

## ABSTRACT

**Ernawati. 2015.** The Role of Human Resource Development to Improve Employees' Job Performance in Lamongan Religious Court.

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Job Performance is an individual success concerning their job in terms of attachment, planning skills, and effort. Every institution expects to get employees having high job performance. Through a good job performance, an institution will be able to achieve its objectives.

Human Resource Development is the effort to improve the employees' ability to handle various tasks and improve the capability to adapt to changes. It is also needed to adapt to the employees development through development activity, career planning, performance assessment intended for individuals working in an organization, and organizational development.

This study aims to determine the role of the dependent variable, job performance, on the independent variable that is human resource development in Lamongan Religious Court. The number of respondents in this study are 28 employees. The data collection method employed is questionnaire. It is consisted of job performance and human resource development questionnaire. They consist of, respectively, 18 items and 24 items. The analysis technique used is a simple linear regression analysis.

Based on the analysis of the study, the results are as follow: the employees' job performance variable produces two respondents included in medium category with the percentage of 7% and the remaining 26 respondents are included in the high category with a percentage of 93%. Meanwhile, the human resource development variable in Lamongan Religious Court is included in the high category because the whole respondents in the study, 28 respondents, are represented with a percentage of 100%.

The results of study on both variables (job performance and human resource development) points out that there is a positive correlation ( $r_{xy}$  0.768; with sig <0.005). It indicates that the relationship between job performance and human resource development variable is significantly positive with a value of 0.000. Besides, the significance value of Sig. (2-tailed) is below or less than 0.05. The predictive contribution or predictive power of human resource development on the job performance is shown by the coefficient determinant,  $r^2 = 0.590$ . It states that the improvement of employees' job performance is influenced by human resource development with a percentage of 59%.