

ABSTRAK

Novita Sari, 2022: Pengaruh Kompensasi, Pelatihan dan Pengembangan Karir terhadap Produktivitas Kerja Karyawan pada PT Haleyora Power. Dosen Pembimbing, Akhirman,S.Sos.,M.M dan Firmansyah Kusasi, ST.,MBA

Tujuan penelitian ini untuk mengetahui pengaruh kompensasi, pelatihan dan pengembangan karir terhadap produktivitas kerja karyawan Penelitian dilakukan pada karyawan PT Haleyora Power dengan jumlah responden 45 karyawan. Responden penelitian ditentukan menggunakan metode sampling jenuh. Dengan Teknik analisis data yang digunakan adalah teknik analisis jalur. Hasil pengujian mendapatkan kompensasi, pelatihan dan pengembangan karir berpengaruh positif dan signifikan terhadap produktivitas secara parsial, kompensasi, pelatihan dan pengembangan karir berpengaruh positif dan signifikan terhadap produktivitas kerja secara simultan, kompensasi, pelatihan dan pengembangan karir berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan secara parsial. Berdasarkan hasil penelitian ini diketahui bahwa hasil uji regresi linear berganda adalah $Y = 5,885 + 0,127 (X_1) + 0,425 (X_2) + 0,232 (X_3)$ dimana Kompensasi (X_1), pelatihan (X_2), pengembangan karir (X_3) dan produktivitas kerja (Y). Hasil pengujian parsial membuktikan bahwa variabel kompensasi, pelatihan dan pengembangan karir berpengaruh terhadap produktivitas kerja karyawan. Selanjutnya Uji simultan memperoleh nilai 23,479 membuktikan bahwa Kompensasi, Pelatihan dan Pengembangan Karir berpengaruh secara simultan terhadap Produktivitas Kerja Karyawan pada PT Haleyora Power.

Kata Kunci : Kompensasi, Pelatihan dan Pengembangan Karir dan Produktivitas Kerja

ABSTRACT

*Novita Sari, 2022: Effect of Compensation, Training and Career Development on Employee Work Productivity at PT Haleyora Power.
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The purpose of this study was to determine the effect of compensation, training and career development on employee work productivity. The research was conducted on employees of PT Haleyora Power with 45 employees as respondents. Research respondents were determined using the saturated sampling method. The data analysis technique used is path analysis technique. The test results get compensation, training and career development have a positive and significant effect on productivity partially, compensation, training and career development have a positive and significant effect on work productivity simultaneously, compensation, training and career development have a positive and significant effect on employee work productivity partially . Based on the results of this study, it is known that the results of the multiple linear regression test are $Y = 5.885 + 0.127 (X1) 0.425 (X2) + 0.232$ where compensation (X1), training (X2), career development (X3) and work productivity (Y). The results of the partial test prove that the variables of compensation, training and career development have an effect on employee productivity. Furthermore, the simultaneous test obtained a value of 23,479 proving that Compensation, Training and Career Development have a simultaneous effect on Employee Work Productivity at PT Haleyora Power.

Keywords: Compensation, Training and Career Development and Work Productivity