

## ABSTRACT

*This research purpose to to know Development Analysis of Human Resource.. By taken 50 responden at Badan Kepegawaian Pandeglang.*

*As for counted variable pursuant to 3 Factor that is Education Program (X1), Performance Appraisal (X2). Job Experience (X3) and Development Of SDM (Y). Of factor (variable) the isn't it with method research of Linear Regression and SPSS 15.00.*

*With the technique obtained result of research as following :*

*Education Program have negative relation and do not significant to Development of SDM. Education Program only can explain Development of SDM equal to - 0,093 or - 9,3%,.*

*Performance Appraisal have relation which are positive and significant to Development of employees. Performance Appraisal can explain Development of SDM equal to 0,500 or 50,0%, while the rest 50,0% explained by other variable.*

*Job Experience have relation which are positive and significant to Development of SDM equal to 0,553 or 55,3%, while the rest 44,7% explained by other variable.*

*From conducted research result, to be got result of that most dominant factor which influencing Development of SDM at Badan Kepegawaian of Area is Variable Job Experience owning coefficient equal to 0,553, can be taken by an conclusion that Performance Appraisal give a contribution directly to Development of SDM equal to 55,3%.*

*From calculation analysis is also obtained by value of R2 (Coefficient of Determination) equal to 0,406. Mean that 40,60% variable Development of SDM officer will be explained by free variable, that Performance Appraisal and Job Experience.. While the rest 59,40% variable Development of SDM officer will be explained by other variable in this research.*