

The Influence of the Quality of Human Resources on Employee Performance at the Biringbulu Sub-District Office Gowa Regency

Sulfikar¹, Hj. Naidah², Nurinaya³

Program Studi Manajemen, Universitas Muhammadiyah Makassar, Makassar^{1,2,3}

Abstract

This study aims to determine whether the quality of human resources has a significant effect on employee performance at the Biringbulu sub-district office, Gowa district. The type of research used is quantitative analysis method with a sample of 32 respondents. The data collection technique used is the questionnaire distribution technique. This study uses a simple linear regression analysis method. The results of this study indicate that, based on the t-statistical test, the t-count value is 6.632 with a significant level of $t_{0.00} < 0.05$. So that the influence of the quality of human resources has a positive value, which means that the quality is concluded that the quality of human resources has a positive and significant effect on employee performance.

Keywords: Quality of Human Resources and Employee Performance

1. Introduction

Human Resource Management is a special management area studying human relationships and roles in organization. This is due to management human resources organization labor that exist within the organization, so realized organizational goals and job satisfaction employee. Human Resource Management can also produce good performance in a company by the way appraisal, giving remuneration in each individual members of the organization in accordance with work ability. Resource Quality Humans are a mixture of physical abilities (health) and abilities non-physical (ability to work, think, mental, and skills others) owned by an individual so they are able to work creative, potential within the organization. According to Sutrisno (in Kalendra 2014) expressed the opinion that Quality Human Resources is knowledge, skills and abilities one that can be used for provide professional services. Performance is something that is impossible separated from the Performance company employees is an achievement employees in determining success or failure goals that have been set by an agency/company, abilities (health) and abilities non-physical (ability to work, think, mental, and skills others) owned by an individual so they are able to work creative, potential within the organization. According to Sutrisno (in Kalendra 2014) expressed the opinion that Quality Human Resources is knowledge, skills and abilities one that can be used for provide professional services. Performance is something that is impossible separated from the Performance company employees is an achievement employees in determining success or failure goals that have been set by an agency/company. [1][2][4][8]

2. Theoretical Review

The quality of human resources consists the top two syllables include the quality word that is generally a good level bad or level or degree of something. Definition of Human Resources in a comprehensive manner general is the source of power man. Human-sourced power It can also be called strength or power (energy or power). In essence, HR in the form of a human being employed in a organization as a driving force to achieve the organization's goals. According to Wirawan (2015), said that the quality of HR is a mix between physical ability (health) and non physical abilities (ability work, think, mentally, and other skills) owned by an individual so they are able to work creative, potential inside organization, Employee [1][3]

Performance Employee performance is an employee in determining success or failure goals that have been set by an agency/company. According to (Sembiring, 2020:15), Performance is an effect quality and capacity work earned by an employee in carrying out their work accordingly with a given load According to (Esthi & Marwah, 2020:113), Performance is the result of work or the level of loss of employees in carrying out that work measured over a certain period of time. Performance

appraisal is a process which the organization seeks to acquire as accurate information as possible about the performance of its members. Meanwhile according to the judgment simamora performance (performance appraisal) is process used by company/organization for evaluate work performance individual employees. For more explain how the judgment performance in an organization for can produce individuals quality and quantity generated by employees. Furthermore according to Hasibuan said that Performance appraisal is a system formal to examine/review and regularly update performance somebody. Even performance appraisal is a process for establishing a common understanding [1][3][7][10]

3. Method

This research is a type of research quantitative descriptive, namely to describe in terms of systematic, factual and accurate to a treatment in certain areas regarding based cause-and-effect relationship observing the consequences then suspect the factor as the cause through a quantitative approach (Yusuf, 2016). While the nature of this research is verification that is examining the relationship, the independent variable (independent variable) to the dependent variable (dependent variable) studied. [6][10]

4. Analysis and Findings

Resources on Employee Performance

In this study simple linear regression analysis can be seen that the coefficient of determination (2) is 0.595. This means that the employee performance variable can be explained by the human resource quality variable which is derived in the model by 59.5% or in other words the effect of the independent variable human resource quality on employee performance is 59.5%, the rest is explained by other variables that not described in this study. The effect of the quality of human resources can be compared partially to the effect on employee performance at the Biringbulu District Office, Kab. Gowa[6][10]

5. Conclusion

Regression coefficient is 6.632 with a significant t level of $0.00 < 0.05$. The value of B is positive, meaning that the influence of the quality of human resources has a significant positive influence on employee performance at the Biringbulu District Office, Kab. Gowa. So it can be concluded that the quality of human resources cannot be separated from the performance of employees in the Biringbulu sub-district office, Kab. Gowa.[5][6][9]

Quality of human resources partially understood influence on employee performance at the office of the sub-district head of Biringbulu district. gowa han hypothesis H_a accepted. Matter This can be shown from the results of the t test of 6.632 with the level significant t of $0.00 < 0.05$. Effect of resource quality Humans have a positive value means Resource Quality Humans can be understood to have significant positive effect Against Employee Performance at Biringbulu District Office, Kab. Gowa. It can be concluded that quality human resources can be understood is an indispensable factor separated from employee performance, because of the size of the quality of the source Human resources can be understood effect on increasing whether or not Office Employee Performance Biringbulu subdistrict head, Kab. Gowa. [11][12]

This is supported by the results descriptive analysis research indicates the respondent gives strongly agree answers, agree answers, Neutral answers, and no answers agree if employee performance is measured using Indicator[2]

Based on test results partial (t) between quality variables human resources (X) against employee performance (Y) found that variable quality of human resources (X) gives a positive influence and significant to employee performance. From the results of the t test obtained the value of t arithmetic equal to 6.632 with a significant level of t 0.00 is smaller than 0.05. Influence quality human resources have positive value which means if it occurs improving the quality of resources human then the performance of employees will increase.

References

- [1] Amhas, M. (2018). Pengaruh Kualitas Sumber Daya Manusia, Kualitas Pelayanan Dan Kinerja Pegawai Terhadap Kepuasan Pelanggan Pada Kantor Sistem Administrasi Manunggal Satu Atap

- (Samsat) Makassar 01 Selatan. Jurnal Mirai Management, 3(1), 136-149.
- [2] Andrianti, Y. (2011). Manajemen Pengembangan Sumber Daya Manusia Di Panti Asuhan Yatim Putri Sungguminasa Gowa. Makassar: Fakultas Ekonomi dan Bisnis. Stiem Bongaya.
 - [3] Andrita, M. R. (2017). Pengaruh Kualitas Sumber Daya Aparatur Terhadap Kualitas Pelayanan Perijinan Pada Badan Pelayanan Perijinan Terpadu Satu Pintu Kota Samarind. Jurnal Administrative Reform, 2(4), 527-537.
 - [4] Dahlan Dahlan, D. H. (2017).). Pengaruh Manajemen Sumber Daya Manusia dan Budaya Organisasi Terhadap Kualitas Pelayanan Pada Kantor Kecamatan Tamalate Kota Makassar. JurnalAdministrare, 4(2), 69-75.
 - [5] Darmansyah. (2009). Analisis Kinerja Pegawai Dalam Memberikan Pelayanan Kepada Masyarakat. Bandung: Univesitas Padjadjaran.
 - [6] Djajasudarma, F. T. (2006). Metode Linguistik Ancangan Metode Penelitian dan Kajian. Bandung: Refika Aditama.
 - [7] Gaol, L. J. (2014). Manajemen Sumber daya manusia. Jakarta: Kompas Gramedia
 - [8] Hasibuan, M. (2002). Manajemen Sumber Daya manusia (Edisi Revisi). Jakarta: PT. Bumi Aksara.
 - [9] Herawati, P. (2018). Pengaruh Sumber Daya Manusia Terhadap Kualitas Pelayanan (Studi Tentang Pengaruh Sumber Daya Manusia Terhadap Kualitas Pelayanan Di Kantor Pemerintah Kecamatan Kutorejo Kabupaten Mojokerto). JPAP: Jurnal Penelitian Administrasi Publik, 4(1). Marwansyah. (2014). Manajemen Sumber Daya Manusia. Bandung: ALFABETA.
 - [10] Pasolong, H. (2007). Teori Adminstrasi Publik. Makassar: Alfabeta Bandung. Rahayu, S. (2020). Pengaruh Kualitas Sumber Daya Manusia Terhadap Kinerja Karyawan Pada Koperasi Unit Desa Di Lau Gumba Brastagi Sumatera Utara. JUMANT, 2(1), 206-218.
 - [11] Rivai, V. B. (2007). Performance Appraisal: Sistem Yang Tepat Untuk Menilai Kinerja Karyawan Dan Meningkatkan Daya Saing Perusahaan. Jakarta:
 - [12] Rajagrafindo Persada. Sugiyono. (2013). Metode Penelitian Pendidikan Kuantitatif, Kualitatif dan R&D. Bandung: ALFABETA.
 - [13] Sutrisno. (2015). Manajemen Sumber daya Manusia. Yogyakarta: Kencana.
 - [14] Wirawan. (2016). Manajemen Sumber Daya Manusia (Teori dan Paktik). Jakarta: PT. Raja Grafindo Persada