

ABSTRAK

Rani Pratiwi, NPM : 71180312135, Pengaruh Pelatihan Kerja dan Pengembangan Karir Terhadap Kinerja Pegawai PT. PLN (PERSERO) Unit Pelaksana Pelayanan Pelanggan (UP3) Lubuk Pakam. Dibimbing oleh Dr. Supriadi.,SE.,MM.,M.Si sebagai pembimbing I dan Ahmad Husin Lubis.S.E.,M.M, sebagai pembimbing II, Skripsi 2024.

Penelitian ini dilakukan di PT. PLN (Persero) Unit Pelaksana Pelayanan Pelanggan (UP3) Lubuk Pakam. Tujuan penelitian ini adalah untuk mengetahui pengaruh pelatihan kerja dan pengembangan karir terhadap kinerja pegawai PT. PLN (Persero) Unit Pelaksana Pelayanan Pelanggan (UP3) Lubuk Pakam. Pelatihan kerja dan pengembangan karir sebagai variabel independen (X) sedangkan kinerja paryawan sebagai variabel dependen (Y). Metode yang digunakan dalam penelitian ini adalah statistik deskriptif dan kuantitatif. Sampel penelitian ini diambil sebanyak 50 responden dari keseluruhan jumlah populasi dengan menggunakan metode sensus/sampling total. Data yang diperoleh dari hasil kuesioner diuji secara statistik melalui program SPSS Statistik 26. Hasil pengujian yang dilakukan menunjukkan bahwa pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai, serta pelatihan kerja dan pengembangan karir signifikan terhadap kinerja pegawai.

Kata kunci :

Pelatihan Kerja, Pengembangan Karir, Kinerja Pegawai

ABSTRACT

Rani Pratiwi, NPM: 71180312135, The Effect of Job Training and Career Development on PT Employee Performance. PLN (PERSERO) Lubuk Pakam Customer Service Implementation Unit (UP3) Supervised by Dr. Supriadi.,SE.,MM.,M.Si as Supervisor I and Ahmad Husin Lubis.S.E.,M.M, as supervisor II, Thesis 2024.

This research was conducted at PT. PLN (Persero) Customer Service Implementation Unit (UP3) Lubuk Pakam. The purpose of this research is to know the effect of Job Training and Career Development on the performance of PT employees. PLN UP3 Lubuk Pakam. Job training and career development are independent variables (X) while employee performance is a dependent variable (Y). The method used in this research is descriptive and quantitative statistics. The sample for this research was taken from 50 respondents from the total population using the Total Census/Sampling Method. The data obtained from the questionnaire results were tested statistically using the SPSS Statistics 26 program. The results of the tests carried out showed that Job Training had a positive and significant effect on Employee Performance, Career Development had a positive and significant effect on Employee Performance, and Job Training and Career Development had a significant effect on Employee Performance.

Keywords :

Job Training, Career Development, Employee Performance