

Title: Human Resource Development as a Key to Enhanced Performance: Insights from Outsourcing Employees in a Delivery Service Company

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Abstract: The purpose of this study is to examine the impact of human resource development on the performance of outsourcing employees at PT Binajasa Abadikarya, focusing specifically on employees in Bali and Nusa Tenggara. This quantitative research involved 94 respondents, selected through purposive sampling based on the Slovin formula. Data collection included questionnaires, interviews, and observations, with descriptive analysis employed for data examination. The findings revealed a significant and positive correlation between human resource development and employee performance. Additionally, a significance level of 0.000, which is below the threshold of 0.05, further supports this positive correlation. Therefore, the study concludes that human resource development has a meaningful and positive effect on the performance of these employees.

Keywords: Human resource development, Employee performance, Outsourcing, Organisational effectiveness

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