

ABSTRACT

The Industrial Revolution 4.0 encourages disruption in various fields, human resource development and the readiness of human resources to change are important to pay attention to so that the set vision and mission can be achieved. The organization carries out various development efforts such as: training, mentoring & coaching, rotation programs, projects, special assignments and other development programs to improve HR competency and performance. This research aims to analyze the influence of HR development and HR readiness to change in improving HR competency and performance at PT. Indofood CBP Sukses Makmur, Tbk. Semarang Branch Instant Noodle Division.

This research uses primary data by distributing research questionnaires to permanent employees of PT. Indofood CBP Sukses Makmur, Tbk. Semarang Branch Instant Noodle Division. The data analysis technique uses SEM with the help of the AMOSS application to test hypotheses and the influence of relationships between variables. This research involved 203 respondents using census techniques. The results of the analysis show that human resource development and readiness to change have an influence on increasing human resource competency and performance.

The findings in this research show that human resource development has a significant positive effect on competence; Human resource development has a significant positive effect on human resource performance; Human resource development has a significant positive effect on readiness for change; readiness to change has a significant positive effect on competence and readiness to change has a significant positive effect on human resource performance.

Keywords: Human Resource Development, Readiness for Change, Competency, Human Resource Performance, Industrial Revolution 4.0