

The Influence of Training and Human Resource Development on The Performance of Employees of The Morning Afternoon Restaurant, Basuki Rahmat Branch, Palembang City

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ABSTRACT

This study aims to determine how the Effect of Human Resources Training and Development on Employee Performance of the Palembang City Branch of the Pagi Sore Restaurant. The method used in this study uses a quantitative approach. The data collection technique used the distribution of questionnaires with a sample size of 60 respondents. The data analysis tools used are classical assumption test, multiple linear regression analysis, t test, F test, and coefficient of determination. Data processing using SPSS version 24 for windows. Based on the results of the study, it shows that the Training variable with a significant value (0.000) which means that training partially has a positive and significant effect on employee performance, the Human Resource Development variable with a significant value (0.039) which means that Human Resource Development partially has a positive and significant effect on employee performance. Training and HR Development simultaneously have a positive and significant effect on employee performance with a significant value (0.000).

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1. INTRODUCTION

In this era of globalization, all aspects of life are required to compete to show the best, because the best will be chosen to be able to compete in the market. Companies should be able to prepare themselves for the challenges that exist and it is actually employees who play a big role in the organization or company. The role of Human Resources (HR) essentially plays the most important role in achieving the goals of the company. Therefore, companies must be able to manage human resources as well as possible. Hasibuan (2017) Defining human resources is the science and art of managing the relationship and role of labor effectively and efficiently in order to help realize company goals. One of the functions of human resource management is to provide training and development, which means that to get the right workforce, training and development need to be provided.

Arifin et al. (2017) Usually the effort taken is to provide training and development of human resources. Training at the beginning of the job aims to improve the competencies that employees must have and is a requirement set by the company. According to Edison et al. (2018) Defining human resource management is management that focuses on maximizing the ability of employees or their members through various strategies in order to improve employee / employee performance towards optimizing organizational goals. Besides that, furthermore, to continue to improve skilled and highly capable human resources is to provide training and human resource development for every organizational actor on an ongoing basis with a systematic method.

According to Pramudyo (2017) Training as a learning process designed to change people's performance in doing their jobs. As a first step to obtaining quality human resources, it starts with attracting and selecting labor in accordance with company standards. This standard is the minimum requirement that must be met so that employees can do their jobs well. Human resource development is one of the keys to success and the most important for the development and durability of the organization.

According to Sedarmayanti (2017) With a good HR development program, the organization or company will have a competitive force that is more efficient and able to compete positively. Along with the continuous development of modern times, it is expected that human resources are able to adapt and be able to compete following the changing times.

According to (Maulana et al., 2022) Performance is the result of work and actions achieved by fulfilling the duties and responsibilities given within a certain period of time. So that the usability and potential possessed by employees can contribute to the image and performance of the organization. So that it can encourage a high level of awareness of responsibility in doing their work. Sumiati (2021) concluded that employee performance can be obtained if there is special attention from the organization by providing appropriate and fair rewards, as well as providing promotions for high-performing employees. With good employee performance, it is hoped that the company will be able to compete with other companies so that it can be recognized that the company has quality performance and can achieve optimal performance.

In previous research conducted by Estiwinengku et al. (2019) showed that Variable HR Training has a significant positive effect on employee performance Lonsum Banyuasin. Anggereni, (2018) Shows that training has a positive and significant effect on employee performance. Fauzi & Anam (2019) HR Development has a positive and significant effect on employee performance at the Ministry of Religion of Kendal Regency. However, there are differences in the results of previous research conducted by Andayani & Hirawati (2021) Training has no effect on employee performance. Monica et al. (2021) The results showed that human resource development directly had no effect on employee performance at Islamic business unit banks in Palembang city.

Through these various things, it can be seen that the Minang Pagi Sore Restaurant in the Basuki Rahmat Palembang Region which is engaged in culinary food and has opened in 1973 and has many branches spread throughout Indonesia. hereby realizing that human resource management is a very important factor in company activities and companies are well aware that they need qualified employees to support the company's operational activities, efforts to create employee performance Pagi Sore Region Basuki Rahmat Palembang, it appears and is identified that there are still various problems and various obstacles faced.

Every process of working on tasks assigned to employees still experiences delays due to employees still not realizing the orders given and as a result, the training support for employees provided is inadequate and the level of work errors that affect work results is not in accordance with qualifications. Ramadayanti (2019) Explains that training that is not implemented because the time is too short can cause less effectiveness for employee performance. Training in the morning and afternoon which is carried out on a schedule once a year, from some of the training conducted there are problems in the delivery of material to the content of the material which is monotonous because the material provided by the trainer tends to be general material and is not in accordance with the needs of employees.

So that employees are less able to absorb the results of the training carried out and cause a decrease in employee performance. the provision of this training only to the same employees which greatly affects employee performance. In addition, there are obstacles in the process of developing human resources in the marketing sector that are not yet optimal, this is caused by the attitude of employee professionalism in carrying out work is still low and does not run according to company regulations. The company sets regulations that employees do work outside the field but employees are less active and less eager to carry out the tasks assigned by the company as an example when there is a new menu they have to promote out but this is not done according to existing rules. The author analyzes that these obstacles are influenced by training and human resource development that has not been carried out so that the duties and responsibilities of employees cannot be carried out according to the plan and the specified time target.

The purpose of this study was to analyze the effect of training and development of human resources on the performance of employees of the Pagi Sore Restaurant, Basuki Rahmat Branch, Palembang City.

2. RESEARCH METHOD

The type of research that the author uses is quantitative research, the scope of this research is only on variables related to training and development of human resources on employee performance. The place of implementation of this research is on Jalan JL. Jend Basuki Rahmat No 43, Pahlawan Kec, Kemuning Palembang South Sumatra. Research and lasted for 3 months.

This study uses quantitative data types. According to Sugiyono (2019) quantitative methods are research methods based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, data analysis is quantitative / statistical, with the aim of testing predetermined hypotheses. This research is associative or relationship research.

The data sources in this study used primary data sources and secondary data sources. According to Sugiyono (2019) Primary data is a data source that directly provides data to data collectors. According to Sugiyono (2019) secondary data is a data source that does not directly provide data to data collectors, for example through other people or through documents.

The data collection techniques used in this study used Library Research, and Field Research. The population in this study were 60 employee respondents in the morning afternoon Basuki grace. This sampling technique uses saturated sampling. The sampling technique of this research is non probability sampling using saturated sampling. Saturated sampling is a sampling technique when all members of the population are used as samples. this research technique uses SPSS V.24.

Research framework

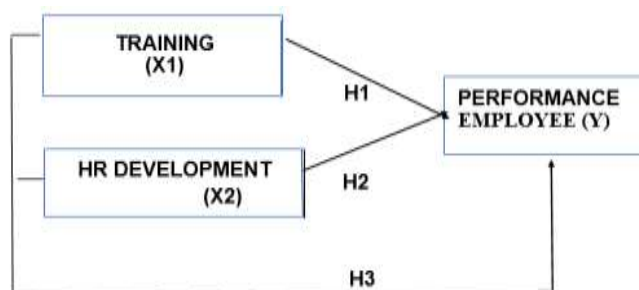


Figure 1. Framework

Research Hypothesis

Based on the formulation of the problem and the studies that have been done before, the hypotheses proposed in this study are:

- a. H1 : Training has a positive and significant effect on employee performance at the Pagi Sore Restaurant, Basuki Rahmat Branch, Palembang City.
- b. H2 : Human Resource Development has a Positive and Significant Effect on Employee Performance at the Pagi Sore Restaurant, Basuki Rahmat Branch, Palembang City.
- c. H3 : Human Resources Training and Development has a Positive and Significant Effect on Employee Performance at the Restaurant Pagi Sore Branch Basuki Rahmat Palembang City

3. RESULT AND DISCUSSION

Validity Test

The results of the research instrument validity test using the Cronchbach Alfa formula, in the validity test if r count (corrected item total correlation) is more than r table then the data is declared valid. The results of the validity test of the Training (X1), Human Resources Development (X2) and Employee Performance (Y) variables, the following are the results of the validity test data processing:

Table 1. Training Validity Test

Variable	Item	r count	r table	Conclusion
Training (X1)	P1	0,696	0,2542	Valid
	P2	0,745	0,2542	Valid
	P3	0,829	0,2542	Valid
	P4	0,826	0,2542	Valid
	P5	0,654	0,2542	Valid

Source: Processed by researchers using IBM SPSS V.24 (2023)

It can be seen that the results of the validity calculation on the Training variable (X1) with 5 statements. For the value of r , the 95% confidence level or 5% significance can be found based on the number of respondents (N) referring to the Pearson Product Moment table. Because $N = 60$ and $(df) n - k = 58$, the value of r table = 0.2542 The Pearson Correlation results in the table above show that all statement items have a value of r count > r table and sig value. <0.05 so that all questions are said to be valid.

Table 2. Human Resource Development Validity Test

HR Development (X2)	P1	0,858	0,2542	Valid
	P2	0,841	0,2542	Valid
	P3	0,811	0,2542	Valid
	P4	0,700	0,2542	Valid
	P5	0,764	0,2542	Valid

Source: Processed by researchers using IBM SPSS V.24 (2023)

It can be seen that the results of the validity calculation on the HR Development variable (X2) with 5 statements. For the value of r , the 95% confidence level or 5% significance can be found based on the number of respondents (N) referring to the Pearson Product Moment table. Because $N = 60$ and $(df) n - k = 58$, the value of r table = 0.2542 The Pearson Correlation results in the table above show that all statement items have a value of r count > r table and sig value. <0.05 so that all questions are said to be valid.

Table 3. Employee Performance Validity Test

Employee Performance (Y)	P1	0,705	0,2542	Valid
	P2	0,857	0,2542	Valid

P3	0,838	0,2542	Valid
P4	0,808	0,2542	Valid
P5	0,612	0,2542	Valid

Source: Processed by researchers using IBM SPSS V.24 (2023)

It can be seen that the results of the validity calculation on the Employee Performance variable (Y) with 5 statements. For the value of r, the 95% confidence level or 5% significance can be found based on the number of respondents (N) referring to the Pearson Product Moment table. Because N = 60 and (df) n - k = 58, the value of r table = 0.2542 The Pearson Correlation results in the table above show that all statement items have a value of r count > r table and sig value. <0.05 so that all questions are said to be valid.

Reliability Test

According to Ghozali (2018) Reliability Test is a tool for measuring a questionnaire which is a variable or construct. A questionnaire is said to be reliable or reliable if someone's answer to a statement is consistent or stable over time.

Table 4. Reliability Test Results

Variable	Cronbach Alpha	Reliability Testing Value	Description
Training	0,803	0,70	Reliable
HR Development	0,853	0,70	Reliable
Employee Performance	0,821	0,70	Reliable

Source: Processed by researchers using IBM SPSS V.24 2023

Based on the results of the reliability test in the table above using the Cronbach Alpha (α) test, it shows that each variable has a Cronbach Alpha value > 0.70, thus each statement used as a measuring tool for the HR Training and Development and Employee Performance variables can be said to be reliable

Classical Assumption Test

Data Normality Test

According to Wiratna. S. V. (2018) Normality test is a test to measure whether our data has a normal distribution so that it can be used in parametric statistics, if the data is not normally distributed, non-parametric statistics can be used. The following is an explanation of the normality test results:

Table 5. Normality Test Results One-Sample Kolmogorov-Smirnov Test Unstandardized Residual

N		60
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.43169401
Most Extreme Differences	Absolute	.108
	Positive	.101
	Negative	-.108
Test Statistic		.108
Asymp. Sig. (2-tailed)		.079c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Source: Processed by researchers using IBM SPSS V.24 2023

Multicollinearity Test

Based on table 5, it is known that the results of the Asymp. Sig. (2- tailed) from the test results it is known that the significance value is 0.079 greater than 0.05, namely $0.079 > 0.05$. So it can be concluded that the data tested in this study are normally distributed.

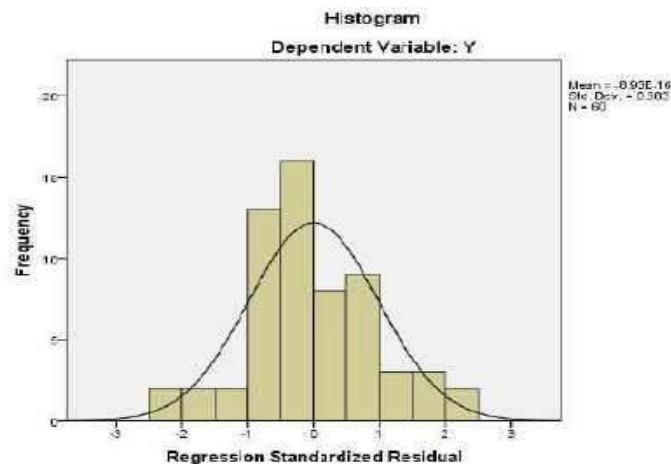


Figure 2. Normality Test Histogram Approach

Based on the picture above, it can be seen that the histogram follows or approaches the normal distribution, namely the data with the bell shape above does not deviate to the left and does not deviate to the right with this the results of this study can be said to be normally distributed.

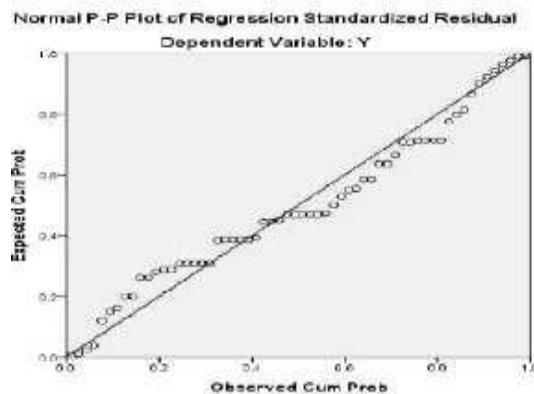


Figure 3. Normal Probability Plot Approach Normality Test Results

Based on the picture above, it can be seen that the results of the Normality Test with a graphical approach have a normal distribution or distribution, this can be seen from the distribution of points around the diagonal axis of the graph.

Heteroscedasticity Test

According to Ghozali (2018) the multicollinearity test aims to test whether the regression model found a correlation between independent variables (independent). The cutoff value that is commonly used to indicate the presence of multicollinearity is a Tolerance value ≤ 0.10 or the same as a VIF value ≥ 10 . If the tolerance value is > 0.10 or the VIF value < 10 , it indicates that there is no multicollinearity. The multicollinearity test results of the data obtained are as follows:

Table 6. Multicollinearity Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
(Constant)	6.000	2.070		2.899	.005		
X1	.493	.099	.535	4.960	.000	.857	1.167
X2	.197	.093	.228	2.115	.039	.857	1.167

a. Dependent Variable: Y

Source: Processed by researchers using IBM SPSS V.24 (2023)

Based on the results of the SPSS output in table 6, it can be seen that the tolerance value of the Training variable is $0.857 \geq 0.10$, the Human Resource Development variable is $0.857 \geq 0.10$. Meanwhile, the VIF value of the Training variable is $1.167 \leq 10$, the HR Development variable is $1.167 \leq 10$. So it can be concluded that the two independent variables pass the multicollinearity test or there is no multicollinearity in the independent variables of this study.

Heterokedastitas Test

If the variance from the residuals of one observation to another is constant, it is called Homoscedasticity and if it is different it is called Heteroscedasticity. A good regression model is one that does not occur Heteroscedasticity. The test data processing results obtained are as follows:

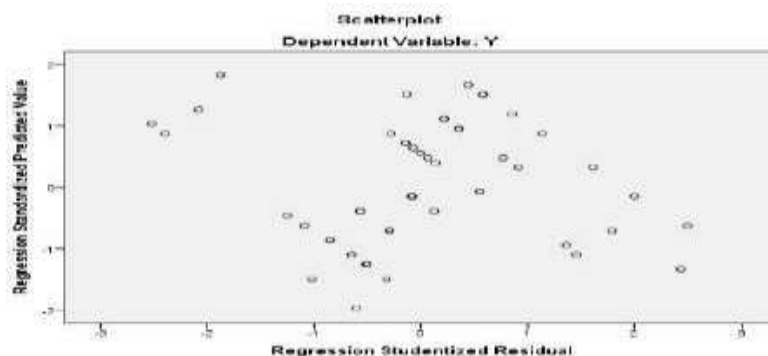


Figure 4. Heteroscedasticity Test Results

Based on the results of the SPSS output in Figure 4, it can be seen that the points spread randomly and do not form a clear regular pattern and are spread both above and below the number 0 on the Y axis. So it can be concluded that "no heteroscedasticity occurs" in the regression table. A good model is that heteroscedasticity does not occur.

Multiple Linear Analysis Test

Multiple linear regression analysis aims to determine the direction of the influence of the independent variable on the dependent variable, whether the effect is positive or negative. The following are the results of the multiple linear analysis test.

Table 7. Multiple Linear Analysis Test Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	6.000	2.070		2.899	.005		
X1	.493	.099	.535	4.960	.000	.857	1.167
X2	.197	.093	.228	2.115	.039	.857	1.167

a. Dependent Variable: Y

Source: Processed by researchers using IBM SPSS V.24 (2023)

Based on table 7, the regression equation is obtained as follows:

$$Y = 6.000 + 0,493 X1 + 0,197 X2 + e$$

The above formula can be explained as follows:

- The constant value of 6,000 indicates that if HR Training and Development is 0, then the level of Employee Performance is 6,000.
- The training coefficient value is 0.493 with a positive value. This can be interpreted that every increase in training by 1 time, the employee performance will increase by 0.493.
- The HR Development coefficient value is 0.197 with a positive value.

This can be interpreted that every increase in HR Development by 1 time, the Employee Performance will increase by 0.197.

Correlation Coefficient Test Results (R)

According to Ghozali (2018) correlation coefficient testing is a test to find relationships and prove the hypothesis of the relationship between two variables when both variables are interval or ratio. By using SPSS testing, the correlation coefficient test results are obtained as follows:

Table 8. Test Results of the Correlation Coefficient (R) Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.657a	.431	.411	1.457	1.960

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Processed by researchers using IBM SPSS V.24 (2023)

Based on the results of the SPSS output in table 8, it can be seen that the correlation coefficient (R) value is 0.657 or 65.7%. This value indicates that there is a strong and positive relationship between training, human resource development and employee performance.

Coefficient of Determination (R²)

The coefficient of determination aims at measuring how far the model's ability to explain the variation in the dependent variable. A small R² value means that the ability of the variables to explain the variation in the dependent variable is very limited. There is an assumption regarding the coefficient of determination that the value of R² is between 0 and 1 or (0 < R² < 1). The following are the results of data processing from the coefficient of determination test:

Table 9. Test Results of the Coefficient of Determination Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.657a	.431	.411	1.457	1.960

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Processed by researchers using IBM SPSS V.24 (2023)

Based on table 9, it can be seen that the value of R Square = 0.431 or 43.1% which means explaining the influence of HR Training and Development on Employee Performance Adjusted R Square value = 0.431 or 43.1% which means explaining the factors of Employee Performance that can be explained by HR Training and Development. So it can be concluded from the results of the coefficient of determination (R^2) test that HR Training and Development simultaneously in explaining the Employee Performance variable is very limited, namely 43.1% and the remaining 56.9% is explained by other factors outside this research model.

Hypothesis Test

Hypothesis is a temporary formulation of a matter made to explain research in analyzing hypothesis test data consisting of partial tests (t - test) and simultaneous tests (F test) following the results of the calculation of the t test and F test:

Partial Test (t-test)

Partial test (t-test) is used to determine the effect of each independent variable on the dependent variable. The decision-making criteria in this test are if $t_{count} > t_{table}$ at $\alpha = 5\%$ then H_0 is rejected and H_1 is accepted. To find the t table, the formula $dk = n - k = 60 - 2 = 58$ is used, then the t table = 1.671 The following are the results of data processing from the t test:

Table 10. Partial Test Results or t-test

Model	Unstandardized Coefficients			Standardized Coefficients Beta	t	Sig.
	B		Std. Error			
1	(Constant)	6.000	2.070		2.899	.005
	X1	.493	.099	.535	4.960	.000
	X2	.197	.093	.228	2.115	.039

Source: Processed by researchers using IBM SPSS V.24 (2023)

The results of the above calculations can be explained as follows:

- a. The Training variable (X1) has a t value of $4.960 > t_{table} 1.671$ and a significance value of $0.000 > 0.05$ which means that training partially has a significant effect on employee performance.
- b. The HR Development variable (X2) has a calculated t value of $2.115 > t_{table} 1.671$ and a significance value of $0.039 < 0.05$, which means that human resource development partially has a significant effect on employee performance.

Simultaneous Test (F)

The F test aims to show whether all independent variables have a simultaneous influence on the dependent variable. If the significance value < 0.05 and $f_{count} > f_{table}$, then all independent variables affect the dependent variable. To find F count in this study, the formula $dk = n - k - 1 =$

60-2-1 = 57 was used, then the F table was obtained = 4.010. The following are the results of data processing from the F test:

Table 11. F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	91.665	2	45.832	21.602	.000b
Residual	120.935	57	2.122		
Total	212.600	59			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: Processed by researchers using IBM SPSS V.24 (2023)

Based on Table 11, it can be seen that the calculated F value is 21.602 > F table 4.010 and a significance value of 0.000 < 0.05. So it can be concluded that the independent variables, namely Training and HR Development together or simultaneously have a significant effect on the dependent variable, namely Employee Performance.

Effect of Training on Employee Performance

Based on the results of the tests that have been carried out, it is known that training on employee performance has a tcount value of 4.960 > t table = 1.671 the probability value of t, namely sig 0.000 while the previously set significant level a is 0.05, the sig value of 0.000 < 0.05 so that H0 is rejected, it can be concluded that training partially has a significant effect on the performance of employees of the Pagi Sore Restaurant, Basuki Rahmat Branch, Palembang City. This research is supported by research by (Ekhsan & Nurlita, 2020; Hartono & Siagian, 2020) which states that the training variable has a significant positive effect on employee performance. Training can be one of the important factors that can improve employee performance, if training increases, the resulting performance level also increases.

Effect of Human Resource Development on Employee Performance

Based on the results of the tests that have been carried out, it is known that HR development on employee performance has a tcount value of 2.115 > t table = 1.671 the probability value of t is sig 0.039 while the significant level a previously set is 0.039 then the sig value is 0.039 < 0.05 so that H0 is rejected, it can be concluded that HR development partially has a significant effect on the performance of employees of the Pagi Sore Restaurant, Basuki Rahmat Branch, Palembang City. This research is supported by research by Sudrajat (2020) which states that HR development variables have a positive influence on employee performance significantly. HR development can be one of the important factors that can improve employee performance, because HR development can play a role in improving employee performance.

Effect of HR Training and Development on Employee Performance

Based on the results of the tests that have been carried out, it is known that the results of the simultaneous or F test obtained Fcount for the variable Training and Development of sdm on Employee Performance of 21.602 > ftable = 4.010 the probability value of F is sig 0.000 while the significant level a previously set is 0.000 then the sig value of 0.000 < 0.05 so that H0 is rejected it can be concluded that training and development of HR simultaneously have a significant effect on the performance of employees of the Rumah Makan Pagi Sore Branch Basuki Rahmat Palembang City. This research is supported by research by Baiti et al. (2021) which states that training and HR development variables have a positive influence on employee performance significantly. HR development can be an important factor that can improve employee performance.

4. CONCLUSION

Based on the results of the analysis that has been carried out regarding the Effect of Human Resources Training and Development on Employee Performance of the Pagi Sore Restaurant,

Basuki Rahmat Branch, Palembang City. It can be concluded. Based on the results of the t test (partial) on the Training variable (X1) has a tcount value of $4.960 > t$ table 1.671 and a significance value of $0.000 > 0.05$ which means that training partially has a significant effect on the performance of employees of the Rumah Makan Pagi Sore Branch Basuki Rahmat Palembang City. Based on the results of the t test (partial) on the HR Development variable (X2), it has a t value of $2.115 > t$ table 1.671 and a significance value of $0.039 < 0.05$, which means that Human Resource Development partially has a significant effect on the Performance of Employees of the Pagi Sore Restaurant, Basuki Rahmat Branch, Palembang City. Based on the results of the F test (simultaneously), it can be seen that the calculated F value is $21.602 > F$ table 4.010 and a significance value of $0.000 < 0.05$. So it can be concluded that the independent variable, namely Human Resources Training and Development, simultaneously has a significant effect on the dependent variable, namely the Performance of Employees of the Pagi Sore Restaurant, Basuki Rahmat Branch, Palembang City.

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