

ABSTRACT

EKO RIYANTO, Student ID Number: B63101231028, entitled "The Influence of Human Resource Management on Employee Performance at the Class III Indramayu Port Management Unit Office." This title is based on (1) the number of employees is inadequate so that many have multiple jobs/positions, (2) It is difficult to get new employees for regeneration who can master the work, (3) the available P3K employees cannot be assigned to office work, (4) the limitations of employee human resources including limited abilities that include knowledge skills and competencies work ethnic in carrying out their duties and responsibilities, (5) The still minimal performance of employees which has an impact on the quality of administrative services provided which are not in accordance with the PERMENPAN concerning Guidelines for the Preparation of Public Services which include: (a) implementation of services, (b) management of public complaints, (c) management of information, (d) Internal supervision, (e) outreach to the public, (f) consultation services, (6) the current work is digital-based so that there are problems with the system operator (IT) which makes employee performance less than optimal. Based on these problems, the author is interested in conducting research to get answers to the problems above,

This research method used an explanatory survey with a census/saturated sample of 20 people. Data collection techniques used questionnaires, observation, and literature review. Data analysis employed path analysis.

Based on the results of data processing and testing, both the validity and reliability of the independent variable of human resource management and the dependent variable of employee performance showed valid and reliable results. Therefore, the research data can be used and is worthy of further analysis.

The path coefficient test results showed significant results. Thus, the human resource management variable has a significant influence on employee performance. The coefficient of determination for the magnitude of human resource management on employee performance was $R^2 = 0.3565$, or 35,65 %, Other unexamined influences outside the human resource management variable were 64.35 %. This indicates that there are variables outside of human resource management that have not been studied but have an impact on employee performance.

Keywords: Human Resource Management and Employee Performance