

## **Impact of Training and Development on Human Resources in The Living Lab Glugur Rimbun Area**

Bella Adelya Br Barus, Frerza Frandiko, Yossie Rossanty, Sri Rahayu

### **Abstract**

The purpose of this research is to determine the importance of training and human resource development carried out by Living Lab Glugur Rimbun and to find out the training and development methods implemented for Living Lab Glugur Rimbun employees to improve employee performance. This type of research uses interviews with several people which is called a qualitative method. HR training and development is relevant to be implemented by the Glugur Rimbun Living Lab to improve employee performance skills, capabilities and productivity. The implications of this research include the importance of training and development programs that meet individual needs and living lab strategies in Glugur Rimbun. Living Lab Glugur Rimbun implements training and development by recruiting people who are competent in their fields, then after recruiting employees, training will be carried out for new employees. The development is carried out by providing training to newly recruited employees who will work directly at the Glugur Rimbun Living Lab. Living Lab Glugur Rimbun also provides training in improving employees by registering employees to take part in seminars that lead to working at Living Lab Glugur Rimbun and then employees will take part in competency tests so that employees think about developing their plans at Living Lab Glugur Rimbun better in the future.

**Keywords :** *Human Resources Training and Development*

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### **Introduction**

To produce quality human resources, not only is it necessary to have good human resource seeds for an organization, but there also needs to be a process that supports the realization of the expected human resources. The success of achievement in an organization is influenced by performance that reflects good motivation towards the living lab glugur rimbun unit, therefore the success of a goal depends on performance in carrying out tasks in the livinglab glugur rimbun unit.

The achievement of goals is the overall broad and long-term results that are desired. It describes what the organization wants to be like in the future, it does not have to be specific or detail clear actions. It is different from objectives, which are steps that the organization will fulfill to achieve the goals that have been set. Employees will contribute according to the authority and responsibility that have been given in order to achieve the success of the organization, this contribution is a manifestation of the actualization of employee performance and does not rule out the possibility of being an opportunity to meet their life needs. Employee performance will have an impact on the employees concerned and the organization.

Human resource development and training is a strategy so that there is a match between work and tasks with the skills, abilities, and expertise of each employee. In addition, this is also an effort to improve employee morale in carrying out a job. The living lab glugur rimbun area designs training to suit the goals of the organization and individual employees so that the training provided can create productive and skilled employees. Not only that, providing training to employees also aims to realize improvements in the technical, conceptual, theoretical, and moral abilities of employees. Training and development play an important role for every organization including the living lab glugur rimbun. Competition is currently very high in most industries. So, it is very important to find new ideas, innovations, and strategies to beat competitors. Training and development are the main keys to achieving all that. Training and development exist to promote individual and organizational excellence by providing opportunities to develop skills in the workplace (Laird, Naquin, & Holton, 2003). This not only develops employee skills but also brings motivation and joy to their workplace and strengthens team unity.

### **Literature Review**

Training and development are carried out in the form of improving the quality and quality of the living lab glugur rimbun. This development is carried out in increasing work productivity so as to provide opportunities to develop and increase employee potential. training and development, between the two have differences. Training is a method of developing the physical performance of employees so as to support the success of the goals of the living lab glugur rimbun, training is also a planned process in changing attitudes, knowledge or behavior that produces expertise with experience in

order to achieve effective performance, training is useful in developing individual and organizational abilities in the future.

While development is a method that is carried out in order to develop the performance of employees themselves in order to achieve competence at the next opportunity (Pratiwi and Hartono 2021). In addition, training provides the skills and learning needed for work at the moment, while development links learning that goes beyond work and has long-term goals (Wibowo 2011).

When training and development is to be carried out, the company must have clear targets and objectives for training and development because training and development are carried out for the benefit of the living lab *glugur rimbun* and its employees. Training and development is one solution to a number of problems of declining performance quality of the *Glugur Rimbun Living Lab* caused by declining abilities and obsolescence of skills possessed by employees or workers.

### **Research Methods**

In this study, the author uses a qualitative descriptive approach. Qualitative descriptive research, descriptive is a formulation of a problem that guides research to explore or photograph the social situation that will be studied comprehensively, broadly and in depth. According to Bogdan and Taylor as quoted by Lexy.J. Moleong, a qualitative approach is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behavior. Qualitative research focuses on social phenomena, giving voice to the feelings and perceptions of participants under the study.

In this study, the location in the *Glugur Rimbun Area, Sampe Cita Village* was determined intentionally (purposively), considering that the location is the development site of the *Al-Amin Science Industrial Park*. The time of the study was conducted on July 1, 2024 to July 30, 2024.

This study asks people to provide various results of their thoughts and points of view on an opinion and will be developed by the author. Based on these sources, the researcher analyzes and compares the results of the study and sources with each other to summarize and find similarities and differences. This method is effective in helping researchers in assessing employee performance based on the factors that influence it.

### **Results and Discussion**

The author tries to review previous research on factors that influence performance. Based on the results of interviews from several sources and the author has understood that almost everything that discusses training and development is widely studied for its importance for employees, whatever factors arise such as individual, psychological, or environmental factors will always end up looking at the performance of an employee and everything that happens in the scope of work will end up with performance.

The results of the study from the results of interviews and explained by several

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informants regarding "The Impact of Research and Development on Human Resources in the Living Lab Glugur Rimbun Area" in improving employee performance. The factors produced in the interview that influence training and development can be explained based on conducting training and development by preparing employees by increasing work productivity so that they can go directly to the field. The living lab glugur rimbun area also has a field for expert human resources in each livestock section which will be in the management section then implementation and development in improving the living lab glugur rimbun in the development of products that have been produced later.

In the human resources in the Living Lab Glugur Rimbun area in searching for information is by using the website on the internet. In addition, Living Lab Glugur Rimbun implements training and development by recruiting people who are competent in their fields, then after recruiting employees, training will be carried out for new employees. Development is carried out by providing supplies to newly recruited employees and will work directly at Living Lab Glugur Rimbun. Living Lab Glugur Rimbun also provides training in improving employees by registering employees to attend seminars that lead to work at Living Lab Glugur Rimbun and then employees will take part in competency tests so that employees think about developing their plans at Living Lab Glugur Rimbun better in the future. There is also training that must be provided by Living Lab Glugur Rimbun, namely by giving sanctions to employees who do not follow Living Lab Glugur Rimbun regulations. Development in increasing employee work productivity in the Living Lab Glugur Rimbun area by providing appropriate salaries, then rewards can also be given to employees who excel. Living Lab Glugur Rimbun has an employee strategy in communicating by creating a Whatsapp group to facilitate communication reports for each assigned project. Living Lab Glugur Rimbun also has an effort to improve employee performance, one of which is to make a proposal to the Chancellor, any ideas submitted that will be made into related ideas in this area must exist, for example agriculture, livestock, then there is a store. For now, the improvements that employees are making are to submit all these ideas to the Chancellor. Then if later it is deemed necessary to the consideration of experts, then we bring in the experts. Getting the experts so that the improvements are currently still in the planning stage for development at Living Lab Glugur Rimbun for now, what we are making the validator is the Chancellor himself with his team of experts. Employees will check whether this land is suitable for agriculture or not, measuring soil elements, and others. So we call a team of experts to measure the nutrients, to dispel the humidity level. That's already rich. We have checked the water sources there. Are they suitable or not? For pH and others that are tested in the laboratory.

With the existence of training and development, there are many benefits, especially for Living Lab Glugur Rimbun, such as having more expert and skilled human resources, increasing the efficiency, effectiveness, and productivity of Living Lab Glugur Rimbun employees, reducing costs due to wasted time due to errors in work, improving the quality of work results, increasing sales and profits at Living Lab Glugur Rimbun. If

there is no training and development, employees tend to make mistakes in their work, the results of employee work do not meet Living Lab Glugur Rimbun standards, the emergence of dissatisfaction between Living Lab Glugur Rimbun and employees, low employee knowledge of the development of science and technology, employee productivity tends to be constant or decreasing.

Efforts from Living Lab Glugur Rimbun to improve the quality/quality and competence of the human resources they have which will then create human resources that are able to provide positive contributions efficiently and effectively to the process of achieving the goals of Living Lab Glugur Rimbun. In improving the quality, competence, and skills of human resources through related programs that are planned and implemented sustainably and are long-term in nature as a whole by Living Lab Glugur Rimbun. With effective and efficient governance, Living Lab Glugur Rimbun is then able to take advantage of opportunities to improve HR competency so that it contributes greatly to improving the performance of Living Lab Glugur Rimbun which then provides opportunities for achieving the goals of Living Lab Glugur Rimbun that have been set.

### **Conclusions**

Training and development are two concepts that have similar methods, namely to improve knowledge, skills, and abilities. However, in terms of their objectives, generally the two concepts can be distinguished. Training is more focused on improving the ability to do specific work at this time, and development is more focused on improving knowledge to do work in the future, which is carried out through an integrated approach with other activities to change work behavior. Training and development have a significant impact on influencing employee competence and performance, and even influence the improvement of both if accompanied by the right method according to the individual needs of the employees themselves. Thus, the company will get maximum results from the implementation of employee competency improvement at Living Lab Glugur Rimbun. Training and development have a vital role at Living Lab Glugur Rimbun, where it not only maximizes employee performance, but also helps them become more efficient, productive, satisfied, motivated, and innovative in the workplace (Elnaga & Imran, 2013).

Living Lab Glugur Rimbun implements training and development by recruiting people who are competent in their fields, then after recruiting employees, training will be carried out for new employees. Development is carried out by providing training to newly recruited employees who will work directly at Living Lab Glugur Rimbun. Living Lab Glugur Rimbun also provides training in improving employees by registering employees to attend seminars that lead to work at Living Lab Glugur Rimbun and then employees will take part in competency tests so that employees think about developing their plans at Living Lab Glugur Rimbun better in the future.

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