

## **ABSTRACT**

*Human resource management in a business enterprise is essential to obtain the appropriate corporate performance targets to be achieved by the company. Use of the system of human resource management the right to be a problem that must be answered by a business enterprise to achieve company goals. View of the importance of the role of human resources will be poured in the design model of planning and development of human resources available in a business enterprise. The function model is as one aspect of corporate support in meeting the achievement of company performance effectively and efficiently.*

*Process design and planning models of human resource development is made PT. Siemens Indonesia as a company reference by the author in designing a model view for 100 years of its existence in Indonesia. The design of planning models and human resource development will involve the analysis of supplies and demand for sustainable business. The method is bottom-up thinking analysis and top-down analysis will explain how the strategy factor in determining the purpose, approach, time horizon, environmental analysis, analysis of the implications, integrated planning and control assessments. The results of such thinking will be the basis in the design of the model followed by the model design phase, the organization planning, analysis, process design and implementation. This model is oriented on the input, process and output of human resources in companies and use the percentage calculations Economic Value Added (EVA) as an indicator of the achievement for overall corporate performance.*

*Model planning and human resource development will become a form of how the development of human resource management as more comprehensive and reliable. The designed model to be able to drive any small business, medium and large towards a more advanced and maximize the role of the division of human resources as the main partner for the business units in the company to answer business challenges in the future. This model will make it easy for a company to maximize its performance and focus on the main objectives of the company performance effectively and efficiently. By always doing the learning process of human resources manajemen owned and innovate will be the main provisions of a company to maintain business continuity.*