



## Analysis Of Human Resources Training on Staff Performance at Air Marshal Suryadarma University

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**Abstract:** Every employee is a valuable asset in the firm, and human resources are vital to its operations. A number of elements, such as management, development, and interactions with materials, capital, and technological features, influence the quality of human resources. This study of the literature examines how employee performance affects a company's overall success, highlighting the connection between productivity, workplace stress, and competitiveness in the global market. The necessity of alignment with corporate goals and results is emphasized in theoretical frameworks that are offered to better comprehend the complex link between employee training and organizational effectiveness (Kozlowski & Klein, 2000). The purpose of this review is to add to the body of theoretical knowledge on the function of training, performance, and human resources in organizational settings.

**Keywords:** workplace stress, employee performance, organizational competitiveness, human resources

### INTRODUCTION

Human resources are crucial to the operation of an organization or company. Any member of an organization can be considered as an asset of a company or organization. Everyone has a variety of skills, abilities, and creative abilities. To maintain such self-quality, management and development are necessary. The quality of human resources is ultimately influenced by its interaction with other factors within the company. These factors include, but are not limited to, capital factors, materials, and technical aspects (Yosepa, 2023).

### LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

If employee performance drops, the company will experience a decline in product availability and production timing accuracy, reducing the company's

eligibility in the global market. For employees, a decline in performance affects a decrease in employment productivity, which in turn results in lower wages in return for services. Therefore, it can be concluded that stress in the workplace and the work environment can affect employee performance, which in turn affects the company's success (Safitri, 2019).

Since only a few people come to the company with the complete knowledge and experience necessary to perform the work assigned to them, the training is intended to equip the learners with the knowledge and skills necessary for their current position (Fitzgerald, 1992). Becker (1962) provides a comprehensive explanation of investment in human capital and its relationship to productivity, wages, and workers' mobility. Investments like this not only make organizations more competitive (Salas & Cannon-Bowers 2001), but also provide an opportunity to innovate and learn about new technologies to improve the skills, knowledge, and performance of employees. In fact, companies are more aware that investing in training can increase productivity, sales, quality, market share, and reduce turnover, absence, and conflict. On the contrary, training has been criticized for being too popular or too expensive, and there is growing scepticism about the theoretical and practical foundations that link training to company performance (Arta dkk., 2023).

a. Employee Training:

Employees' knowledge and skills acquired through training are essential to cope with rapid changes in products, systems, and technologies. Most organizations believe that training will result in better performance. However, the theoretical framework for the relationship between training and company performance has been much debated. A model proposed by Devanna, Formbrun, and Tichy in 1984 emphasized the relationship between human resources management (HRM) policies and performance. According to their model, the aim of training and other HRM activities is to improve individual performance, which is expected to result in better corporate performance.

b. Employee performance

Suggests ways to improve knowledge, skills, and attitudes or ability of the workforce to improve and develop the organization. This paradigm can be achieved through education. From this point of view, training can only work well if it directly contributes to the strategy, objectives, or outcomes that underpin the organization's performance. However, the current model ignores the theoretical framework. Therefore, theoretic models are proposed to help understand the relationship between training and company performance. Theoretical frames are created and proposed in order to contribute to theory literature and meet the requirements for analyzing the training and performance problems of companies. Training depends on participation in the goals, outcomes, and performance of groups and organizations of a higher level (Kozlowski DAN Klein, 2000).

## METHODS

This research is a literature review of some research findings at several health facilities in Indonesia. Literature research is conducted to gain an understanding of the theory, results, and research material related to previous research to be used as a foundation for new research. Journal search sources

through google scholar over the past seven years. Keywords that researchers use in searching for articles in google scholar.

## RESULT AND DISCUSSION

This study speaks about Analysis of human resources training on staff performance at Suryadarma University as follows:

Year	Author and Research Title	Research Methods	Research Results	Advice
2020	Baehaki, M. K., & Faisal, A. Pengaruh Disiplin Kerja, Pelatihan Dan Kepuasan Kerja Terhadap Prestasi Kerja Karyawan (Studi Kausal Pada Perusahaan Asuransi PT. AJ Sequislife Jakarta).	Research method is a survey method with a case study approach at the workplace. In order to analyze whether or not there is an influence between one variable and the other, a path analysis is used. This path analysis requires the presence of a linear regressive relationship between the significant two variables.	Training has a direct positive impact on the performance of the staff sequis, which means that when training is enhanced or added training hours will result in increased quality of productivity both in terms of service and product of the company itself.	For the company of PT. Sequislife there should be more time for training hours, because each staff member is different character there is a quick response there is also a slow in receiving a training delivered
2021	Purwanto, H. Perancangan Sistem Informasi Jadwal Pelatihan Karyawan Pt. Xyz.	The writer observes the research environment. Interviews The author performs interviews to obtain information as well as help in the collection of research data.	With the training scheduling system can make it easy for the admin to enter data without having to type manually and can print data reports	Restrictions on entitled parties to access training schedule information
2023	Chatarina, L., & Rehatalanit, Y. L. Perancangan Sistem Helpdesk Dengan Metode Knowledge Management System (Studi Kasus Pada Pt. Xyz).	Observations are direct observations carried out by researchers on objects that exist at companies or related agencies to obtain the necessary data. • Interviews Collect data by interviewing directly with the relevant parties.	The application of the Knowledge Management System to the helpdesk system is to help the employees solve their problems on their own. This can be done due to the knowledge base features in the system, the content of which will be produced based on the process of discussion, sharing between	It is better to design a helpdesk system with this knowledge management method that has been successfully built and can be used to control the information system needs of users to learning services and vice versa.



			staff, documentation of reports on training activities, as well as several sources, both from the external and internal environment of training activities and various forms of tacit and explicit.	
2021	<p>Bhirawa, W. T., &amp; Obrin, S.</p> <p>Analisis Pengaruh Program Pelatihan Keamanan Kesehatan Kerja Terhadap Tingkat Pengetahuan Keamanan Kesehatan Kerja.</p>	<p>The data obtained through the research is empirical data that has certain criteria that is valid. Valid indicates the degree of accuracy between the actual data occurring on the object and the data that can be collected by the researcher. Research methods provide an overview of the steps to be taken in conducting research. So with this method of research it will be very helpful for the author to be able to solve the problems that are being studied.</p>	<p>The rxy correlation coefficient of 0.421 indicates a positive relationship or a relatively close relationship between the implementation of the Safety Program or a fairly close link between Safety and Occupational Health Program implementation and improved Work Productivity.</p>	<p>Companies strengthen surveillance and punish employees when committing violations related to the implementation of occupational safety and health programmes.</p>
2019	<p>Ardhiyaningtyas, R. C., &amp; Faisal, A.</p> <p>Pengaruh Gaya Kepemimpinan, Budaya Organisasi Dan Stres Kerja Terhadap Kinerja Karyawan (Studi Kausal di Layanan Social Media TelkomCare Telkom Indonesia Jakarta).</p>	<p>The research method used in this study is a survey method with a random approach. In the analysis there is no influence of other variables used path analysis or path analysis. This analysis requires a significant linear regressive relationship requirement between two variables. To calculate the coefficient of each path, the correlation factor</p>	<p>There is a direct influence of Leadership Style on the Performance of Social Media Service Employees Telkom Care PT. Telkom Indonesia. This finding could mean that low performance is one of the factors influenced by leadership styles, so if leadership is improved, then performance can be improved.</p>	<p>In order to improve performance, the leadership style of Social Media Service Employees Telkom Care PT. Telkom Indonesia, it is necessary to enhance the role of leaders both interpersonal, informational, and as decision makers.</p>

		of each variable is required.		
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## CONCLUSIONS

Performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities, in order to attempt to the goals of the organization concerned legally, not against the law, and in conformity with morals and ethics." Companies must provide ready-to-use human resources and have expertise in their fields if they want to optimize production and provide fast and timely global market service. This will increase employee productivity so that they can adapt to a variety of work situations in the oil and gas industries. Increased employee productivity will benefit the company also for its own employees. Wages are rising as a result of good performance and increased productivity.

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