

Analysis of Leader Commitment and Technology Development Towards Human Resource Development at the Grand Stabat Hotel, Langkat Regency

Tri Annisa, Sri Rahayu

Abstract

This study aims to analyze the commitment of leaders and technological developments have a positive and significant effect simultaneously on HR development at the Grand Stabat Hotel. The research approach used in this study is quantitative, the population in this study was 32 employees of the Grand Stabat Hotel, the sampling technique used in this study was saturated sampling where all populations totaling 32 respondents were sampled, the data analysis technique used in this study was multiple linear regression analysis, the results of this study are The results of this study indicate that Leader Commitment has a significant influence on HR development at the Grand Stabat Hotel, this can be seen from the significance level of $0.020 < 0.05$. The results of this study indicate that technological development has a significant influence on human resource development at the Grand Stabat Hotel, this can be seen from the significance level of $0.000 < 0.05$. The results of this study indicate that technological development and commitment simultaneously influence human resource development at the Grand Stabat Hotel, this can be seen from the calculated f value $> f$ table ($61.574 > 3.94$) and the significance level of $0.000 < 0.05$.

Keywords: Technological Development, Leadership Commitment and Human Resource Development

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Introduction

Hotel Grand Stabat, located in Langkat Regency, is an example of a hotel company facing challenges in human resource development. Considering the important roles of leadership and technology in improving human resource quality, this study aims to analyze how leadership commitment and technological advancements can contribute to human resource development at Hotel Grand Stabat. This research is expected to provide a deeper understanding of the influence of leadership commitment and technological advancements on human resource development, as well as provide useful recommendations for Hotel Grand Stabat management in improving the quality of its human resources.

Table 1. HR development assessment at Grand Stabat Hotel from 2022- 2024

| No | Indicator | 2022 | 2023 | 2024 | Information |
|----|-------------------------------------|------------|------------|------------|---|
| 1 | Number of Employees trained | 10 Peoples | 15 Peoples | 25 Peoples | Number of Employees participating in the program Training |
| 2 | Satisfaction Rate Employee | 75% | 80% | 85% | Karywan's Satisfaction Survey Related Training Facilities |
| 3 | Employee Performance (Evaluation) | 70% | 78% | 85% | Annual performance appraisal by the leader |
| 4 | Number of Programs Training | 2 Programs | 4 Programs | 5 Programs | Many types of Training that is held |
| 5 | Utilization Technology in Training | 30% | 55% | 75% | Use of technology in training |
| 6 | Promotion of Internal Positions | 2 Peoples | 3 Peoples | 5 Peoples | Employees who are promoted to positions higher |
| 7 | Retention Rate Employee | 80% | 85% | 90% | Permanent employees Staying in the company |
| 8 | Leader Commitment to HR development | 65% | 70% | 80% | Employee appraisals to Leader Commitment |

By Researchers (2025)

The following is an explanation of each aspect of the HR development assessment table at Hotel Grand Stabat from 2022 to 2024. Overall, this table shows positive developments in HR development aspects at Hotel Grand Stabat from 2022 to 2024. Increasing percentages across various categories indicate greater attention to employee management, as well as efforts

to create a better work environment and support their career development. If this trend continues, the hotel can expect improved employee performance, satisfaction, and long-term stability. HR development at Hotel Grand Stabat still requires greater attention, both in terms of policy, implementation, and program evaluation. Several aspects, such as the relevance of training to the job, the use of technology, and communication between management and employees, need to be improved to increase the effectiveness of HR development. Leadership commitment is crucial in designing and overseeing HR development programs, as well as improving communication with employees regarding existing policies and programs. Leaders who demonstrate this attitude can not only motivate the team but also increase trust, loyalty, and overall organizational performance. Leadership commitment is one of the main keys to achieving long-term success in an organization.

1.1 Theoretical Basis

A. Human Resources Development (Y)

According to Hendita Yosepa et al. (2020), human resources are a vital asset for every organization because they determine the company's ability to meet its commercial goals. The indicators of HR development are:

1. Motivation
2. Skills
3. Personality

B. Leader Commitment (X1)

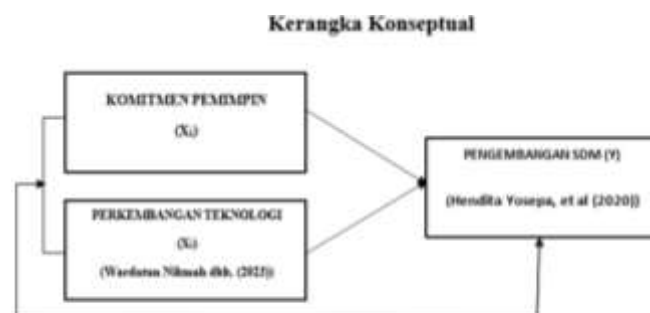
According to S. Rahayu et al. (2018), leader commitment is a psychological state that reflects the relationship between an individual (employee) and an organization, which influences the decision to stay or leave the organization. The indicators of leader commitment are:

1. Affective
2. Sustainability
3. Normative

C. Technology Development (X2)

Wardatun Nikmah et al. (2023) discusses the process of improving and utilizing technology to simplify work, increase efficiency, and support human resources. The indicators of technology development are:

1. Increased efficiency
2. Increased work productivity
3. Use of LMS/HRIS/ATS
4. E-learning
5. VR/AR simulation
6. HR analytics



Gambar 1. Kerangka Konseptual Analisis Komitmen Pemimpin dan Perkembangan Teknologi terhadap Pengembangan SDM di Hotel Grand Stabat Kabupaten Langkat

1.2 Hypotesis

Based on the results of previous research and the theories used, several hypotheses are formulated as tentative answers to the research questions:

H1. Hypothesis H1

Leader commitment has a positive and significant effect on human resource development at the Grand Stabat Hotel.

H2. Hypothesis H2

Technological development has a positive and significant effect on human resource development at the Grand Stabat Hotel.

H3. Hypothesis H3

Leader commitment and technological development simultaneously have a positive and significant effect on human resource development at the Grand Stabat Hotel.

Research Methodology

This research is quantitative research. To test the theory or provide answers to research questions, quantitative research techniques place a high priority on the collection and analysis of numerical data. In this case, the population consisting of 32 employees is a group that has an important role in the HR development process at the Grand Stabat Hotel, both as part of management and operational staff. Due to the limited population, this study uses a total sample (census), namely all 32 employees who are the subjects of the study, the data collection technique used in this study uses questionnaires and questionnaires, and the data analysis technique used in this study is multiple linear regression analysis.

Results And Discussion

4.1 Validity Test

Manullang & Manuntun (2018) explain that to determine the appropriateness of the items in a questionnaire presented to respondents, a validity test is required for each question.

1. If the corrected item-total correlation > critical r (0.30), the questionnaire statement is valid.
2. If the corrected item-total correlation < critical r (0.30), the questionnaire statement is invalid.

Table 2. Validity Test X1

| | Corrected Item-Total Correlation | Provision | Status |
|-----|----------------------------------|-----------|--------|
| x11 | 0.651 | 0.30 | .Valid |
| x12 | 0.778 | 0.30 | .Valid |
| x13 | 0.780 | 0.30 | .Valid |
| x14 | 0.730 | 0.30 | .Valid |
| x15 | 0.540 | 0.30 | .Valid |
| x16 | 0.429 | 0.30 | .Valid |

Table 2 shows the results of the validity test of the leader commitment variable. The results of this study indicate that all research instruments are declared valid because they have a value above 0.30.

Table 3. Validity Test X2

| | Corrected Item-Total Correlation | Provision | Status |
|-----|----------------------------------|-----------|--------|
| x21 | 0.487 | 0.30 | Valid |
| x22 | 0.410 | 0.30 | Valid |

| | | | |
|------|--------|------|-------------|
| x23 | 0.672 | 0.30 | Valid |
| x24 | 0.619 | 0.30 | Valid |
| x25 | 0.602 | 0.30 | Valid |
| x26 | 0.182 | 0.30 | Valid |
| x27 | 0.436 | 0.30 | Valid |
| x28 | 0.599 | 0.30 | Valid |
| x29 | 0.718 | 0.30 | Valid |
| x210 | 0.631 | 0.30 | Valid |
| x211 | 0.569 | 0.30 | Valid |
| x212 | -0.163 | 0.30 | Tidak Valid |

Table 3 shows the results of the validity test of the Technology development variables. The results of this study indicate that all research instruments are declared valid because they have a value above 0.30, except for item X2.12, so it must be removed from this study.,

Table 4. Validity Test Y

| | Corrected Item-Total Correlation | Ketentuan | Status |
|----|----------------------------------|-----------|--------|
| y1 | 0.459 | 0.30 | Valid |
| y2 | 0.621 | 0.30 | Valid |
| y3 | 0.447 | 0.30 | Valid |
| y4 | 0.499 | 0.30 | Valid |
| y5 | 0.579 | 0.30 | Valid |
| y6 | 0.417 | 0.30 | Valid |

Table 4 shows the results of the validity test of the HR development variables. The results of this study indicate that all research instruments are declared valid because they have a value above 0.3

4.2 Uji Reliability Test

Manullang & Manuntun (2018) explained that to determine the stability and consistency of respondents in answering items related to the question constructs arranged in the form of a questionnaire, the reliability of a variable construct is said to be good if it has a Cronbach's alpha value greater than ($>$) 0.6.

Table 5. Reliability Test Result

| Variabel | Cronbach's Alpha | N of Items | Cut Off | Status |
|------------------------|------------------|------------|---------|----------|
| Leader Commitment | 0.851 | 6 | 0,60 | Reliabel |
| Technology Development | 0.823 | 12 | 0,60 | Reliabel |
| HR Development | 0.759 | 6 | 0,60 | Reliabel |

4.3 Classical Assumption Test

4.3.1 Normality Test

The normality test is a statistical technique that determines whether data follows a normal distribution or not.

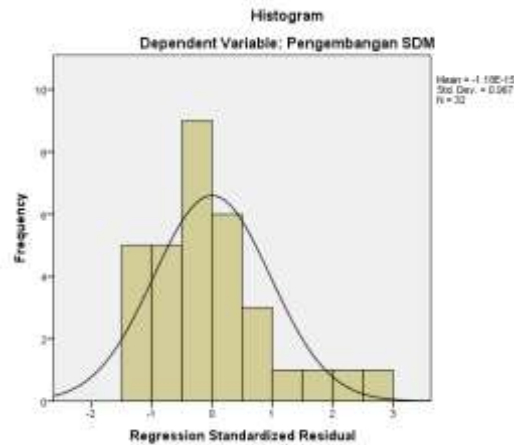


Image 2. Histogram

Image 2 shows a histogram showing a symmetrical bell-shaped curve, meaning that in this study the data distribution is normal.

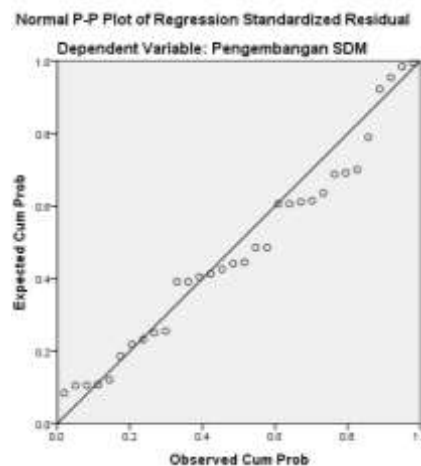


Image 3. P-Plot Normalitas

Image 3. indicates that the regression model has fulfilled the assumptions that have been stated previously, so that the data in the regression model of this study tends to be normal because based on the image above, the distribution follows a diagonal line. Furthermore, the normality test also uses a statistical test, namely the one sample KS test, with testing if the two-tailed asymp-sig value is above 0.05, then the data distribution is normal.

Table 6. One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|--------------------------|-------------------------|
| N | | 32 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .99175128 |
| | Most Extreme Differences | |
| | Absolute | .138 |
| | Positive | .138 |
| | Negative | -.077 |
| Test Statistic | | .138 |

| | |
|------------------------|------|
| Asymp. Sig. (2-tailed) | .128 |
|------------------------|------|

Table 6. shows that in this study the Asymp. Sig. (2-tailed) value is 0.128, which is above 0.05, meaning that in this study the data distribution has met the assumption of normality.

4.3.2 Test of Multikolinearity

The purpose of this test is to determine whether the regression model shows a significant correlation between the independent variables. The requirement is to determine whether the independent variables show any signs of correlation. The tolerance and VIF (Variance Inflation Factor) values indicate the presence of multicollinearity. A tolerance value > 0.1 or a VIF value < 10 are commonly used values. Thus, there is no multicollinearity.

Table 7. Coefficients^a

| Model | Collinearity Statistics | |
|---------------------------|-------------------------|-------|
| | Tolerance | VIF |
| 1 (Constant) | | |
| Leader Commitment | .583 | 1.716 |
| Technological development | .583 | 1.716 |

a. Dependent Variable: HR development

From Table 7, it can be seen that the VIF values of X1 (1.716) and X2 (1.716) are < 10 , meaning there is no multicollinearity. And from the Tolerance values of X1 (0.583) and X2 (0.583) > 0.1 , there is no multicollinearity in this study.

4.3.3 Test of Heterocedacity

To determine whether a model contains heteroscedasticity, it is indicated by the Scatterplot Model Image. Examination of the scatterplot image shows that whether the data points are distributed above, below, or around the number 0, then the multiple linear regression model does not show heteroscedasticity.

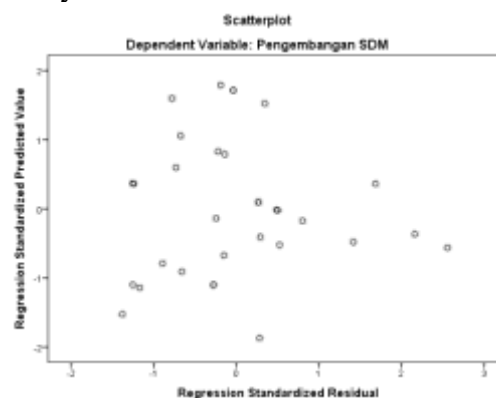


Image 4. Scatterplot

The results of the study show that the regression model is considered not to have heteroscedasticity because it shows that the points are spread randomly so there is no heteroscedasticity.

4.3.4 Multiple Linear Regression Analysis

Multiple linear regression analysis is used to identify the influence of independent factors on the dependent variable. The testing criteria can be found below.

$$Y = a + b_1X_1 + b_2X_2 + e$$

Table 8. Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | .088 | 2.390 | | .037 | .971 |
| Leader Commitment | .238 | .097 | .261 | 2.457 | .020 |
| Technological development | .393 | .059 | .709 | 6.673 | .000 |

a. Dependent Variable: HR development

From the table above, we can take the equation

$$Y = 0.88 + 0.238 X_1 + 0.393X_2 + e$$

The explanation of the equation above is:

1. Constant (a) = 0.88, a positive constant value, meaning that if the independent variables, namely leadership commitment and technological development at the Grand Stabat Hotel, remain unchanged or stagnant, HR development will increase by 0.88%.
2. Regression coefficient X1 (b1) = 0.238, indicates the magnitude of the influence of the leadership commitment variable on HR development. An increase in the leadership commitment variable by one unit will increase HR development at the Grand Stabat Hotel by 2.38%.
3. Regression coefficient X2 (b2) = 0.393 indicates the magnitude of the influence of the HR development variable on HR development. An increase in the HR development variable by one unit will increase HR development at the Grand Stabat Hotel by 3.93%.

4.4 Hypothesis Testing

4.4.1 T test

Partial test or t-test is a test carried out to determine the influence of independent variables on dependent variables, partially (individually) the criteria for partial testing can be as follows: The hypothesis testing model is as follows:

1. H0: $b_1 = 0$, meaning that partially there is no positive influence from the independent variables, namely leadership commitment (X1) and technological development (X2) on the dependent variable, namely HR development (Y).
2. Ha: $b_1 \neq 0$, meaning that partially there is a positive influence from the independent variables, namely leadership commitment (X1) and technological development (X2) on the dependent variable, namely HR development (Y).

The decision-making criteria are as follows:

1. If the significance level is below 0.05, then H0 is rejected and Ha is accepted.
2. If the probability is <0.05 , then H0 is rejected, meaning there is an influence between variables X and Y.

Table 9. Coefficients^a (T Test)

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | .088 | 2.390 | | .037 | .971 |
| Leader Commitment | .238 | .097 | .261 | 2.457 | .020 |
| Technological development | .393 | .059 | .709 | 6.673 | .000 |

a. Dependent Variable: HR development

1. The table above shows a t-value of 2.457 and a significance level of 0.020. The results of this study indicate that Leader Commitment has a significant influence on HR development at the Grand Stabat Hotel, as evidenced by the significance level of $0.020 < 0.05$.
2. The table above shows a t-value of 6.673 and a significance level of 0.000. The results of this study indicate that Technological Development has a significant influence on HR development at the Grand Stabat Hotel, as evidenced by the significance level of $0.000 < 0.05$.

4.4.2 F Test

The F statistic, often known as the F test, is used to determine whether a proposed hypothesis is accepted or rejected. The following are the testing stages for the F test, which aims to determine the influence of independent variables both together and separately.

1. $H_0: b_1 = b_2 = 0$, meaning there is no significant effect of the independent variables together on the dependent variable.
2. $H_a: b_1 \neq b_2 \neq 0$, meaning there is a significant effect of the independent variables together on the dependent variable.
3. F Table can be seen at $\alpha = 0.05$, With the degree of numerator: $k-1 = 3-1 = 2$ Degree of denominator: $n-k = 32-3 = 29$ So FTable $0.05 = 3.49$

Table 10. ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 129.478 | 2 | 64.739 | 61.574 | .000 ^b |
| Residual | 30.491 | 29 | 1.051 | | |
| Total | 159.969 | 31 | | | |

a. Dependent Variable: HR development

b. Predictors: (Constant), Pengembangan Teknologi, Leader Commitment

Table 10 shows an F value of 61.574 and a significance level of 0.000. The results of this study indicate that Technology Development and Government Commitment simultaneously influence HR development at the Grand Stabat Hotel. This can be seen from the calculated f value $> f$ Table ($61.574 > 3.94$) and a significance level of $0.000 < 0.05$.

4.4.3 The Coefficient of Determination

The coefficient of determination shows the extent of the contribution of the influence of the independent variable on the dependent variable where $0 \leq R^2 \leq 1$. If the R^2 value is closer to 1, it indicates a stronger relationship between the independent variable and the dependent variable.

Table 11. Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .900 ^a | .809 | .796 | 1.02538 |

a. Predictors: (Constant), Pengembangan Teknologi, Leader Commitment

b. Dependent Variable: HR development

The table above shows that an R-square of 0.809, or 80.9% of the HR development factors, can be explained by Technology Development and Leader Commitment at the Grand Stabat Hotel. The remaining 19.1% can be explained by other factors not examined in this study, such as leadership, motivation, or training.

Discussion

1. The Influence of Leadership Commitment on HR Development

The results of this study indicate that leader commitment has a significant influence on HR development at the Grand Stabat Hotel, as evidenced by the significance level of $0.020 < 0.05$. A leader's commitment plays a crucial role in shaping HR culture and management strategy. Committed leaders serve as role models for employees, build trust, and encourage them to work with the same dedication. Leader commitment in developing human resources, providing opportunities for employee growth, and creating policies that support employee well-being significantly impact team satisfaction and productivity.

Leaders who are transparent, fair, and able to listen to employee input tend to create teams that are more loyal and enthusiastic in achieving common goals. These results align with research conducted by Aldi Hardiansyah & Khairul Bahrin (2023), Masram, Mu'ah, & Putri Ismiarsih (2023), and Brigida Endah Nuraeni (2023), which found that leadership commitment influences HR development

2. The Influence of Technological development On HR development

The results of this study indicate that technological development has a significant influence on HR development at the Grand Stabat Hotel, as evidenced by the significance level of $0.000 < 0.05$. The use of technology in HR management significantly impacts operational efficiency and effectiveness. Technology enables processes such as recruitment, training, performance appraisals, and employee data management to be carried out more quickly and accurately. Human Resource Information Systems (HRIS) and other digital platforms also facilitate internal communication, performance monitoring, and provide better data for data-driven decision-making.

Technological development is closely linked to advances in information and communication technology (ICT), such as e-learning, HRIS, LMS, and simulation technology (VR/AR), which are used to support HR management processes, training, competency development, and organizational performance improvement.

The results of this study are in line with research conducted by Aldi Hardiansyah & Khairul Bahrin (2023), Masram, Mu'ah, & Putri Ismiarsih (2023) and Brigida Endah Nuraeni (2023) which stated that there is an influence between technological development and HR development.

3. The Influence of Leadership Commitment and Technological Development on HR Development

The results of this study indicate that Technology Development and Government Commitment simultaneously influence HR development at the Grand Stabat Hotel. This is evident from the calculated $f\text{-value} > f\text{-table}$ ($61.574 > 3.94$) and a significance level of $0.000 < 0.05$.

Human resources are a crucial asset for any organization because they determine the company's ability to meet its commercial goals. Human resources within a company must be developed to improve their performance. A company must encourage each employee to improve their performance to quickly meet the company's desires and goals. A successful HR development program will provide an organization with a more efficient competitive edge and the ability to compete positively.

According to Andi Yusniar (2024), among the factors influencing Human Resource (HR) development, a leader's commitment plays a crucial role in shaping HR management culture and strategy. A committed leader will serve as a role model for employees, build trust, and encourage employees to work with the same dedication. The use of technology in HR management has a significant impact on operational efficiency and effectiveness. With technology, processes such as recruitment, training, performance appraisals, and employee data management can be carried out more quickly and accurately..

The results of this study are in line with research conducted by Aldi Hardiansyah & Khairul Bahrin (2023), Masram, Mu'ah, & Putri Ismiarsih (2023) and Brigida Endah Nuraeni (2023) which stated that there is an influence between leadership commitment and technological development on HR development.

Closing

The conclusions that can be drawn from this study are:

1. The results of this study indicate that Leader Commitment has a significant influence on HR development at the Grand Stabat Hotel, as evidenced by the significance level of $0.020 < 0.05$.
2. The results of this study indicate that Technological Development has a significant influence on HR development at the Grand Stabat Hotel, as evidenced by the significance level of $0.000 < 0.05$.
3. The results of this study indicate that Technological Development and Leadership Commitment simultaneously influence HR development at the Grand Stabat Hotel, as evidenced by the calculated $f\text{-value} > f\text{-table}$ ($61.574 > 3.94$) and a significance level of $0.000 < 0.05$.

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