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**THE INFLUENCE OF HUMAN RESOURCES, CAREER AND EMPLOYEE WELFARE  
ON COMPANY DEVELOPMENT**

Oleh

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**Abstract**

The background of this research is to raise the variables of human resources, career, and employee welfare to the development of the company, with the variables raised in this study, it can be seen which variables can significantly influence the variables of company development. The method used in this research is quantitative method by conducting a survey to 100 employees in a company to find out the development of the company which is influenced by the variables in this study. The problem raised in this research is how to process data taken from a company that contains 100 people, data taken from the employee so that it can answer research problems that know what variables affect the company development variables. The purpose of this study is how to determine the relationship between career human resources variables and employee welfare on company development. With significant results on all variables, the variables above affect other variables.

**Keywords: Human Resources, Career, Employee Welfare, Company Development**

**INTRODUCTION**

In a company, it is influenced by many things. One of them is employees. With employees, the company can develop rapidly and progress. Therefore, employees are a very important asset for a company. Whether a company wants to progress or not is determined by employees [1]. Company determines the direction and goals of a company [2].

The research method used in this study is to use the literature method and use a survey to the status of an employee which is used to find data so that data processing can be done in real terms and can be seen in the original situation in the field. Therefore, this research

can determine the direction and goals of the company, to progress and develop [3].

The problem raised in this study is how to find out what variables can affect the progress of a company, the variables raised in this study are human resources variables, career variables, and employee welfare variables, with these three variables it can be seen can one variable affect other variables, especially company development variables [4].

The purpose of this study is how to find out the relationship between one variable and another so that it can be ascertained what variables affect the development of the company. Therefore, testing and the results of testing can affect the development of the company [5].

Human resources in a company are a very important asset for a company because human resources who have high skills will be able to help the company develop and progress rapidly [6]. Therefore, human resources must be developed regularly because they will be able to update knowledge so that the company can continue to advance and develop with the times. Therefore, human resources are assets that the company must maintain so that it can help the company advance and develop [7].

A career in a company is a path that must be traversed by all employees. With a career, employees can have goals from the company in order to achieve the desired dream [8]. With a career, the levels of each employee can be known and continue to be developed over time, the higher the career of each employee. The employee will affect the position and income of the employee, therefore, having a career in a company adds to the morale of the employee [9].

The thing that must be considered by the company is the welfare of employees with the level of welfare that is considered, then the performance of employees will increase. Increases along with the level of welfare. Therefore, with the welfare of employees being considered, the company will progress and develop [10].

Many things affect the development of the company, one of which is the performance of employees. A lot of research has been carried out to improve employee performance [11]. With high employee performance, it is certain that the company will continue to grow and achieve the company's development goals. it can be known whether the company is developing or not. Therefore, with the development of technology and information, it is necessary to know what variables make a company progress so that the weaknesses or shortcomings of a company that wants to progress can be known [12].

**RESEARCH METHOD**

The pictures below explain that the picture of the research method used in this study using the literature review method, which reads a lot of literature that has the same research as this study, therefore it can find the latest research problems that can provide different research problems from the research that was carried out [13]. Another next step is to do research and conduct a survey to 100 employees who are in an office in order to achieve the desired data which can be processed in this research so that the third one can provide maximum results in this research. The picture of the research method can be seen below [14].

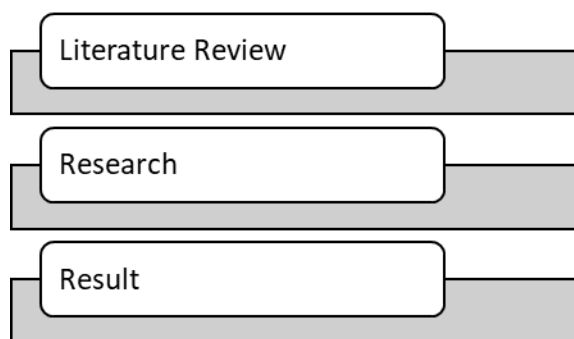
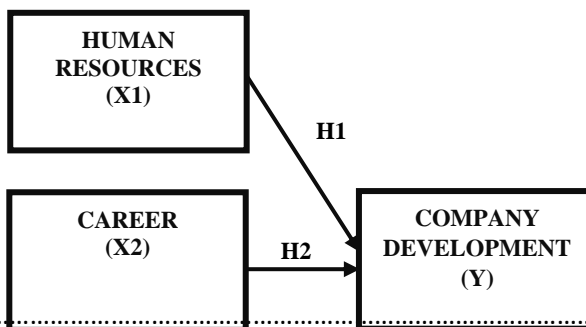


Figure 1. Research Method

**RESULT AND DISCUSSION**

Based on the picture below, it can be explained that there are three hypotheses, the first is the relationship between human resources and company development, the second is career and company development and the third is employee welfare on company development. What variables affect the development of the company so that the company can progress and develop in the future.



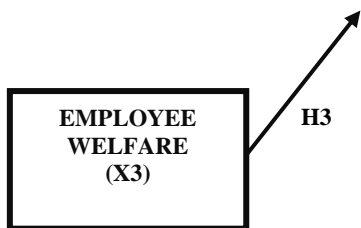


Figure 2. Hipotesis Model

Table 1. Questions on the survey conducted on 100 people

No	Questions	Variable
1	HR is very important in the Company	X1
2	HR must continue to grow	X1
3	HR the main asset of the company	X1
4	Career is very important for employees	X2
5	The career level that employees are waiting for	X2
6	The higher the career, the higher the salary	X2
7	Employee Welfare is very important	X3
8	Employee Welfare is part of employees	X3
9	Employee Welfare The main goal of work	X3
10	Company development is important	Y
11	Company development is the result of joint work	Y
12	Company development is the thing that spearheads the company	Y
13	Company development is increasing every year	Y

1. Multiple Linear Regression Analysis

a. Regression Equations

Table 2. Recapitulation of the Results of Multiple Linear Regression Analysis

Variable	Unstandardized Coefficients
Human Resources	2,889
Career	0,996
Employee	0,446

Welfare	
Company Development	0,395

Source: The Results of Data Processing

Based on table 2 above, the following explanation will be given, the Human Resources variable has an Unstandardized Coefficients value of 2.889, the Career variable has an Unstandardized Coefficients value of 0.996 and the Employee Welfare variable has an Unstandardized Coefficients value of 0.446 and the Company Development variable has an Unstandardized Coefficients value of 0.395 which means that it is very influential between one variable with another variable.

b.Koefisien Determinasi (R<sup>2</sup>)

Table 3. Correlation and Determination Coefficients

Dependent Variable	Independent Variable	R	R Square	Adjusted R Square
Y	X1, X2 & X3	0,82629	0,849	0,492

Source: The Results of Data Processing

Based on table 4 above, there are dependent variables, namely Y and independent variables, namely X1 and X2, variable X1 has an R value of 0.8 and variable X2 has an R value of 26, and variable X3 has an R value of 29, X1 and X2 variables have an R Square value of 0.849 and X1 and X2 and X3 variables have an Adjusted R Square value of 0.492, which means that the independent variable and the dependent variable have a very significant relationship.

c. Hypothesis Testing

c.1. Hipotesis I (F test / Serempak)

Table 4. F / Simultaneous Test

Dependent variable	Independent Variable	F Count	F Table 0,05	Sig.F	decision on H0
Y	X1, X2 & X3	54,990	1,999	0,002	Ditolak

Source: The Results of Data Processing

Based on table 4 above, there are dependent variables, namely Y and independent variables, namely X1 and X2, variables X1 and X2 have an F Count value of 54.990 and variables X1 and X2 have an F Table value of 1.999, variables X1 and X2 have a Sig.F value, namely 0.002, variables X1 and X2 have a Decision on H0 value, namely Rejected, which means that there is a relationship between variables.

c.2 Hipotesis II (t test / Parsial)

**Table 5. t / partial test results**

Variable	t	Sig.
X1	3,214	0,003
X2	5,432	0,002
X3	5,997	0,002

Source: The Results of Data Processing

Based on table 5 above, there are independent variables, namely X1 and X2 and X3, variable X1 has a t value of 3,214 and variable X2 has a t value of 5.432, variable X3 has a t value of 5.997 variable X1 has a sig value of 0.003 and variable X2 has a value of sig is 0.002 and variable X3 has a sig value of 0.002, which means that the variables X1 and X2 and X3 have a very significant value to the dependent variable Y.

## 2. Discussion of Research Results

a. Hypothesis 1 (H1) Human Resources variable (X1) to Company Development variable (Y)

Based on the results of data processing above, the results of hypothesis testing 1 (H1) of the Human Resources variable (X1) on the Company Development variable (Y), the Human Resources variable (X1) has a significant relationship to the Company Development variable (Y).

b. Hypothesis 2 (H2) Career variable (X2) to Company Development variable (Y)

Based on the results of data processing above, the results of hypothesis testing 2 (H2) Career variable (X2) on Company Development variable (Y), Career variable (X2) has a significant relationship to Company Development variable (Y).

c. Hypothesis 3 (H3) Employee Welfare variable (X1) to Company Development variable (Y)

Based on the results of data processing above, the results of hypothesis testing 3 (H3) of the Employee Welfare variable (X3) on the Company Development variable (Y), the Employee Welfare variable (X3) have a significant relationship to the Company Development variable (Y).

## 3. Descriptive Analysis

a. Human Resources Variables (X1)

Based on the results of the research above and data processing, it can be concluded that the Human Resources variable (X1) affects the Company Development variable (Y) significantly, which means that if a good company will have good Human Resources so that it can have a good Company Development, because the company will continue to grow.

b. Career Variable (X2)

Based on the results of the research above and data processing, it can be concluded that the Career variable (X2) significantly affects the Company Development (Y) variable, which means that if a good company has a good Career plan, it can be a good company choice, therefore Career is one of the good choices to work in a company.

c. Employee Welfare Variable (X3)

Based on the results of the research above and data processing, it can be concluded that the Employee Welfare (X3) variable affects the Company Development (Y) variable significantly, which means that if a good company is concerned with employee welfare.

d. Company Development Variable (Y)

Based on the results of the above research and data processing, it can be concluded that the Company Development (Y) variable is significantly influenced by the Human Resources (X1) and Human Resources (X2) and Employee Welfare (X3) variables, which means that if a good company will have Human Resources and a good career and

welfare, with the three variables that affect the development of the company will be able to develop the company well.

## CONCLUSION

The conclusion generated based on the research above is that the Human Resources (X1) and Career (X2) and Employee Welfare (X3) variables have a significant influence on Company Development (Y), which means that good Human Resources (X1) will be able to produce Company Development (Y). ) which is also good, because planning requires good human resources, then a good Career (X2) will be able to produce good Company Development (Y), because a career in a company will make employees develop and will make the company progress, Employee Welfare A good (X3) will be able to produce good Company Development (Y), because employee welfare makes employees feel comfortable and performance will increase which will make work more enthusiastic and will make the company progress and develop. Future research by trying other variables in order to know what variables can affect Company Development.

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