

## **PEOPLE DEVELOPMENT PROCESS: ANALYSIS COMPETENCE AND TRAINING (STUDY LITERATURE REVIEW)**

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### **ABSTRACT**

The purpose of this research is to find out what factors can affect the employee development process in the company. This article aims to review and synthesize literature reviews related to Competency Analysis and Training, as well as see the results of research on the variables to be studied and whether there is an influence between one variable and another. This research uses literature review by finding references related to variables from several national and international articles. This research provides an overview of the articles obtained by describing the influence between variables. The results showed that several variables affect the dependent variable, The study of competency and training programs in companies in this literature summary article explicitly focuses on supporting variables that can accelerate the implementation of efficient and effective employee development in companies efficiently, namely Competence and Training, The findings of this study or the novelty of this literature review are that there is a significant contribution between competency and training variables. to the Employee Development variable.

***Keywords: People Development, Training, Competency***

### **INTRODUCTION**

Human Resource as one of the underpinning elements of an organization can be interpreted as the people who work in the organization (called staff, workforce, workers/employees). Given the importance of Human Resource role in organizational progress, organizations are emphasizing the Human Resource function over the long term. Employee development is defined as the process by which employees, with the support of their superiors, undergo various employee training courses to improve their skills and acquire new knowledge and skills. Rather, it is the individual preparation of employees to take on different or greater responsibilities. Employee development is a key factor in retaining employees in the workplace, especially today when millennials dominate the workforce. Training programs and leadership development are among the most popular methods of employee development in companies. Human resource development is an investment for companies. It directly impacts employee engagement and productivity, increasing organizational success.

Both training and employee development provide practical knowledge that improves employee skills, improves employee performance and helps employees reduce errors. Both are applicable to new employees as well as those who already have professional experience. One way companies improve productivity is through the use of technology. We know that technology

is evolving rapidly, so training and developing your employees to stay on top of the latest technology will help them keep up. Productivity gains also come from employees improving their job skills. They can develop new ways or methods that allow them to perform the same or repetitive tasks more effectively and efficiently.

One way companies improve productivity is through the use of technology. Recognizing that technology is evolving rapidly, employee development is critical to obtaining maximum economic value from human resources. Human capital is different from other assets such as machines, equipment and other fixed assets. The economic profit of fixed assets diminishes over time. Using them will give less power over time as they wear out. In contrast, human capital can generate greater economic returns over time. Your company can do this by improving skills and competencies through training and development. This increases productivity and performance, and the company gets more output.

Employee development is a process focused on providing information or direction and educating employees. The purpose of this training is to improve employee performance or to enable employees to acquire the necessary level of knowledge and skills to perform their jobs productively, effectively and profitably. A commitment to employee development is one of the most important aspects of the work that employees do. In fact, it is also important to predict whether a management organization is likely to retain an employee after hiring. Employee training is also a key factor in employee motivation and retention. A strong HR department can make a big difference.

## **METHOD**

The literature review aims to examine and understand company documents, justifications, and information on the subject under investigation in order to obtain a theoretical base material for the preparation of this study. This research was conducted by collecting data from textbooks, international journals, Internet sources, and other research related to this research. The data collected are prepared, analyzed and processed for legitimate reasons so that conclusions can be drawn from the data. The data obtained from the reading results are evaluated by selecting materials relevant or still relevant to the study. Based on the results of further data analysis, conclusions were drawn about the study subjects.

## **Respondents of the Research**

There were no respondents to the literature review search. This was because we only reviewed previous studies as a new basis for further studies. Literature searches should avoid duplication of effort. In this study, the assignment of the created system to the nature of the created object is questioned and research methods are considered. Appropriate for assessing the effectiveness of troubleshooting issues in this item.

## **Research Variables**

**Picture 1.1  
Framework Model Constelation**

Competence ( $X_1$ )

People  
Development  
(Y)

Training ( $X_2$ )

### **Information Variabel:**

X1: Competence

X2: Training

Y : People Development

### **Instrument**

Research equipment is a tool used in research activities, especially for measurement and data collection. A questionnaire, a series of test questions, an observation sheet, etc. As this article is a literature review, the above research tools will not be used in this article. Literature studies are used to analyze and recognize agency documents, theoretical underpinnings, and records applicable to the difficulty beneath neath research to acquire fabric that serves because of the theoretical foundation for compiling these studies. This examination turned into carried out with the aid of using amassing statistics from textbooks, worldwide journals, Internet sources, and different research applicable to this examination. The statistics amassed are prepared, analyzed and in addition processed with the use of evolved rationales in order that conclusions may be drawn from the statistics. Data accumulated from the analyzing results are then assessed with the aid of using deciding on the applicable substances or ones which are nonetheless applicable to

the research. Based on the findings in addition to statistical analysis, an end from the subject beneath neath examination has been summarized and reached.

## **RESULTS AND DISCUSSION**

One of the motives many personnel go away from businesses is the shortage of a clean professional path. In fact, it could have a nice effect on your organization. Your imaginative and prescient task becomes less difficult to recognise and your company's desires could be achieved. Plans made with the aid of using control have to usually be accompanied which will be successful. Also beneficial for facilitating the assessment of promotions. We do that thinking about every other's talents and abilities. This makes it less difficult for managers to region personnel in keeping with skill. Employee paintings are predicted to be maximized. This professional improvement approach is frequently used to boom productivity. Every worker knows their talents. Work is greater than a laugh while managers already recognize the corresponding passion. In this way, a whole lot of innovative and modern thoughts may be generated that aid the company's success. Work with pleasure and best effects without being forced. It makes your paintings less difficult, safer, and greater focused.

Increasing worker participation calls for the cautious prapractof ice diverse strategies. The cause is that every lablaboured is keeping with their abilities. Developing a professional improvement approach enables personnel suction needs. Another nice impact is worker loyalty. Many humans need to live at domestic and paint permanently. She additionally cares approximately worker welfare. Access to education and training presents may be a way to enhance activity performance. This additionally improves the best of lab aboard advantages for everybody involved. Another impact is that it could increase your self-confidence. The desire is that people can compete withinside the workplace. It additionally makes me need to strive harder.

## **DISCUSSION**

(Ansori & Ali, 2015) Employee competencies are necessary to determine the superiority of human resources within a company. This competency is used as a benchmark to find out how much a potential employee needs to move the company forward. (Susanto et al., 2023) Human resource development can be carried out using an assessment method, and it is possible to know the potential that exists in the employee and the employee. (Wang & Du, 2023) To develop employees, the first method is to assess the employees. (Raisová, 2012) Leaders must be able to make their employees develop to improve their competencies to contribute maximally later for the progress of the company. (Gultom et al., 2022) Competence as a basis for employees to have standardization to become a leader in the organization. (Angkoso & Setyawati, 2019) Employees will not encounter difficulties at work if employees have adequate competence.

(Pahrudin et al., 2018) Job characteristics must be analyzed by the management, if the workload has exceeded the limit, the management must reduce the workload and must give work to competent employees. (Bardoel et al., 2014) Employees must be equipped with competencies so that their career development quickly rises, with sufficient competence employees can do tasks from the leadership. (Kour et al., 2019) Providing training to employees in order to improve employee skills to carry out tasks, management can provide training by inviting expert trainers to increase employee knowledge. (Gabris, 2020) Employee development requires great commitment

because it will take time and money, the company's investment is very large to develop employees and employees must provide maximum performance to the company after receiving training. (Susanto et al., 2020) The competence of a staff must be evaluated because competence in accordance with the field of work supports performance.

(Priambodo et al., 2019) By providing training to each employee, this is a form of organizational commitment that cares about employee competence, (Candra Susanto & Henokh Parmenas, 2021) The company creates an employee development model with a competency improvement method every year and analyzes the knowledge needs needed to improve employee performance. (Adam et al., 2020) In terms of employee development, the company must show organizational commitment to all workers, one of which is providing training and coaching to employees so that these employees can increase their productivity. (Ansori & Ali, 2015) Competence is needed to support employee careers, employees who have competence are generally qualified to become leaders. (Mullins, 2007) Employee development is very important because the progress of the company depends on the employees in the company and to prevent turnover the company implements employee quality development.

(Henokh Parmenas, 2022) Employee development is very important because the progress of the company depends on employees To prevent turnover in the organization, management makes an employee engagement strategy by giving rewards and providing training to employees so that they do not resign. (Evans, 1988) Employee development is very important because progress. (Kamaratri & Adhikara, 2019) Employee development is very important because employee career advancement will be smooth if their competence Employee career development is very effective when using the mentoring method, employees are motivated to do new things. (Ben-Gal et al., 2022) Employee development is very important because of the advancement of employees' careers. Employees who are compensated will give their best performance, are motivated to develop the company and voluntarily if given the opportunity to take part in a training program, these employees will want to follow the directions of management.

**Table 1.** Distribution Journal dan Publisher

<b>Numb</b>	<b>Name Article</b>	<b>Author</b>	<b>Journal</b>	<b>Publisher</b>	<b>Year</b>
1.	The effect of training and employees organizational commitment at PT. Bank Danamon in Ambon City	(Kuhuparuw & Ferdinandus,	<u>competency on</u> Journal of	<u>Economics,</u>	Perbanas 2014
			The Effect of Training 2014) Business, & Accountancy Ventura		
2.	Development on Employee and Career	Performance	Survey data on	employees' development	

(Gibran & Ramadani, 2021)	(Motilewa et al.,	Manajemen dan Bisnis	Unla 2021
3.		and employees' satisfaction in oil and <u>gas firms</u> in <u>Nigeria</u> Creation of conditions for professional retraining and development of employees of the city construction organizations in Kursk Assembly Technical <u>School</u>	professional 2018) Data in Brief Elsevier 2018 (Belova et al., 2015) Procedia Engineering Elsevier 2015
4.	Impact of Training on Performance : A Case Study of Private Organization in Sri Lanka	<u>Performance</u> (Sasidaran, 2018)	Business and Management IPB 2021
5. 6	The Effect of Career Development, Work Motivation, and Job Satisfaction on <u>Employee</u>	(Wau & Purwanto, 2021) IOSR Journal of	Jurnal Aplikasi Bisnis dan Manajemen Untag Semarang 2018

## CONCLUSION

Employee skills and training have a significant impact on an employee's career development opportunities. The competencies elements knowledge, skills, and attitudes are interrelated and can affect employee performance. If an employee has service-related knowledge and is qualified in the workplace, their competence and training will enable them to acquire the individual's technical knowledge to perform tasks that are standard operating procedures that exist in the company. Career development is a way to help employees achieve the company's expected goals. Career development programs increase employee engagement in the workplace and increase productivity. If a company does not implement a career development process, it can harm the company itself as it may lead to poor employee performance.

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