ABSTRACT

This research is motivated by the still low level of Employee Work Performance at the Sekretariat DPRD Kabupaten Bandung Barat. This problem is caused because the implementation of Human Resource Development has not been done well.

The object of research in this study is the Effect of Human Resource Development on Employee Work Achievements in the Sekretariat DPRD Kabupaten Bandung Barat. Data analysis techniques used the Statistical Product Service Solutions (SPSS) program. This study uses the theory of Human Resource Development, Employee Work Achievement and theories related to this research, by using secondary data, namely through documents such as vision and mission, main tasks and functions, organizational structure and others.

The research method in this study is a Descriptive Survey, data collection techniques used are literature studies, field studies and documentation studies. The field study consisted of non-participant observation, interviewed the Sekretariat DPRD Kabupaten Bandung Barat secretary and distributed 36 questionnaires to respondents.

The results of the research at the Sekretariat DPRD Kabupaten Bandung Barat found obstacles, among others the Employees at Sekretariat DPRD Kabupaten Bandung Barat in the level of Skills in Work were still not good and related to this, employees were less able to provide input and direction in completing each of their jobs. Efforts that need to be done to overcome these obstacles are that employees get development evenly and then friendly and sociable attitudes from each individual employee must also be improved.

The coefficient of determination shows an effect of 93.1%, and it is said there is a strong influence between the variables of Human Resource Development on Employee Work Performance.

The conclusion in this study is based on the interpretation criteria of the coefficient of determination shows that there is a strong influence between Human Resource Development on Employee Work Achievement in Sekretariat DPRD Kabupaten Bandung Barat.