

ABSTACT

This research was conducted to find how development, employee orientation and employee performance, also to find how the influence of development and employee orientation partially and simultaneously on employee performance at Head Office of PT. Pos Indonesia. Implementation of this study aims to determine whether there is attachment and influence between employee development and orientation on employee performance. The quantitative method was carried out in this study with a descriptive research type. Total respondents in this study amounted to 30 peoples using IBM SPSS 29.

The results showed that the development employee orientation and performance of employee at Head Office PT. Pos Indonesia is included in the high results of the hypothesis test showing that development has a positive effect but does not have a major impact on employee performance, while employee orientation has a positive influence that has an impact on employee performance. Simultaneously employee development and orientation have a significant influence on employee performance.

This research is expected to be an input for companies to improve development program. The company is expected to carry out employee development and orientation programs simultaneously to achieve a significant positive impact on employee performance. Employee development programs also deemed necessary to be carried out routinely to improve competency so that employees can generate fighting spirit to develop in a positive direction so that the company can emerge competitiveness and excellence in the world of business.

Key words: Development, Employee Orientation, Employee Performance.