

# **The Influence of Human Resource Management On Effectiveness With Performance As A Variabele Mediation At The Airlangga Museum Kediri City**

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## **ABSTRACT**

This research aims to determine whether there is a significant influence between human resource management on effectiveness and performance as a mediation variable in the airlangga museum of kediri city Based on the results of the t test, it is known that partially the Performance variable (X1) has an influence on the performance of lecturers at the Faculty of Economics, Kadiri Islamic University, and the Effectiveness variable (X1) also has an influence on the Influence of Human Resource Management on the Performance and Effectiveness of the Airlangga Museum, Kediri City. The results of the research show that the Human Resource Management variable has a significant influence on the performance and effectiveness of the Airlangga Museum, Kediri City, because the statistical results of the t test for the leadership style variable obtained a value (t count)  $2.694 < (t \text{ table}) 3.21079$  with a significance value of  $0.002 > 0.1$  and the regression coefficient has a positive value of 0.277.

**Keywords:** Human Resource Management, Effectivines, airlangga museum performance, T test

## **NTRODUCTION**

Museums, as permanent, non-profit institutions, have an important role in serving the community by conducting research activities, collection, preservation, interpretation and exhibition of various aspects of heritage culture, both tangible and intangible. In principle, a museum openly accessible to the general public, designed for convenience accessibility, as well as adhering to the principle of supportive inclusivity growth of diversity and maintenance of cultural sustainability. Besides therefore, museums operate and interact with society ethically and professional, and involves active participation from various levels public. In the context of education and knowledge, museums offers a variety of experiences that include aspects of education, entertainment, reflection, and share knowledge with its visitors (ICOM, 2022). In the midst of the dynamics of rapid and complex change, the role of museums in preserving and maintaining the continuity of heritage culture is becoming increasingly vital and critical, especially in the local sphere. Along with the influential impact of modernization and globalization on people's thought patterns and lifestyles, the risk of disappearance and changes to traditions and cultural values are also increasing rapidly significant. Therefore, it is important for society to understand and enrich knowledge about various cultures. The government is also expected to pay more attention to

development of local education that includes regional cultural content as an effort to preserve and respect cultural diversity owned by a nation (Nahak, 2019).

In the local context, the role of museums is not only limited to: custodian of historical collections, but also as a center for social activities and educational which plays an important role in building public awareness of their cultural identity and strengthen their sense of pride in their heritage owned culture. In an educational context, the presence of museums becomes very vital because it makes a significant contribution in history learning. Both from elementary to secondary education levels higher education, museums provide an important platform for increase understanding, appreciation and respect for history and culture, as well as facilitating a contextual and learning process sustainable (Asmara, 2019). The museum is not just a physical representation of the effort preservation and presentation of historical heritage, but also an important symbol in maintaining local cultural identity and awakening feelings pride among the local community. By collecting various a collection of artifacts covering a historical time span from the prehistoric period to the modern era, the Airlangga Museum takes visitors inside a journey that is deep and steeped in historical trajectories as well cultural richness that encompasses eras and civilizations. Therefore, Airlangga Museum regularly holds various events and activities annually as a form of their commitment to promoting and broaden appreciation of the cultural heritage it represents (Rohmah et al., 2021).

Human resource management (HR) is not just present administrative aspect in an institution, but also the main pillar that determines the success and sustainability of its operations (Samsuni, 2017). In the museum context, good human resource quality is very important important because they are directly involved in maintaining and managing collections, presenting information to visitors, and running various other supporting activities in accordance with responsibilities given to them. (Samsuni, 2017) The quality of HR management museums not only influence operational efficiency, but also have a direct impact on the visitor experience. Trained human resources and skilled will be able to provide quality service, explain artifacts properly, and maintain environmental safety and cleanliness museum. Apart from that, effective HR management is also needed in ensuring good maintenance of the collection, through staff selection who are trained in conservation techniques and artifact care (Hia & Ndraha, 2023). Apart from that, HR management also influences various aspects other things that also determine the existence of a museum, starting from sustainability of educational programs and exhibitions, up to capabilities museum in establishing partnerships with external parties to support activities and collection development. Therefore, researchers initiated a study that focuses on the impact of human resource management on performance and effectiveness of the Airlangga Museum in Kediri City.

## RESEARCH METHODS

This research uses quantitative methods. Samples used in this study included all employees of the Airlangga Museum, Kediri City. This research is a type of field research. Because the data was obtained from direct observation and distributing questionnaires to all employees of the Airlangga Museum, Kediri City.

## RESULTS AND DISCUSSION

From all the questionnaire data obtained, it was processed and the following results were obtained:

Table 1. test validity test

No	Variabel	Item	Nilai Korelasi (Pearson Corellation)	Probabilitas Korelasi sig.(2-tailed)	Kesimpulan
1	Kinerja	X1.1	1	0,000	Valid
		X1.2	0,624	0,000	Valid
		X1.3	0,481	0,000	Valid
		X1.4	0,393	0,001	Valid
2	Efektivitas	X2.1	0,380	0,001	Valid
		X2.2	0,385	0,001	Valid
		X2.3	0,240	0,040	Valid
3	MSDM	Y.1	0,435	0,000	Valid
		Y.2	0,382	0,001	Valid
		Y.3	0,478	0,000	Valid
		Y.4	0,306	0,009	Valid
		Y.5	0,485	0,000	Valid
		Y.6	0,399	0,001	Valid

(Source: data processed 2024)

Can be known if the correlation probability value [sig.(2-tailed)] < from level ( $\alpha$ ) of 0.05, then all question items contained in these variables (Performance, Effectiveness & HRM) are valid.

Table 2. test reliability test

Reliability Statistics	
Cronbach's Alpha	N of Items
0,904	13

(Source: data processed 2024)

The test results from the table above show that the reliability of the questionnaire results Cronbach's Alpha figure is  $0.904 > 0.06$ . It can be stated that all statements from Leadership Style, Communication and Performance are tested reliability so that it is declared reliable.

**Table 3. t test**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	3.657	1.357		2.694	.009
Kinerja	.277	.087	.395	3.194	.002
Efektivitas	.412	.161	.317	2.562	.013

(Source: data processed 2024)

Based on the table above, the partial test results above can determine the value The significance of the Performance variable (X1) is  $0.002 < 0.05$ , which means it exists partial influence of the Performance variable (X1) on Resource Management Human Power (Z). Meanwhile, the significance value of the Effectiveness variable (X2) is  $0.013 > 0.05$  which means there is no influence of the Effectiveness variable (X2) partially towards Human Resource Management (Z).

From the existing data after being tested via the t test (partial), it was obtained that Performance (X1) and Effectiveness (X2) variables have a significant influence on the Influence of Human Resource Management on Performance and Effectiveness of the Airlangga Museum, Kediri City. In more detail it can be explained as following:

Based on the results of the t test, it is known that partially the Performance variable (X1) has an influence on the performance of lecturers at the Faculty of Economics Kadir Islamic University, and the Effectiveness variable (X1) also has influence on the Influence of Human Resource Management on Performance and Effectiveness of the Airlangga Museum, Kediri City. Research result shows that the Human Resource Management variable has significant influence on the performance and effectiveness of the Airlangga Museum Kediri City, because of the statistical results of the t test for the leadership style variable obtained a value (t count)  $2.694 < (t \text{ table}) 3.21079$  with a significance value amounting to  $0.002 > 0.1$  and the regression coefficient has a positive value of 0.277.

## CONCLUSION

Based on the results of research that has been carried out through stages data collection, data processing and data analysis regarding Influence Human Resource Management on Museum Performance and Effectiveness Airlangga Kediri City, the following conclusions can be drawn:

1. Performance variables have an influence on Resource Management People at the Airlangga Museum, Kediri City. This is explained by value significance is 0.002 and has a positive value coefficient of 0.277, so there is a positive and significant influence the Performance Variable has influence on Human Resource Management in Museums Airlangga Kediri City.

2. The Effectiveness variable has an influence on Resource Management People at the Airlangga Museum, Kediri City. This is explained by value significance is 0.013 and has a positive coefficient value of 0.412, so there is no positive and significant influence of the Effectiveness Variable has an influence on Human Resources Management in Museums Airlangga Kediri City.

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