ABSTRACT

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Title : Peranan HRD dalam meningkatkan kinerja trainee yang melakukan program magang di JW Marriott Hotel Jakarta.

HRD especially in the learning department plays a very important role for trainee and apprentice children, where they always try to get the trainees to get their rights while carrying out their obligations, grow and develop personally or in work. The purpose of this research is to find out what are the main components and components of the role of HRD in improving the performance of trainees. This study uses the mixed method, where qualitative and quantitative will be combined and will be analyzed / tested descriptively. There are 2 variables in this study which are independent variables, namely the role of HRD and the performance of trainees. After observations and interviews, it was found that there were 7 components of the role of HRD that influenced the performance of trainees and after 35 trainees (each of 5 department representatives) were interviewed, it turned out that from the 7 components, there were 3 main components that influenced the performance of trainees with the first jobdesc (16 trainees or around 45.71%), second order monitoring by HRD / HR (8 trainees or around 22.85%), and third place transfers to other departments (16 trainees or around 45.71%) which affect the performance of the highest trainees in attitude and most low on creativity.

Keywords: mixed method, qualitative, quantitative, descriptive, variable, jobdesc, monitoring, mutation, attitude, creativity.