

Published Date: - 02-04-2023

# IMPROVING COOPERATIVE PERFORMANCE THROUGH HUMAN RESOURCE DEVELOPMENT EFFORT

**Dr. Nk Jayac**

Undiknas University, Denpasar, Bali-Indonesia

**Professor Ni Ketut Elly**

Undiknas University, Denpasar, Bali-Indonesia

***Abstract: This study aims to investigate the role of human resource development (HRD) efforts in improving the performance of cooperatives. A qualitative research design was employed in this study, using a case study approach. Data was collected through interviews with managers and employees of selected cooperatives, as well as through document analysis. The findings of this study suggest that HRD efforts play a significant role in improving the performance of cooperatives. The study recommends that cooperatives should invest in HRD programs to improve the competencies and capabilities of their employees, as well as to foster a culture of continuous learning and development.***

***Keywords: Bali province; Cooperative management; Cooperative; Human resources; Performance.***

## INTRODUCTION

Cooperatives are an important part of the global economy, providing employment opportunities and contributing to economic development. However, many cooperatives face challenges in terms of their performance, particularly in the areas of productivity, profitability, and competitiveness. One way to address these challenges is through human resource development (HRD) efforts, which can help improve the knowledge, skills, and abilities of cooperative employees. This study aims to investigate the role of HRD efforts in improving the performance of cooperatives.

## METHODOLOGY

A qualitative research design was employed in this study, using a case study approach. Data was collected through interviews with managers and employees of selected cooperatives, as well as through document analysis. The cooperatives selected for this study were located in a rural area of a developing country and were chosen based on their size and level of performance.

To explore this topic, a comprehensive review of the literature was conducted, including studies that have investigated the impact of human resource development efforts on cooperative performance in

**Published Date:** - 02-04-2023

organizations. The review included articles published in peer-reviewed journals, books, and other relevant sources.

## RESULTS

The results of the literature review indicate that human resource development efforts can improve cooperative performance in organizations. Specifically, the following strategies have been found to be effective:

- 1 Training and development programs: Providing employees with the necessary skills and knowledge to work effectively in teams can significantly improve cooperative performance. Training programs can help employees develop communication, collaboration, and conflict resolution skills, among other essential competencies.
- 2 Leadership development: Developing effective leaders who can facilitate cooperation and teamwork among employees is critical. Leadership development programs can help managers develop the necessary skills to lead teams effectively and create a positive work environment.
- 3 Performance management: Performance management systems that reward cooperative behavior can incentivize employees to work together effectively. Recognizing and rewarding employees who demonstrate cooperative behavior can help create a culture of cooperation within the organization.
- 4 Communication strategies: Effective communication is critical for successful cooperation. Organizations can improve communication by implementing open-door policies, providing regular feedback to employees, and encouraging transparency and honesty in all communication channels.

## DISCUSSION

The results of this study highlight the importance of HRD efforts in improving the performance of cooperatives. The study recommends that cooperatives should invest in HRD programs to improve the competencies and capabilities of their employees. This can be done through a variety of methods, such as training and development programs, mentoring and coaching, and performance management systems. Additionally, cooperatives should foster a culture of continuous learning and development to ensure that employees remain up-to-date with the latest developments in their field.

## CONCLUSION

Overall, this study provides valuable insights into the role of HRD efforts in improving the performance of cooperatives. The findings suggest that HRD programs can help employees develop the knowledge, skills, and abilities needed to perform their job tasks more effectively, as well as foster a culture of continuous learning and development. The study recommends that cooperatives should invest in HRD programs to improve their performance and competitiveness in the global economy.

## REFERENCES

**Published Date: - 02-04-2023**

- 1** Jaiswal, N. K., & Dangi, S. K. (2018). Human resource development and cooperative performance: A review of literature. *International Journal of Commerce and Management Research*, 4(1), 41-49.
- 2** Bajpai, S., & Sengar, S. S. (2021). Human resource development practices and their impact on the performance of agricultural cooperatives in India. *International Journal of Cooperative Studies*, 9(1), 77-92.
- 3** Tham, J., Kase, R., & Weerawardena, J. (2020). Human resource management practices and cooperative performance: Evidence from Singapore. *Journal of Co-operative Organization and Management*, 8(1), 15-24.
- 4** Azhar, A. B., Che-Ani, A. I., & Azman-Saini, W. N. W. (2020). The effect of human resource development on cooperative performance in Malaysia. *Journal of Entrepreneurship Education*, 23(1), 1-12.
- 5** Hassan, N. R., & Adeinat, H. A. (2021). The impact of human resource development practices on the performance of Palestinian agricultural cooperatives. *International Journal of Management and Applied Research*, 8(4), 347-359.