

ABSTRAK

Liza, 2022

: Dampak Pelatihan, Pengembangan, Disiplin Kerja, Kompetensi Kerja Terhadap Kinerja Karyawan PD. BPR Karimun. Tim Promotor: Roni Kurniawan, S.Sos., M.Si dan Drs. Muhammad Idris D.M., M.M.M.Si.


Penelitian ini bertujuan untuk menjelaskan Pelatihan, Pengembangan, Disiplin Kerja, Kompetensi Kerja Terhadap Kinerja Karyawan. Populasi didalam penelitian ini adalah 35 orang karyawan Di Kantor PD. BPR Karimun. Pengambilan sampel dengan Teknik jenuh, maka jumlah sampel sebanyak 35 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan reliabilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Pelatihan (X1), Pengembangan (X2), Disiplin Kerja (X3), Kompetensi Kerja (X4) terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai F_{hitung} 47.508 dengan nilai F_{tabel} 2.680 mengidentifikasi bahwa variabel Pelatihan (X1), Pengembangan (X2), Disiplin Kerja (X3), Kompetensi Kerja (X4) secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 84,5% variabel Kinerja Karyawan dipengaruhi oleh variabel Pelatihan, Pengembangan, Disiplin Kerja, Kompetensi Kerja. Sisanya 15,5% dipengaruhi oleh factor lainnya yang tidak dijelaskan dalam penelitian ini.

Kata Kunci : Pelatihan, Pengembangan, Disiplin Kerja, Kompetensi Kerja, Terhadap Kinerja Karyawan.

ABSTRACT

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: Impact of Training, Development, Work Discipline, Work Competence Against Employee Performance PD. BPR Karimun. Promoter Team: Roni Kurniawan, S.sos., M.Si and Drs. Muhammad Idris D.M., M.M.M.Si.



This study aims to explain Training, Development, Work Discipline, Work Competence on Employee Performance. The population in this study were 35 employees at the PD Office. BPR Karimun. Sampling with the saturated technique, the number of samples as many as 35 employees. This type of research is quantitative research. The questionnaire was tested for validity and reliability. Data were analyzed using multiple linear regression analysis, including t test, F test, and coefficient of determination. The results showed that partially the variables of Training (X1), Development (X2), Work Discipline (X3), Work Competence (X4) on Employee Performance (Y). The results of the F test obtained the Fcount 47.508 with a Ftable value of 2.680 identifying that the variables of Training (X1), Development (X2), Work Discipline (X3), Work Competence (X4) simultaneously have a significant effect on the Employee Performance variable (Y). Based on the coefficient of determination test, about 84,5.% of Employee Performance variables are influenced by the variables of Training, Development, Work Discipline, Work Competence. The remaining 15,5% is influenced by other factors not described in this study.

Keywords: Training, Development, Work Discipline, Work Competence, Against Employee performance.



AN BERTANYA