ABSTRACT

This research is motivated by the decline in employee performance based on existing data in the Division of Human Resources & General PT Perkebunan Nusantara IV (Persero) Medan both for increasing employee categories IIIA - IVD and the performance of IA-IID group employees. The purpose of this research is to find out how the development of human resource programs provided by PT Perkebunan Nusantara IV (Persero) to its employees.

This research uses quantitative methods with descriptive-causality research type. This sample was taken using the Proportionate Stratified Random Sampling method with 81 respondents. This study has two variables, the independent variable (X), namely human resource development and the dependent variable (Y), namely employee performance. Meanwhile the data analysis technique used is descriptive analysis and simple linear regression analysis using the help of SPSS application version 22.0.

Based on the results of descriptive analysis, stated that the response of respondents regarding the development of human resources is in the good category with a score of 81.67%. While the responses of respondents regarding the performance of employees are in the good category with a score of 81.79%. The results also showed the human resource development variable (X) had a positive and significant effect on employee performance (Y). The results show that the development of human resources has an effect of 36.5% on employee performance while the rest is influenced by other factors not examined in this study.

***Keywords**: Human resource development, employee performance, simple linear regression analysis.*