In the SPSS version 2.5 book, it can be said to be significant if the variable value is more than 0.05. The test results can be concluded that the hypothesis in this study expects human resource development to have a significant effect on employee performance at PT Adelindo Perkasa Palembang city.

There is a significant influence of HR development on employee performance because employees often get the opportunity to participate in activities organised by agencies at PT Adelindo

Perkasa Palembang city in recent years which directly provides application to improve employee performance. In addition, respondents' answers to each indicator question, human resource development affects employee performance at PT Adelindo Perkasa Palembang city.

Based on observations made by the author, the author found facts in the field that where each employee has the opportunity to develop his abilities while working independently so that he does not depend on superiors in carrying out work. This is because PT Adelindo Perkasa has provided training and education (diklat) to improve work abilities.

An organisation must pay attention to employee performance well, the solution to improving employee performance is to develop HR. The results of this study show the effect of HR Development on Employee Performance shows that HR Development has a positive and significant effect on employee performance (Syukron et al., 2022).

b.   The Effect of Work Discipline (X2) on Employee Performance (Y)

The results of the tests that have been carried out show that work discipline partially has a significant positive effect on employee performance at PT Adelindo Perkasa Palembang city with a tcount value of 5.963 and t table 2.009. In the SPSS version 2.5 book, it can be said to be significant if the variable value is more than 0.05. Discipline is a learning activity that can improve performance at this time and employees consider that the work discipline they do such as entering and leaving the office on time.

PT Adelindo Perkasa can be said to be good because with work discipline in improving employee performance in this field, it means that the work discipline variable has a positive and significant effect on employee performance at PT Adelindo Perkasa. Organisational performance as the ability of the organisation to achieve its goals by using resources efficiently and effectively. While discipline is needed on many occasions (Rahman and Nurbiyati 2019).

Based on research conducted by the author, self-discipline of employees by arriving on time and carrying out tasks according to their duties, the company expects performance to increase, through discipline can reflect strength, because usually someone who succeeds in his work is those who have high work discipline. To realise the success of the organisation, what must be built and enforced is employee discipline. So in observing punulis that discipline is the key to the success of an organisation to achieve goals.

c.   The Effect of Human Resource Development (X1) and Work Discipline (X2) on Employee Performance (Y)

The results of this study indicate that Human Resource Development and Work Discipline on Employee Performance simultaneously have a significant effect on Employee Performance. Proven by the results obtained fcount value of 164.066> ftabel

3.19 with a sig value of 0.00 <0.05. It was found that human resource development and work discipline have a positive effect on employee performance.

This is shown in the results of the correlation coefficient test (R) where the correlation value (R) is 0.934 which means that the relationship between the variables of the influence of human resource development (X1) and work discipline (X2) with the employee performance variable (Y) is very strong (93.4%).

Based on the analysis and data above, it shows that the variables of human resource development and work discipline simultaneously have a positive and significant effect on employee performance, and it can be concluded that the third hypothesis or H3 in this study is accepted. By increasing the variables of human resource development, and work discipline, it will have a positive effect on employee performance.

Employee performance is related to the desired result, this implies that the work done must be able to produce something as desired, namely the optimal results that can be achieved. The performance of the employees themselves is influenced by HR development factors and work discipline. Increased performance, meaning good performance, will be feedback for the company. One of the efforts expected to improve employee performance is through human resource development and work discipline (Rizky Nugraha, 2017).

4.   CONCLUSION

Human resource development and work discipline have a significant effect on employee performance at PT Adelindo Perkasa Palembang City. This means that the better human resource development and the increase in work discipline, the better and higher the performance produced by PT Adelindo Perkasa Palembang City. For future researchers, the findings of this study can be used as information and reference in adding insight into knowledge about human resources, so that it can develop other variables that affect employee performance, such as leadership variables, compensation, organisational culture, work ethic and others.

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