

ABSTRACT

This research is done in the PT. Citraraya Nusatama Bandung. The study consist of 3 (three) variabels, which are variable human resource planning and job orientation as free variables and employee performance variables as bound variables. In vies of the phenomenon that an employee's performance is an important factor for a company in the PT. Citraraya Nusatama Bandung, an employee's performance was found to be problem factors in these factors associated with human resource planning and job orientation. The study aims to see how much work supervision and work environment affect an employee's performance. In this study, the methods used are description and varifaibles methode with 74 respondents. Whereas the data analysis used is linear regression analysis, berganda correlation analysis, and coefficient determinations. Research sggest that simultaneous human resource planning and job orientation affect employees positively and significantly. According to a coefficient analysis of determinations, human resource planning and job orientation impact 63,6% on employee performance. As for judging by partial or individual influences, the variabel human resource planning has a less impact on the performance of employees at 26,9% when compared to a 36,7% job orientation that is greater affected.

Keywords : Human Resource Planning, Job Orientation, and Employee Performance