



The 1ST UNICEB 2017

Garuda Plaza Hotel Medan, December 12th 2017



HUMAN RESOURCE DEVELOPMENT STRATEGY IN AN ATTEMPT TO INCREASE ORGANIZATIONAL PERFORMANCE AGAINST THE MANAGEMENT ORIENTATION IN THE FACE OF COMPETITIVE ERA (CASE STUDY ON BAITUL ACEH)

MUKHSINUDDIN

Student Candidate Doctor of Management Science
Syiah Kuala University Banda Aceh

MUHAMMAD FAISAL

Lecturer STAIN Meulaboh of Aceh

ABSTRACT

The purpose of this paper is building performance improvements through increased Management Orientation and Academic Competency in accordance with the assessment and definite findings to know and understand the capabilities of the organizational Baitul Mal of Aceh.. Human potential which was later shown in the aspect is quality, it can only be achieved with the development of human resources. It is necessary because human resources is the most influences factor in human life. The ability of humans to influence the natural environment shown that human resources position is the central one. Human resource development is concerned with the availability of learning and development opportunities, make training programs which consist of planning, organizing, and evaluating over these programs, Developing human resources can be defined as a set of activities that systematic and well-planned designed in facilitating its employees by the skills needed to fulfill the demands of job, either in the current or future in competing with the competitive era. From the review above, it can be said that human resources development is any activity undertaken by the organization in facilitating the employee in order to have the knowledge, skills, and attitudes required in or handle the job when This or that is going to come. The activity in question, not only on aspects of education and training, but regarding aspects of his career and organizational development. With the development of human resources is closely related to the efforts of improving the knowledge, abilities, and attitudes or members of the organization as well as the provision of career path that is supported by the organization's flexibility in achieving the objectives of the organization.

Keywords: *Human Resources, Performance, Management, Orientation, Competitive.*