

ABSTRAK

Human Resource Development merupakan salah satu pendekatan yang berperan dalam meningkatkan kompetensi karyawan, mendorong perilaku kerja inovatif, serta meningkatkan kinerja karyawan. Penelitian ini bertujuan untuk mengetahui kondisi *Human Resource Development*, *Innovative Work Behavior*, dan Kinerja Karyawan serta menganalisis pengaruh *Human Resource Development* terhadap *Innovative Work Behavior* dan Kinerja Karyawan melalui *Innovative Work Behavior* sebagai variabel mediasi pada Sari Ater Hot Springs Ciater. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan *Structural Equation Modeling–Partial Least Squares* (SEM-PLS). Hasil analisis deskriptif menunjukkan bahwa *Human Resource Development* memperoleh skor rata-rata sebesar 3,42, *Innovative Work Behavior* sebesar 3,42, dan Kinerja Karyawan sebesar 3,42, yang seluruhnya berada dalam kategori baik. Hasil analisis verifikatif menunjukkan bahwa *Human Resource Development* berpengaruh signifikan terhadap *Innovative Work Behavior* dan Kinerja Karyawan. Selain itu, *Innovative Work Behavior* berpengaruh signifikan terhadap Kinerja Karyawan serta mampu memediasi pengaruh *Human Resource Development* terhadap Kinerja Karyawan. Hasil penelitian menunjukkan bahwa penerapan *Human Resource Development* yang baik dapat mendorong terbentuknya *Innovative Work Behavior*, yang selanjutnya berkontribusi terhadap peningkatan Kinerja Karyawan di Sari Ater Hot Springs Ciater.

Kata Kunci: *Human Resource Development*, *Innovative Work Behavior*, Kinerja Karyawan.

ABSTRACT

Human Resource Development is an approach that plays an important role in improving employee competencies, encouraging innovative work behavior, and enhancing employee performance. This study aims to determine the conditions of Human Resource Development, Innovative Work Behavior, and Employee Performance, as well as to analyze the effect of Human Resource Development on Innovative Work Behavior and Employee Performance through Innovative Work Behavior as a mediating variable at Sari Ater Hot Springs Ciater. The research employed descriptive and verification methods with a quantitative approach. Data were collected through questionnaires and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS). The descriptive analysis results show that Human Resource Development obtained an average score of 3.42, Innovative Work Behavior 3.42, and Employee Performance 3.42, all of which fall into the good category. The verification analysis results indicate that Human Resource Development has a significant effect on Innovative Work Behavior and Employee Performance. In addition, Innovative Work Behavior has a significant effect on Employee Performance and is able to mediate the effect of Human Resource Development on Employee Performance. The findings demonstrate that effective implementation of Human Resource Development can foster Innovative Work Behavior, which subsequently contributes to improving Employee Performance at Sari Ater Hot Springs Ciater.

Keywords: *Human Resource Development, Innovative Work Behavior, Employee Performance*