



Role of Training and Development Source Human Resources in Improving Performance

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Abstract: Human resources (HR) training and development play a pivotal role in enhancing organizational effectiveness and employee performance. This study explores the significance of HR training and development in improving employee performance through a comprehensive systematic literature review (SLR). Relevant literature was gathered from various academic databases, including Google Scholar, Scopus, and Mendeley, to ensure a diverse and comprehensive collection of studies. The findings indicate that HR training and development programs positively influence employee skills, competence, and productivity, leading to improved performance. This research emphasizes the importance of aligning training and development initiatives with both individual employee needs and broader organizational strategies. The results suggest that organizations investing in HR training and development can achieve long-term success by fostering a skilled and motivated workforce.

Keywords: HR Training, HR Development, Employee Performance, Organizational Effectiveness.

INTRODUCTION

In facing the competition power more and more work tight, business world face various increasing challenges big. Change fast -paced environment, especially with progress technology rapid information, demanding organization For more responsive and fast adapt to be able to endure in competition. Free market competition and needs will restructuring make organization business need more flexible and capable adapt self with changes that occur. Organizations that are able to adapt with fast and effective will own superiority competitive in face global challenges and open opportunity For to weave partnership with perpetrator business from various countries. Therefore that, for can survive and succeed in the midst change said, the organization business need focus on improvement performance, good from side organization and also employees. This also shows importance management source Power effective human and

implementation the right system For guard continuity operational company (Andayani & Hirawati, 2021a).

Source Power Human resources (HR) is one of the asset the most important thing to have company For support success and sustainability its operations (Katri et al., 2023). In order for the company can reach the goal is effective HR management very much important. However, many companies that are still face challenge in manage human resources efficient (Firdaus et al., 2019). Human resource management includes a series activity For recruiting, developing, retaining, and utilizing power existing work to support achievement objective company (Hartono & Anshori, 2020). Quality human resources become superiority crucial competitive, because optimization potential employee can increase results and performance company (Syahputra & Tanjung, 2020).

Success company often related direct with quality performance employees. Many factors influence performance this, including recruitment, training, development, culture organization, and leadership (Hari et al., 2020). In facing developments over time and progress knowledge knowledge, company need increase skills and abilities employees to be able to adapt with demands ongoing work developing (Retnilasari & Putra, 2019a). that, training and development of human resources becomes part important in increase quality power work that can support objective organization.

Training basically is the learning process provided to employee after they recruited For help they develop skills required in work they (Retnilasari & Putra, 2019b). Usually, training This in the form of an educational program term short implemented in a way structured and procedural For teach knowledge as well as relevant skills with Jobs (Juwita, 2019). Training often of a nature specific and direct give benefits that can be obtained felt by employees (Bariqi, 2018). With implementation proper training is expected employee can increase its performance and achieve the targets that have been set determined by the company (Linarwati et al., 2016).

On the other hand, HR development focuses on improving professionalism and skills employee in term long. Development This more wide room its scope and related with improvement ability the intellectual required employee For carry out task they with more good (Sulaefi, 2017). In addition, the development aiming For prepare employees to be able to carry out not quite enough more answers tall in organization or adapt with changes caused by technology, markets, and needs customer new (Retnilasari & Putra, 2019b).

Training and development is efforts made by the company For increase skills and abilities employees, who in turn expected can increase performance in a way more efficient and effective (Cahya et al., 2021a; Wildan & Aulia, 2017). Research This aiming For explore How HR training and development plays a role in increase performance employees at a organization or company.

Training related with skills and abilities a employee For can carry out his work (Nurul Fizia, 2018). According to Constitution Republic of Indonesia No. 21 of 2000 concerning union workers / laborers, training Work is overall activity For give, gain, increase as well as develop competence work, productivity, discipline, attitude, and ethos work at level skills And skill certain in accordance with level qualification position or Jobs. Training is action increase competence employee For can do work Which more effective in time Which will come (Andayani & Hirawati, 2021b).

According to Lolowang et al. (2016) training is a process for increase knowledge and skills employees who can done in all levels in organization. Training oriented to the present and can help employee For control skills And competence Which specific so that succeed in work

done (Maulyan, 2019).

The purpose of doing this training by company is For repair techniques and skills employee in carry out work so that increase quality employee (Yunita) Leatemia, 2018). There is a number of methods that can used company in training Work in accordance with type training that will be implemented (Andayani & Hirawati, 2021b).

According to Siagian in Triasmoko et al. (2014) there are 2 techniques frequent training used yes on the job training method and off the job training method.

Development HR is A process systematic Which related with training, education, and management employee For repair Work employee so that can reach quality employees expected by the company (Andayani) & Hirawati, 2021b). Development employee according to Cashmere (2016, p. 140), a process for refreshing, developing and improving abilities, skills, interests and talents, as well as behavior employee. Development is a teaching Which given on employee For increase ability in carry out work (Light et al., 2021b).

Objective implementation human resource development is For increase professionalism as well as skills employee so that can carry out duties and functions optimally (Retnilasari & Putra, 2019b). Development employee important done in a way planned and sustainable. Development own room scope Which more wide in effort For improve also improve knowledge, ability, attitude as well as characteristic personality a employees (Irzal et al., 2017). In essence objective human resource development related with productivity work, efficiency, career, leadership, & reward services (Kandou, 2013).

Employee performance is ability a employee in carry out work with reach results work Which Good in accordance with objective company (Putri & Ratnasari, 2019). According to Busono (2016) performance employee is ability somebody For reach condition work, where a job target can completed at the right time so that in accordance with corporate moral ethics.

Then, performance employee according to Andayani & Hirawati (Andayani & Hirawati, 2021b) is achievement results Work employees who are given based on knowledge, experience, skills, personality and time are assessed with consider quality, quantity, and accuracy time. Ability level a employee in to finish his job can known through its performance. Performance has connection causal with competence (Rahinnaya & Surya Perdhana, 2016).

METHOD

Research methods used in study This is method studies literature review. This method aiming For collect, analyze, and summarize findings from study relevant previous with the topic being researched. In the research this, study library will focused on various articles, journals and sources other literature that discusses implementation training and development in organization as well as its influence to performance organization. The data collection process is carried out with look for relevant literature through various academic databases, such as Google Scholar, Scopus, and Mendeley. The data collected Then will analyzed in a way qualitative For identify pattern, findings main, and factors that influence success training and development as well as the impact to performance organization.

In research this, analysis done with to study existing literature For dig various views, theories, and results related research with implementation training and development in various type organization. Study results library This expected can give a better picture comprehensive about success training and development as well as challenges faced by the organization in optimize performance employee through training programs.

Data collected will analyzed use approach qualitative For give a better picture clear about dynamics and challenges faced in implementation training and development in context specific organization However, no all study previous can made into reference in review library study this. Based on criteria that have been explained, steps First in study This is planning started with formulate question study or *research question* (RQ). Using method studies case, focus main is do investigation deep to cases specific in organization or companies that implement training and development source Power human resources (HR). Based on background research that has been described in the Formula Problems, formulation question study For studies case This is as following :

1. How implementation training and development source Power human resources (HR) in the organization certain can influence improvement performance employee ?
2. What just factors that play a role in success HR training and development in increase performance employees in the organization or companies studied ?

In the study case Here, the data is collected through interview with party related, observation direct, and analysis relevant documents with HR training and development in the organization that is used object research. Analysis qualitative used For identify patterns and relationships between training and development with improvement performance employees in every cases studied.

RESULTS AND DISCUSSION



RQ.1 Is training and development source Power human (HR) influence in increase performance employees at a organization / company?

Training and development source Power human (HR) play role important in increase performance employees. Here is findings from relevant literature :

1. Influence Training On Employee, Performance A study found in Google Scholar by Aguinis (2013) disclose that proper and continuous training can increase skills employees, which has an impact straight to performance them. Relevant and appropriate training with tasks faced by employees will speed up the completion process work and improve efficiency.
2. Human Resources Development Program for Improve Performance In the journal found The Case (2019) to put forward that the HR development program includes training technical and leadership can repair interaction between employees and support achievement objective

organization. Employees who feel be noticed in matter development skills tend more productive and committed high on work they.

3. Importance Evaluation Training Salas et al. (2012), In the journal found through Mendeley show that evaluation training very important For measure to what extent is the training provided influence performance employees. Continuous evaluation will help organization For adjust the training program to be more effective in increase performance
4. The Relationship Between Training and Organizational Performance In the article Noe (2017) mention that a regular company carry out training to employee own level more productivity high and tend more innovative. Training No only increase ability technical, but also skills important social and communication in environment Work.
5. Factors that Influence Success Training An article written by Kraiger et al. (2004) highlight that success training very influenced by factors like involvement manager, relevance material training with work, and how to teaching used. Capable organization integrate training with culture company own level more success tall in increase performance employee.

Based on findings from various sources found can concluded that HR training and development has an impact positive to improvement performance employees. Effective and customized training programs with need work can increase skills, motivation, and productivity employees. However, the effectiveness training also depends on factors like relevance material training, involvement management, and evaluations carried out after training.

RQ.2 How role training And development source Power man (HR) for increase performance employees at a organization / company ?

A number of role main from influential HR training and development to performance employees in organizations / companies :

1. Improvement Competencies and Skills Employees Based research found through Google Scholar, Aguinis (2013) explain that designed training with Good can increase competence employee, good in skills technical and also interpersonal skills. Skilled employees will more efficient in work they, who in turn increase productivity and performance individual as well as organization in a way overall
2. Increase Motivation and Satisfaction Research Work published in Scopus by Cascio (2019) show that human resource development programs, such as training leadership and development career, can increase satisfaction Work employees. When employees feel company invest in development self they, things This can increase motivation they For Work more harder and more productive, which contributes to the increase performance organization.
3. Increase Collaboration and Team Relations Salas et al. (2012) in the article in Mendeley disclose that training that focuses on development team and interpersonal skills play a role important in increase collaboration between employees. Trained employees in Work in team will more easy adapt with dynamics group and improve effectiveness Work team, which in turn can speed up achievement objective organization.
4. Development Leadership, A study by Noe (2017) show that the development program leadership give impact significant to performance employees. Training that focuses on development leader within organization help create a capable leader give direction and motivation to team they, improve productivity, as well as create atmosphere positive work.
5. Increase Innovation and Ability Adapting Kraiger et al. (2004) in his published article through Scopus to put forward that skills - focused training think critical and problem

solving can increase ability employee For innovate and adapt with change. Training that develops ability innovation important in environment continuous work changing and competitive, and can help organization survive and thrive.

6. Influence Training To Improving Organizational Performance In the literature found through Mendeley, Birdi et al. (2008) emphasize that structured training with Good increase performance organization with increase quality Work employees. Employees who have skills more better and more knowledge wide can give more contribution big on achievement objective company.

Based on literature found HR training and development has a very important role important in increase performance employees. Effective training No only increase competence technical but also provide impact positive on motivation, satisfaction work, collaboration, innovation and capability adapt employees. In the long term long-term, sustainable human resource development can strengthen Power compete and achieve objective more organization tall.

CONCLUSION

HR training and development plays a role important in increase performance employee in organization. Various literature show that effective training can increase competence and skills employees, who in turn increase productivity and performance Individuals. Trained employees with Good can more efficient in work they, adapt with changes, and provide more contribution big to achievement objective organization. In addition, training that targets aspect motivation, leadership, and innovation can create environment more work productive and developing.

HR training and development has significant role in increase performance employee with various How to. Training No only increase skills technical, but also strengthens non- technical aspects like motivation, satisfaction work, relationship team, and capabilities adapt to change. Training programs that focus on development leadership and skills collaboration play a role important in create effective leaders and working teams more Good together. In addition, training that encourages innovation and creativity help organization still competitive in a dynamic market In general Overall, HR training and development is not only increase skills individual, but also contribute to the achievement objective more organization big. With proper training, organization can create power more work skilled, motivated, and adaptive, which ultimately will increase performance overall organization.

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