

OPTIMIZING EMPLOYEE PERFORMANCE: THE IMPACT OF TRAINING AND DEVELOPMENT, WORK-LIFE BALANCE, AND WORKPLACE HAPPINESS

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Abstract

Human resources are important and primary in every company, because if the company experiences an increase it is based on competent human resources. Strategic human resource management (HRM) must allow adaptation of HRM practices, namely knowledge and behavior in employees based on organizational needs. In this study, there is a phenomenon that employees work suboptimally and feel unable to complete their performance which results in decreased performance. In addition, the results of inconsistencies in previous studies, which examined employee performance. Thus, this study contributes to analyzing the influence of training and development, work life balance, and happiness at work on employee performance. Multiple linear regression analysis to test the proposed hypothesis, the number of data used was 130 employees in peanuts manufacturing in Pati, Central Java, Indonesia. The findings show that employee performance is affected by training and development, work-life balance, and happiness at work. Employees feel that these programs not only help improve their performance but also increase their satisfaction, pride, and motivation to work more effectively. Therefore, organizations need to continue to strengthen these programs in order to improve overall employee performance.

Keywords: *training and development, work life balance, and happiness at work, employee performance.*

INTRODUCTION

Human resources are important and primary in every company. The need for companies to have competent human resources is to increase the value of the company. Human resource management must encourage the development of dynamic organizational capabilities that will later produce an appropriate response to the needs of the organization's strategy (Ordóñez de Pablos & Lytras, 2008; Pillai & Srivastava, 2024). The survey results show the results of a survey at the Dua Kelinci Company which states that there is a phenomenon that not all employees have basic skills in the production section. The company has a work shift system resulting in employees who have not been able to maintain a balance of time in personal life and work, this has an impact on employees who work less than optimally and feel unable to complete the performance which results in decreased performance.