

PENGARUH SISTEM PENGEMBANGAN SUMBER DAYA MANUSIA TERHADAP KINERJA KARYAWAN DI PT. ARTA SEDANA SINGARAJA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui (1) sistem pengembangan sumber daya manusia di PT. Arta Sedana Singaraja (2) pengaruh sistem pengembangan sumber daya manusia terhadap kinerja karyawan di PT. Arta Sedana Singaraja. Penelitian ini menggunakan jenis penelitian kuantitatif dengan metode analisis regresi linier sederhana. Populasi penelitian ini berjumlah 35 orang. Pengumpulan data dilakukan dengan metode kuesioner dan wawancara. Hasil penelitian ini menunjukkan bahwa (1) terdapat empat sistem pengembangan sumber daya manusia yaitu pelatihan selling skill dan training supervisory skill, promosi jabatan untuk sales menjadi supervisor sales, fasilitas handphone yang memiliki sistem sales force automation, pemberian insentif terhadap karyawan yang melampaui target; (2) sistem pengembangan sumber daya manusia berpengaruh positif dan signifikan terhadap kinerja karyawan di PT. Arta Sedana Singaraja sebesar 65,8%.

Kata kunci : kinerja karyawan, pelatihan, sistem pengembangan sumber daya manusia

**THE EFFECT OF HUMAN RESOURCE DEVELOPMENT SYSTEM ON
THE EMPLOYEE PERFORMANCE AT PT. Arta Sedana Singaraja**

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ABSTRACT

This study aimed to find out the human resource development at PT. Arta Sedana Singaraja and the effect of the human resource development system on the performance of employees at PT. Arta Sedana Singaraja. The reasearch used quantitative research using simple linear regression analysis method. The population of this research were 35 people. The data collection was carried out using questionnaire and interview. The results of this study showed that (1) there were four human resource development systems that is, selling skills training and supervisory skills training, promotion of positions from sales to supervisor sales, mobile facilities that have a sales force automation system, giving incentives to employees who exceed the target; (2) the human resource development system partially has a positive and significant effect on the performance of employees at PT. Arta Sedana Singaraja by 65.8%.

Keywords : employee performance, training, human resource development system.