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Jurnal Manajemen dan Bisnis

THE EFFECT OF HUMAN RESOURCES DEVELOPMENT ON THE PERFORMANCE OF STATE CIVIL SERVANTS (ASN)

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Abstract: Natural Resource Development will provide benefits to state civil servants (ASN) at the Ministry of Religion of South Sumatra Province. Agencies will get benefits in the form of increasing performance, productivity, elasticity, and flexibility to adapt to an ever-changing environment. The purpose of this research is "to find out and analyze whether the development of human resources affects the performance of the State Civil servants (ASN) at the Ministry of Religion of South Sumatra Province". This research method uses quantitative research with explanatory research, meaning that research is conducted to see the relationship between variables with the aim of testing hypotheses. This method is expected to explain phenomena based on the data and information obtained. The population and sample in this study are only employees with civil servant status who have participated in human resource development programs. The results of this study indicate that based on the Determination Coefficient Test shows a strong relationship between human resource development and performance. Based on the results of the hypothesis test, the researcher can conclude that the human resource development variable has a significant positive or unidirectional influence on employee performance at the Ministry of Religion of South Sumatra Province.

Keywords: Human Resources Development; State civil servants Performance

INTRODUCTION

Human Resources (HR) is an important asset to support the success of an organization. Human resources are the implementers of all organizational policies so they need to be equipped with adequate knowledge. The importance of these human resources needs to be realized by all levels of management in companies and government agencies. technology today, but the human factor still plays an important role in the success of an organization. Human Resources have a major role in every activity of the organization. Although supported by facilities and infrastructure as well as excess resources, without the support of reliable human resources, the organization's activities will not be completed properly. This shows that Human Resources is the main key that must be considered with all its needs. As the main key, Human Resources will determine the success of the implementation of organizational activities (Hakim, 2014).

Human Resource Development programs will benefit the organization and the state civil servants(ASN) themselves. Agencies will benefit from increased performance, productivity, stability, and flexibility to adapt to an ever-changing environment. Human Resource Development is the process of preparing individuals to assume higher responsibilities related to increasing intellectual abilities to carry out better jobs. Human resource development leads to learning opportunities designed to help state civil servants (ASN) related to their development (Sinn, 2016). In the sub-district office. Many efforts have been made to improve the performance of human resources, including the development of human resources by providing education and training activities. Education and training activities are a process of providing or improving abilities and skills and instilling good attitudes in employees where this

process will greatly assist employees in correcting their past work deficiencies so that these employees can improve their performance. national mission, modern technology factors, and civil servants as implementers cannot be ignored. So the position and role of employees in every government organization is a determinant because civil servants are the backbone of the government in carrying out national development. various and many aspects are experiencing difficulties because the problem of civil servants is a human problem so it requires the best arrangement and guidance. By national and global demands to realize good governance, civil servants who have competence in government administration and development are needed. as well as developing the insight of civil servants. For this purpose, Education and Training are an integral part of the overall development of civil servants.

To achieve the vision and mission of the Ministry of Religion of South Sumatra Province, as well as the need for human resources who have good performance, it is necessary to improve the performance of its employees by developing human resources because the availability of human resources is a major factor in achieving professional supervisory performance, to achieve this. The Ministry of Religion of the Province of South Sumatra is required to provide quality human resources so that in carrying out their main tasks and functions achieve optimal and useful results, the efforts that have been made are to involve their employees to take part in structural education and training such as pre-service training, in-service training, and training. functional training and technical training in various fields.

Education and training (training) is an activity to increase mastery of theory and skills on issues related to activities in the Ministry of Religion of South Sumatra Province, this effort is carried out to improve the productive contribution of the state civil servants (ASN) Facing all possibilities that occur as a result of changes environment, while the training aims to assist state civil servants (ASN) in understanding practical knowledge and its application, to improve the skills, skills, and attitudes desired by the Ministry of Religion of the Province of Sumatra and sustainable, for the realization of peaceful, dynamic community life based on Pancasila. The Ministry of Religion has the task of assisting the government in carrying out some of the government's tasks in the religious field. In addition to the development objectives in the religious sector as set out in the Strategic Plan of the Ministry of Religion Office. In addition, there are often problems related to Human Resources such as technology that is increasingly advanced so that state civil servants (ASN) must listen quickly to understand the technology and problems often arise regarding the knowledge, abilities, and attitudes of employees who are still lacking so that from these problems, what the agency must do is to develop resources efficiently and productively. So that the development of Human Resources can improve the quality of professionalism and skills of the Apparatus of the Ministry of Religion of South Sumatra Province in carrying out their duties and functions optimally. State civil servants (ASN) are the most important element in determining the quality of the bureaucracy. The ability of the State civil servants (ASN) is reflected in performance, good performance is optimal performance.

Human Resources is an integrated ability of the power of thought and physical power of the individual. Behavior and nature are determined by heredity and environment, while his work performance is motivated by the desire to fulfill his satisfaction. To improve the performance of the state civil servants (ASN) at the Provincial Ministry of Religion South Sumatra needs to conduct training and education so that the performance of the apparatus is better and the quality also improves. If the quality of the performance of the Apparatus is good, the Apparatus will be more skilled and skilled in their work. Training and education also aim to improve energy and time

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efficiency. Training and education are carried out as a means to improve skills and improve general knowledge for state civil servants (ASN). and basic training which is a program from the central government containing general material related to discipline, ethics, and work culture as well as personnel principles. The facts above show that the Inspectorate fully supports efforts to improve the performance of its civil servants to achieve the vision and mission.

Based on interviews conducted with several environmental employees of the Ministry of Religion of South Sumatra Province, it is clear that employee development is carried out by involving civil servants of the Ministry of Religion of South Sumatra Province to take part in education and training provided by the Ministry of Religion of South Sumatra Province to improve the quality of employee performance to achieve this. the vision and mission of the Ministry of Religion of South Sumatra Province.

After conducting initial observations at the Ministry of Religion of South Sumatra Province, there are still several weaknesses, namely: (1) Lack of trained supervisory human resources and operational supervision funds for special examinations and examination of public complaints cases; (2) Unsatisfactory achievements of employees, it occurs because of the lack of skilled employees at work, resulting in less increased employee performance; (3) The number of experts in certain fields have not been fulfilled.

The performance achievements of the Ministry of Religion of South Sumatra Province, whose achievements are still low, can affect the achievement of the Ministry's vision and missionReligion in South Sumatra Province and there are still employee weaknesses that can affect the achievement of the Inspectorate's vision and mission after participating in human resource development by involving employees in education and training, researchers want to try to research whether there is an influence on human resource development carried out on employee performance.

Performance of State Civil Servants (ASN)

Performance is an answer to the success or failure of organizational goals that have been set. This performance often escapes attention, it is often known that if an organization is already facing a serious crisis, if this has happened, then a manager or superior always concludes that something is wrong with the performance. in his organization(Anggraini & Octarinie, 2022).

Performance improvement is a long-term and balanced activity planned systematically involving many people (Wibowati & Martini, 2021). The results often cannot be felt in a short time, but if implemented properly they can change the work culture and in turn the corporate culture. Efforts to improve performance can be done by giving basic attention to HR as behavior, one of which is in the form of self-development.

Umar (2013) and Fane (2021) defines performance as the level of efficiency in completing work. Performance or performance improvement is very dependent on the ability of the office concerned. An employee in an organization needs to pay attention to what skills they already have or how skills can support them to occupy higher levels than employees who have absolutely no skills. Thus, everything depends on the apparatus itself, because if the apparatus itself can work with everything supported by supporting facilities and infrastructure, it will be able to develop.

A performance target is a specific statement, which explains the results to be achieved, when, and by whom the targets to be achieved are completed. Performance targets include elements including (Hakim, 2014): (1) The Performers, namely the people who run the performance; (2) The Action or performance, which is about the action or performance carried out by the performer; (3) A time element, shows the time

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when the job is done; (4) An Evaluation Method, on how to assess how the work results; (5) The Place, shows the place where the work is carried out.

Employees who have higher work motivation means that the employee has their own added value to develop their performance. Furthermore, employees who have the potential to carry out the tasks they carry out can know the direction of the activities that must be carried out so that they can know to what extent a person's knowledge level is. State civil servants, hereinafter abbreviated as ASN, is a process for civil servants (PNS) and government employees with work agreements (PPPK) who work for government agencies

In terms of state, civil servants (ASN) cannot be separated from the Law of the Republic of Indonesia Number 5 of 2014 State civil servants (ASN). The state civil servant (ASN) is the state administrator contained in all lines of government. The implementation of state administration activities is carried out by state civil servants (ASN) as human resources driving the government bureaucracy.

Based on the description above, it is concluded that the performance of the State civil servants (ASN) is the level of success of State servants or employees in the government sector in completing their duties and responsibilities as community services and performance appraisal is a subjective process involving human judgment. Thus, performance appraisals are very likely to be wrong and very easily influenced by sources that are not actual. Not a few of these sources affect the assessment process, so they must be considered and considered fairly. Performance appraisal is considered to meet the target if it has a good impact on the workforce whose performance/performance has just been assessed. Performance appraisal is an activity carried out by management/appraisers to assess the performance of the workforce by comparing performance on performance with descriptions. / job description in a certain period usually at the end of each year (Notoadmodjo, 2019).

Performance appraisal of the workforce is usually carried out by the management/supervisor of the appraiser whose hierarchy is directly above the workforce in question or the management/supervisor who is appointed. the workforce concerned as well as those related to the development of the company/agency/organization. Factors that affect performance achievement are ability factors and motivational factors. Psychologically, abilities consist of potential abilities (IQ) and reality abilities (skills). This means that workers who have an IQ above the average with adequate education for their positions and are skilled in doing daily work, then it will be easier to achieve the expected performance. Therefore, workers need to be placed in jobs that match their expertise. Meanwhile, motivation is formed from the attitude of a worker in dealing with work situations. employees to try to achieve maximum performance.

According to Sofyandi (2013) the factors that influence employee performance are the employee's ability to work, the level of effort devoted, and the organizational support he receives. With any management function, human resource management activities must be developed, evaluated, and modified if necessary so that they can contribute to the competitive performance of organizations and that individuals in the workplace do the job.

The company as an organization has the goal of making a profit. The organization can operate because of the activities carried out by employees within the organization. According to Siagian (2015), employee performance indicators are as follows: (1) Effectiveness and Efficiency: The dimension of effectiveness is the extent to which the output produced can meet the goals and objectives of management. So, the magnitude of the output does not always indicate the magnitude of the outcome because the outcome is related to the goals and objectives. The dimension of

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efficiency is the ratio between the resources used and the output. This means how much output is produced in the process when compared to the input; (2) Authority and Responsibility: In a good organization, authority and responsibility have been delegated properly, without any overlapping tasks. The appraiser assesses the availability of employees to account for their policies, work, and work results, the facilities and infrastructure they use, and their work behavior; (3) Discipline: In general, discipline shows a condition or attitude of respect that exists in employees towards company rules and regulations (Khairuman et al., 2022). Good discipline reflects a person's sense of responsibility for the tasks assigned to him. This encourages work passion, morale, and the realization of the goals of the company, employees, and society; (4) Initiative: One's initiative is related to thinking power, and creativity in the form of ideas to plan something related to organizational goals. Every initiative should get attention or positive responses from superiors.

The purpose of this study was to determine and analyze "The Influence of Human Resource Development on the Performance of the State civil servants (ASN) at the Ministry of Religion of South Sumatra Province".

METHODS

This study takes the object of the Office of the Ministry of Religion of the Province of South Sumatra which is located on Jalan Ade Irma Nasution Palembang. Based on the identification of the problems that have been described, there are several problems within the Ministry of Religion of South Sumatra Province, this research is focused on the influence of human resource development on the performance of civil servants at the Ministry of Religion of South Sumatra Province.

The type of research carried out in this research is quantitative research with explanatory research, meaning that the research is conducted to see the relationship or influence between variables with the aim of testing hypotheses. With this method, it is expected to explain phenomena based on the data and information obtained. The total population for this study was employees of the Ministry of Religion of South Sumatra Province, amounting to 250 people. The population in this study was only employees with the status of civil servants who had participated in the human resource development program of 75 people. The sample is part of the population that is the object of the study. Because the subject population is less than 100, the sample of this study is the entire population.

Characteristics of respondents will be divided based on age, gender, class, last education, and length of work. The sample criteria used are employees who have participated in human resource development programs as many as 75 people.

In testing the data collection instrument, validity can be divided into factor validity and item validity. Factor validity is measured when the items are compiled using more than one factor (there are similarities between one factor and another). The measurement of the validity of this factor is by way of tolerating the score of the factor (the sum of the items in one factor) with the total score of the factor (total of all factors), while the measurement of the validity of the item is by way of tolerating the score of the item with the total score of the item. The test uses a significance level of 0.05, the test criteria are as follows: (1) If r_{count} r_{table} (2-sided test with a significance of 0.05) then the instrument or question items have a significant correlation with the total score (declared valid); (2) If r_{count} r_{table} (2-sided test with a significance of 0.05) then the instrument or question items are not significantly correlated with the total score (invalid).

A reliability test is used to determine the constancy or consistency of measuring instruments that usually use a questionnaire. Whether the measuring instrument will get a measurement that remains consistent if the measurement is repeated, the

instrument can be said to be reliable if the alpha value is greater than the critical product-moment r, or if we use certain limits such as 0.6.

The test criteria are if the value in this study is if the value of r > 0.6 then the instrument is said to be reliable, and if the value of r < 0.6 then the instrument is said to be unreliable, the calculation is done with the help of SPSS 22 software.

A simple linear regression statistical test is used to test whether or not the relationship between two variables is significant through its regression coefficient. Where this test will test whether or not the relationship between variable X (human resource development) is significant and variable Y (employee performance) is.

Regression analysis is used to predict how it will change when the value of the independent variable is increased. The simple linear regression equation model is as follows:

$$Y= a + bX + e$$

Information :
X: Human resource development
Y: Employee Performance
a: Constant
b: Regression coefficient

Analysis of determination in simple linear regression is used to determine the percentage of the contribution of the influence of the independent variable on the independent variable. This coefficient shows how large the percentage of variation in the dependent variable is. The greater the value of R^2 (closer to 1), the accuracy is said to be better.

The t-test statistic shows how far the influence of individual explanations in the variation of the dependent variable is. The t-test in this study is used to determine whether the human resource development variable (X) has a significant effect on the variable (Y) the performance of employees of the Ministry of Religion of South Sumatra Province. The formula for the hypothesis in this study is as follows: (1) Ho = There is no influence of human resource development (X) on the performance of employees of the Ministry of Religion of South Sumatra Province; (2) Ha = There is an effect of developing human resources (X) on the performance of the employees of the Ministry of Religion of South Sumatra Province.

The criteria for accepting and rejecting the hypothesis are done by comparing the results of the t-test calculation (tcount) with the decisions that can be taken, namely: (1) If t_{table} t arithmetic t_{table} then H0 is rejected; (2) If $t_{count} < t_{table}$ or $t_{count} > t_{table}$ then H0 is rejected. Based on significance: (1) If the significance > 0.05 then H0 is accepted; (2) If the significance is < 0.05 then H0 is rejected.

RESULTS AND DISCUSSION

Validity Test

Based on the results of determining whether or not an item is feasible to use, a correlation coefficient significance test is usually carried out at a significance level of 0.05, meaning that an item is considered valid if it has a significant correlation with the total score. Question items that are significantly correlated with the total score indicate that these items can provide support in revealing what they want to reveal or are valid. If r_{count} r_{table} (2-sided test with sig. 0.05) then the instrument is significantly correlated with the total score (declared valid).

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Table 1. Validity Test

Item (Variable)	r_{count}	Description
X1	0,789	Valid
X2	0,601	Valid
X3	0,783	Valid
X4	0,692	Valid
X5	0,643	Valid
X6	0,732	Valid
X7	0,687	Valid
X8	0,562	Valid
X9	0,773	Valid
X10	0,743	Valid
X11	0,701	Valid
Y1	0,563	Valid
Y2	0,632	Valid
Y3	0,698	Valid
Y4	0,665	Valid
Y5	0,775	Valid
Y6	0,689	Valid
Y7	0,612	Valid
Y8	0,665	Valid

Source: Primary data processed 2022

From table 1 above, it can be seen that from several statements on the variables of human resource development and employee performance there are 19 valid question items, so for further testing only valid question items are tested.

Reliability Test

Based on the results of the reliability test, refers to an understanding that the instruments used in research to obtain information used can be trusted as a data collection tool and can reveal actual information in the field. A questionnaire is said to be reliable or reliable if a person's answer to the statement is consistent or stable from time to time. The reliability of a test refers to the degree of stability, consistency, predictability, and accuracy. Measurements that have high reliability are measurements that can produce reliable data.

High and low reliability, are empirically indicated by a number called the value of the reliability coefficient. High reliability is indicated by the calculated r value close to 1. The general agreement is that reliability is considered satisfactory if 0.700.

Table 2. Reliability Test

Item (Variable)	Alpha	Description
Human Resources Development	0,765	Reliable
Employee Performance	0,813	Reliable

Source: Primary data processed 2022

The reliability results in table 2 show that the human resource development variable (X1) has a Cronbach's alpha value of 0.765 and the performance variable (Y) has a Cronbach alpha value of 0.813. So, it can be concluded that all the concepts of measuring variables from the questionnaire are Reliable (reliable) so the items in each of these variables are worthy of being used as measuring tools.

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Data analysis technique
Simple Linear Regression Analysis
　　　　Based on the results of regression analysis are also used to determine the form of the relationship between variables. The main purpose of using this analysis is to predict or estimate the value of one variable with other variables that are known through the regression line equation.
　　　　In this section, we will present statistical results regarding the effect of the implementation of Human Resource Development (X) on Employee Performance (Y) at the Ministry of Religion of South Sumatra Province. To find out the results of the analysis that has been done, it can be seen in the following table:

Table 3. Simple Linear Regression

Model	Coefficients[a] Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.249	2.659		3.103	.003
Human Resources Development (X)	.407	.119	.440	3.430	.001

a. Dependent Variable: Employee Performance (Y)

Source: Primary data processed 2022

　　　　Based on the table above obtained from processing using the SPSS program, a simple regression equation is obtained:
Y = a + bX
Y = 8.249 + 0.407X + e
　　　　Where:
X = Human Resources Development (X)
Y = Employee Performance (Y)
a = Constant
b = Coefficient of a regression line
　　　　From the equation of the simple linear regression line above, it can be interpreted that The value of a = 8.249 is constant, this means that if Human Resource Development is 0 (zero) or the value is constant, then the value of employee performance is 8.249. As for the value of b = 0.407 which is the slope or direction coefficient of the Human Resource Development variable (X) that affects the performance of the employees of the Ministry of Religion of South Sumatra Province (Y). The regression coefficient (b) is 0.407 with a positive sign. Based on these results, it can be concluded that if the implementation of Human Resource Development changes or increases by 1%, the performance of the employees of the Ministry of Religion of South Sumatra Province will increase by 40.7%.

Coefficient of Determination
　　　　The coefficient of determination in linear regression is often interpreted as how big the ability of all independent variables is in explaining the variance of the dependent variable. Simply put, the coefficient of determination is calculated by squaring the Correlation Coefficient (R). The results of the calculation of determination in this study can be seen in the following table:

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Table 4. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
			Model Summary[b]	
1	.576[a]	.332	.304	1.52642

a. Predictors: (Constant), HR Development(X)

Source: Primary data processed 2022

From the output model summary, it is known that the value of R = 0.576 or 57.6% has a strong relationship because it is close to the value of number 1. Meanwhile, to determine the magnitude of the relationship between independent variables that jointly affect the dependent variable, it can be seen from the magnitude of the coefficient value, RSquare (R^2) obtained is 0.332. This means that all independent variables, namely the development of human resources, have a joint contribution of 33.2% to the dependent variable, namely Employee Performance (Y). While the remaining 66.8% is influenced by other variables not examined in this study.

Partial (t-test)

The T-test is used to partially test each variable. The results of the t-test can be seen in the coefficients table in the sig (significance) column. If the probability of t value or significance < 0.05, it can be said that there is an influence between the independent variables on the dependent variable partially. However, if the probability of t value or significance > 0.05, it can be said that there is no significant effect between each independent variable on the dependent variable. Based on the calculation results in the attachment, the partial test results (t-test) can be presented in the following table:

Table 5. Partial Test Results (t-test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	Coefficients[a]				
	B	Std. Error	Beta		
1 (Constant)	8.249	2.659		3.103	.003
HR Development(X)	.407	.119	.440	3.430	.001

Source: Primary data processed 2022

CONCLUSION

Based on the results of data analysis and based on the Coefficient of Determination Test, shows a strong relationship between human resource development and performance. Based on the results of the R Square determination test, it can be seen that the R Square value indicates that the human resource development variable has an influence on employee performance at the Ministry of Religion of South Sumatra Province. Based on the results of the hypothesis test, the researcher can conclude that the human resource development variable has a significant positive or unidirectional influence on employee performance at the Ministry of Religion of South Sumatra Province.

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