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Human Resource Development in Increasing Work Productivity

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ABSTRACT

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Human resources have a major role in every organizational activity. As the main key, human resources will determine the success of the implementation of organizational activities. Human resources always play an active and dominant role in every organization, because human resources are planners, actors and determinants of the realization of organizational goals. A productive person describes the potential, perception and creativity of a person who always wants to contribute his abilities to benefit himself and his environment. The aim of this research is to explain human resource development in increasing work productivity. To help answer questions about human resource development in increasing work productivity, the type of research is theoretical research with the help of secondary sources such as books or journals.

Human Resource Development, Increasing, Work Productivity

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INTRODUCTION

Human resources have a major role in every organizational activity. As the main key, human resources will determine the success of the implementation of organizational activities. The demands of organizations to obtain, develop and maintain quality human resources are increasingly pressing in accordance with the dynamics of the ever-changing environment (Gultom et al., 2024). Human resources always play an active and dominant role in every organization, because human resources are planners, actors and determinants of the realization of organizational goals. Therefore, every organization is required to use professional human resources in the field of work handled (Tambunan and Pandiangan, 2024).

To realize a goal, it is necessary to provide human resource development in order to have good quality human resources because the employees who work there are people who are appointed by the government to occupy a certain position that is directed to ensure the implementation of government duties, development in an efficient and effective manner (Sutrisno, 2014).

Development can be carried out in various ways, for example education and training, involving employees in learning assignments for formal education, and other activities. The large number of training participants who are not adjusted to the career development plan results in training participants not getting promotion placements or development according to their potential after returning (Sunyoto, 2013). This causes disappointment for employees. The tendency that occurs in government organizations is that there are employees who do not have a workload and instead cause problems in the office, for example being less active in doing their jobs, so to provide a way out, these employees are trained.

Human resources always play an active and dominant role in every organization, because human resources are planners, actors and determinants of the realization of organizational goals. Human resources are also people who work and function as company assets that can be counted in number and human resources are the potential that drives the organization (Pandiangan et al., 2025).

Productivity is a very important factor in maintaining and developing the success of a company (Silalahi, 2013). As we know, every company invests vital resources (human resources, materials and money) to produce a product. By using these human resources effectively will provide better results. Productivity in theory is defined as the comparison between product output and input (labor, materials and money). Low productivity is a reflection of a company that wastes its resources. And this means that in the end the company loses foreign power and thus will reduce the scale of its business activities. Low productivity of many companies will reduce the growth of industry and the economy of a nation as a whole (Atmosoeprapto, 2016). A productive person describes the potential, perception and creativity of a person who always wants to contribute his abilities to benefit himself and his environment. So a productive person is a person who can make a real and meaningful contribution to the surrounding environment, is imaginative and innovative in approaching his life problems and has the intelligence to achieve his life goals. At the same time, such a person is always responsible and responsive in his relationship with others. Employees like this are organizational assets, who always try to improve

themselves in their organization, and will support the achievement of the organization's productivity goals.

The aim of this research is to explain human resource development in increasing work productivity.

RESEARCH METHOD

To help answer questions about human resource development in increasing work productivity, the type of research is theoretical. Theoretical research is a systematic study that focuses on the exploration and development of theories, concepts, and arguments to understand a subject more deeply (Hamidi, 2008). This research is not oriented towards practical application, but rather on an in-depth understanding of existing theories or the development of new theories. Theoretical research has several main uses, namely expanding knowledge, developing theories, providing in-depth understanding, and becoming a foundation for practical research. This research can also produce teaching materials and predictions about future events (Iskandar, 2008).

Secondary sources, such as books or journals, will be used as an aid in explaining human resource development in increasing work productivity. Secondary sources are sources of information that do not come from parties directly involved in the events or incidents discussed. These sources typically contain analysis, interpretation, or summaries of information derived from primary sources, and often provide commentary or opinions on the event or subject (Kurdhi et al., 2023).

RESULT AND DISCUSSION

Human Resource Development in Increasing Work Productivity

Human resource development is the main key to increasing work productivity. This systematic process aims to improve employee competency, knowledge, and skills, which ultimately results in improved performance and efficiency in the workplace.

1. Human Resource Development

An organization or company agency will be able to run well if the organization or agency has good human resource capabilities in achieving the organizational goals that have been set. Therefore, all efforts are needed to improve the quality of human resources owned, including through human resource development. Marwansyah (2014) stated that human resource development is a planned effort made by management to improve employee competence and the performance of an organization through training, education, and development programs. Development is usually related to

improving intellectual or emotional abilities needed to improve better work. Human resource development is based on the fact that individuals or employees need knowledge, expertise, and developing abilities so that they are able to work well. Human resource development can be realized through career development, education, or training. Then the organization's dependence on recruiting new human resources will be reduced. The way a company or agency develops human resources (Siregar, 2009):

a) Education and Training

The process of developing human resources is closely related to the concept of education and training. Education and training in this context are the ways that must be taken to achieve development. Development cannot be separated from education and training. Human resource development includes both education that increases general knowledge and understanding of the overall environment and training that adds skills in carrying out specific tasks. Human resource education is a long-term development process that includes systematic teaching and practice that emphasizes theoretical and abstract concepts. While training is one type of learning process to acquire and improve skills outside the applicable education system in a relatively short time and with methods that prioritize practice over theory.

b) Learning Assignments

To create employees who have job competencies, it is necessary to improve the quality of professional abilities in accordance with the requirements of their positions. One effort to improve these professional abilities is through learning assignments to follow formal education at accredited universities and institutes.

c) Promotion

The importance of promotion for employees is as one of the rewards and incentives, the existence of this incentive reward in the form of promotion can increase the work productivity of an employee. Promotion is the appointment of an employee to a higher level of position, both in terms of rank and position. Rank is a position that indicates the level of an employee in the series of employee arrangements and is used as a basis for salary. As for position, it is a position that indicates the duties, responsibilities, authority and rights of an employee in a state organizational structure.

2. Work Productivity

Work productivity is a very important factor in maintaining and developing the success of a company. As we know, every company invests vital

resources (human resources, materials and money) to produce goods or services. By using these human resources effectively, it will provide better results. Work productivity is one of the measuring tools for companies in assessing the work performance achieved by their employees. Work productivity is a concept that describes the relationship between capital, land, and energy used to produce these results (Swastha, 2002). The principle of work productivity is effective in achieving goals and efficient in using resources. Elements contained in work productivity (Husein, 1999):

a) Efficiency

Work productivity as a ratio of output or input is a measure of the efficiency of resource use. Efficiency is a measure in comparing the use of planned input with the use of actual input. The definition of efficiency is oriented towards input.

b) Effectiveness

Effectiveness is a measure that provides an overview of how far the target can be achieved both in quantity and time. The greater the percentage of targets achieved, the higher the level of effectiveness.

c) Quality

In general, quality is a measure that states how far the requirements, specifications, and expectations of consumers are met. Quality is one measure of work productivity. Although quality is difficult to measure mathematically through the ratio of output or input, it is clear that input quality and process quality will improve output quality.

CONCLUSION

The results of the study show that human resource development is the main key to increasing work productivity. This systematic process aims to improve employee competency, knowledge, and skills, which ultimately results in improved performance and efficiency in the workplace.

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