

ABSTRACT

This research was conducted at PT. SANGGAR KARYA BANDUNG. This research consists of three (3) variables, namely Human Resource Planning, Work Orientation as an independent variable, and Employee Performance as a dependent variable. Seeing the phenomenon that employee performance is an important factor for the company at PT. SANGGAR KARYA BANDUNG, employee performance found problematic factors in this factor related to performance problems are human resource planning and work orientation. The purpose of this research is to find out how much Human Resource Planning and Work Orientation affect Employee Performance. In this study, the method used is descriptive and verificative method with a sample of 60 respondents. While the data analysis used is multiple linear regression analysis, multiple correlation analysis and determination coefficient analysis. Based on the research results, it can be seen that simultaneously human resource planning and work orientation have an impact of 76% on employee performance. As for, seen from the partial or individual influence, the human resource planning variable has a greater influence on employee performance, namely 38.4% when compared to the work orientation of 37.6% which has a smaller influence.

Keywords: Human Resource Planning, Work Orientation, and Employee Performance.