

ABSTRACT

Based on Key Performance Indicator (KPI) employees of Subang Branch Office BULOG Public Corporation from 2019 to 2021, the KPI assessment chart has decreased. This is because there are still several problems with the performance of employees at the Subang Branch Office BULOG Public Corporation. As for the factors that are suspected of being problematic through pre-survey tests conducted by researchers, the results show that HR planning and work placement have the lowest average score, where these two variables can be said to be unfavorable. Therefore, the research focus is directed towards the variables of HR planning and work placement.

The purpose of this study was to determine the relationship, the influence of human resource planning and work placement on employee performance at Perum BULOG Subang Branch Office either simultaneously or partially. The data collection technique used was observation, interviews by distributing questionnaires, with a sample of 34 respondents. The data analysis used is descriptive and verification, which include: multiple linear regression analysis, correlation coefficient analysis, simultaneous & partial hypothesis testing, and analysis of the coefficient of determination.

The results of the research that has been done show that there is a positive relationship and there is an influence between HR planning and work placement on employee performance at Perum BULOG Subang Branch Office both simultaneously and partially, with a large influence of 82.9%, and work placement (50, 4%) has a greater effect than HR planning (32.5%) on employee performance at BULOG Perum, Subang Branch Office. So if you want to improve employee performance at Perum BULOG Subang Branch Office, you should pay more attention to work placements.

Keywords: HR Planning, Work Placement and Employee Performance