

Human resource planning on employee performance at a public broadcasting institution in South Sulawesi

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ABSTRACT

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This research is a quantitative research in nature with the aim of knowing the effect of human resource planning on employee performance at the TVRI South Sulawesi Public Broadcasting Institution (LPP). The data collection method used in this study was to distribute questionnaires to 62 respondents as the research sample. The data analysis technique used is descriptive statistical analysis, simple linear regression test, R test and t test using statistics through the application version of the Statistical Package for the Social Science (SPSS). 23. The results of this study indicate that Human Resource Planning has a positive and significant effect on Employee Performance at the TVRI South Sulawesi Public Broadcasting Institution (LPP).

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INTRODUCTION

The success of an organization depends largely on its management to manage human resources in order to achieve effective and efficient organizational goals. Human resource management is the science and art of managing the relationship and role of the workforce to effectively and efficiently help the realization of the company, employees, and society (Demo et al., 2020; Mahapatro, 2021; Pattanayak, 2020). Human resources are one of the resources that determine the success or failure of an organization (Alshurideh et al., 2022; Anwar & Abdullah, 2021; Werdhiastutie et al., 2020; Yong et al., 2020). In the era of globalization, human resource issues are the highlight and fulcrum for companies to survive (Caesar, 2023; Serafini & Szamosi, 2015; Zhu et al., 2007). HR planning is the process of how to meet the current and future workforce needs of an organization (Chakraborty & Biswas, 2020; Tanjung, 2020). In meeting the needs of today's workforce, the HR planning process means an effort to fill or cover labor shortages both in quantity and quality.

Performance is one of the results of work achieved by a person in carrying out his duties assigned to him. It is based on the ability of experience, and sincerity and time, performance is a combination of three important factors, namely the ability and interest of a worker, acceptance of the explanation of task delegation and the role and level of motivation of a worker (Aris, 2021; Murgianto et al., 2016). The higher the level of the mentioned factors, the greater the performance of employees. To optimize employee performance needs to start with good planning, in this case it takes job design activities that are carried out jointly between leaders and employees (Holman et al., 2012; Parker, 2014). The design needs to be done together so that personal abilities can be known for sure. The job plan is socialized and mutually agreed upon so that it can be used as a reference that will guide employees to carry out their work.

Public Broadcasting Television of the Republic of Indonesia (LPP, *Lembaga Penyiaran Publik*) TVRI is a public media with high intelligence to voice various values, cultures, and diversity that are the pride of Indonesia through quality program content to all levels of society to various places. The fundamental problem that must be solved and developed is to establish the professionalism of employee performance that is balanced with the needs of the organization. In organizational institutions, there must be different obstacles, it is possible that within the scope of LPP TVRI also has several obstacles in its implementation, such as inadequate human resources, caused by the procurement of human resources that have not been carried out properly, which makes it difficult for the organization to achieve its vision and mission.

Employees are required to be able to use planning well, build a human resource information system that can be applied to all work units of the TVRI Public Broadcasting Agency (LPP) to be in accordance with expectations and satisfy the needs of the community. Therefore, to carry out human resource planning, the Public Broadcasting Agency (LPP) TVRI must pay attention to the quality of human resources employed. Do not let good planning but unsatisfactory employee performance due to not understanding their respective duties and responsibilities.

The results of observations made by the author by asking for information from one of the employees working at the Public Broadcasting Agency (LPP) TVRI South Sulawesi said that the phenomenon or problem at the Public Broadcasting Agency (LPP) TVRI South Sulawesi, such as the existence of some employees who do not have job *descriptions* which is appropriate so that it is not directed in doing its work because the Public Broadcasting Agency (LPP) TVRI South Sulawesi is experiencing a shortage of employees in accordance with their competencies, which is triggered by the lack of maximum procurement of human resources themselves, so that Human Resource Planning can be said to have not been realized optimally.

The lack of employee awareness of the problems that occur makes employee performance also not optimal and not in accordance with the provisions of work. Hence, human resources planning is important in improving employee performance because now and in the future employees are human resources which are determining assets for achieving or not organizational goals that have been set to support maximum employee performance. Based on the phenomena or problems that occur, the author is interested in conducting a research entitled "Human resource planning on employee performance at a public broadcasting institution in South Sulawesi."

the aim of knowing the effect of human resource planning on employee performance at the TVRI South Sulawesi Public Broadcasting Institution (LPP, *Lembaga Penyiaran Publik*). The researchers hope that the research can give more glimpses into human resource planning in companies, especially in Indonesia.

METHOD

This type of research is quantitative research. The population in this study is all employees in the Public Broadcasting Institution (LPP) TVRI South Sulawesi which totals 158 employees. From the existing population, the minimum sample size is obtained using the slovin formula, hence the sample size of 62 people. To obtain data in this study, namely by quantitative descriptive analysis, validation tests, reliability tests, and simple linear regression tests ($Y = a + bX$ e).

RESULTS AND DISCUSSION

Respondents in this study as many as 34 people (54.84%) were men and 28 people (45.16%) women. The age of respondents, ages 20-25 amounted to 4 respondents, ages 25-30 amounted to 10 respondents, ages 31-40 amounted to 14 respondents, and the majority with the age of >40 years amounted to 34 respondents. The education level of S1 was 56 respondents, S2 was 2 respondents, and others were 4 respondents. The working period < 3 years as many as 8 respondents, 3-10 years as many as 21 respondents and > 10 years as many as 35 respondents.

Table 1. Validity Test Results

Question Item	R-Count	R-Table	Information	
X	PSDM1	0,528	0,2500	VALID
	PSDM2	0,681	0,2500	VALID
	PSDM3	0,732	0,2500	VALID
	PSDM4	0,686	0,2500	VALID
	PSDM5	0,659	0,2500	VALID
	PSDM6	0,463	0,2500	VALID
	PSDM7	0,504	0,2500	VALID
	PSDM8	0,567	0,2500	VALID
Y	KP1	0,429	0,2500	VALID
	KP2	0,688	0,2500	VALID
	KP3	0,586	0,2500	VALID
	KP4	0,593	0,2500	VALID
	KP5	0,758	0,2500	VALID
	KP6	0,758	0,2500	VALID
	KP7	0,705	0,2500	VALID
	KP8	0,724	0,2500	VALID
	KP9	0,484	0,2500	VALID
	KP10	0,521	0,2500	VALID

Based on table 1, it is known that the variables of human resource planning and employee performance have a calculated r value greater than the table r (r count > 0.2500) so that it can be concluded that all question items in the study are valid.

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Information
Human Resource Planning (X1)	0,745	Reliable
Paryawan Performance (Y)	0,825	Reliable

Table 2 shows that the variables human resource planning and employee performance have a *Cronbach's alpha* value greater than 0.6. This shows that the question items in this study are reliable. So that each question item used will be able to obtain consistent data and if the question is asked again, it will get an answer that is relatively the same as the previous answer.

Table 3. Simple Linear Regression Test Results

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Model		Unstandardized		Standardized	t	Sig.
		Coefficients		Coefficients		
		B	Std. Error	Beta		
1	(Constant)	14.864	3.689	.731	4.029	.000
	HR Planning	.873	.105		8.291	.000

Based on the table above, the regression equation formed in this regression test is:

$$Y = 14,864 + 0,873 X + e \quad (1)$$

Discussion

The results showed that human resource planning variables had a positive and significant effect on employee performance. The better the human resource planning, the more employee performance will increase. Human resource planning in the organization is intended so that the number of needs for current and future labor in accordance with the work can also avoid vacancies so that all work can be carried out. Human resource planning also allows parts of an organization or company to obtain the right amount of manpower, qualified and in the right time.

HR planning has a positive and significant effect because human resource planning has a significance level of 0.000 which is smaller than the significance level of 0.05 and based on the comparison of $T_{\text{calculate}} > T_{\text{tables}}$, in this case, H_a is accepted and H_o is rejected. This illustrates that with careful planning for human resources, the performance of employees at the Public Broadcasting Institution (LPP) TVRI South Sulawesi will increase.

Human resource planning is the process of determining labor needs, quantitatively and qualitatively to achieve organizational strategic goals through HR functions in the short and long term effectively and efficiently. Human resource planning is concerned with determining the needs of the workforce in the future, both in terms of number and qualifications to fill various positions and organize various positions and organize various new activities.

This research is in line with research conducted by Supriatin and Priadana (2018) which states that human resource planning has a positive and significant effect on employee performance. This research is in line with research conducted by Pinem (2020) which states that HR planning has a significant influence on employee performance.

CONCLUSION

The sample in this study was small and only limited to employees working at the Public Broadcasting Agency Office (LPP) TVRI South Sulawesi. It is recommended that further research can increase and expand the area and number of samples.

Further research should increase the number of new variables in addition to this study to better know what factors can affect employee performance. Because there are still other variables that affect employee performance besides the variables of this study, such as bonuses, work culture and others. This research is expected to provide input and consideration for the relevant Office of the Public Offering Agency (LPP) TVRI South Sulawesi to further improve employee performance. This is related to human resource planning has a positive and significant effect on employee performance. In addition to using questionnaires, further research can also use direct interview methods to respondents. Further research must conduct research at the right time in distributing questionnaires.

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