

ABSTRACT

Expedition companies, especially in the courier division (sprinter), rely heavily on employee high performance as a major factor in competing in the national service market. Employee performance is considered an indicator of company success. Various factors such as opportunities for advancement, job security, salary, and working conditions can influence this performance. PT Tri Adi Bersama (Anteraja), a technology-enabled freight forwarding company, is well aware of the importance of employee performance in ensuring goods reach consumers on time. However, there has been a significant decline in employee performance appraisals, making evaluation important.

This study uses a quantitative approach to analyze the effect of human resource development on employee performance at PT Tri Adi Bersama (Anteraja). The method used is total sampling with a population of 200 respondents. This approach was chosen to get more comprehensive results in seeing the relationship between human resource development and employee performance. The data obtained was analyzed using simple linear regression test with the help of SPSS program.

The results of the regression analysis showed that the human resource development variable (X) had a coefficient of 0.527 with a significant value of 0.000 which is smaller than 0.05. This means that human resource development makes a positive and significant contribution to employee performance at PT Tri Adi Bersama (Anteraja). This result confirms that improvements in human resource training and development will have a direct impact on employee performance.

The conclusion that can be drawn from this research is that human resource development has a positive and significant influence on employee performance at PT Tri Adi Bersama (Anteraja). Therefore, it is highly recommended for companies to hold more frequent training and workshops to improve overall employee performance. Companies need to see human resource development as a long-term investment that is important for their operational success.

For future research, it is recommended to add other variables, such as leadership, motivation, and organizational culture, which can provide greater insight into the factors that influence employee performance. With the addition of these variables, future research will provide more diverse and comprehensive results.

Keywords: *Human resource development, employee performance, productivity*