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PENGARUH PERENCANAAN SUMBER DAYA MANUSIA (SDM) DAN KOMPETENSI TERHADAP KINERJA KARYAWAN DI YAYASAN DARUL HIJRAH PUTERI BANJARBARU Rafikah<sup>1</sup>) Email : Fiqahbanjarmasin89@gmail.com Khuzaini<sup>2</sup>), Mohammad Zainul<sup>3</sup>) Universitas Islam Kalimantan Muhammad Arsyad Al Banjari ABSTRACT To improve employee performance, it is necessary to have a good and right human resource planning, so that human resources in an institution really have the capacity and competence in accordance with what is needed by the organization.

The purpose of this study was to determine whether or not there was a significant effect of human resource planning and competency on the performance of employees in Darul Hijrah Female Banjarbaru foundation. The purpose of this study was to determine whether or not there was a significant effect of human resource planning and competency on the performance of employees in Darul Hijrah Female Banjarbaru foundation. The type of research used is Explanatory Research, using quantitative methods.

The samples used wer

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