ABSTRAK

Silvia Putri Ningsih, 71220312054, Pengaruh Pelatihan Dan Pengembangan Sumber Daya Manusia Terhadap Kinerja Karyawan Di Ramayana Teladan Medan. Pembimbing I, Dr. Supriadi.,S.E,M.M.,M.Si., Pembimbing II, M.Tahir,S.E.,M.M.

Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan dan pengembangan sumber daya manusia terhadap kinerja karyawan di Ramayana Teladan Medan. Latar belakang penelitian ini didasarkan pada fenomena kinerja karyawan yang belum optimal dan adanya karyawan yang belum mencapai target perusahaan meskipun telah mengikuti program pelatihan. Metode penelitian yang digunakan adalah pendekatan deskriptif kuantitatif. Populasi dalam penelitian ini berjumlah 84 orang karyawan, dan teknik pengambilan sampel menggunakan (total sampling) sehingga seluruh anggota populasi dijadikan sampel penelitian. Data dikumpulkan melalui observasi, wawancara, dan penyebaran kuesioner dengan skala Likert. Teknik analisis data meliputi uji kualitas data (validitas dan reliabilitas), uji asumsi klasik, analisis regresi linier berganda, serta uji hipotesis (uji t dan uji F) menggunakan bantuan perangkat lunak SPSS 23.0. Hasil penelitian menunjukkan bahwa secara parsial, variabel Pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai t_{hitung} 20.751 > t_{tabel} 1.663. Variabel Pengembangan SDM juga berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai t_{hitung} 6.015 > t_{tabel}1,663. Secara simultan (bersama-sama), Pelatihan dan Pengembangan SDM berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai F_{hitung} sebesar 680.740 > F_{tabel} 3,11 dan tingkat signifikansi 0,000 < 0,05. Nilai koefisien determinasi (R^2) menunjukkan bahwa variabel pelatihan dan pengembangan SDM memberikan kontribusi sebesar 95,3% terhadap variasi kinerja karyawan di Ramayana Teladan Medan.

Kata Kunci: *Pelatihan, Pengembangan Sumber Daya Manusia, Kinerja Karyawan.*

ABSTRACT

Silvia Putri Ningsih, 71220312054, The Effect of Human Resource Training and Development on Employee Performance at Ramayana Teladan Medan. Supervisor I, Dr. Supriadi., S.E., M.M., M.Si., Supervisor II, M.Tahir, S.E., M.M.

This study aims to analyze the effect of human resource training and development on employee performance at PT. Ramayana Lestari Sentosa, Tbk, Teladan Medan Branch. The background of this study is based on the phenomenon of suboptimal employee performance and the presence of employees who have not achieved company targets despite having participated in training programs. The research method used is a quantitative descriptive approach. The population in this study was 84 employees, and the sampling technique used (total sampling) so that all members of the population were included in the research sample. Data were collected through observation, interviews, and a Likert-scale questionnaire. Data analysis techniques included data quality testing (validity and reliability), classical assumption testing, multiple linear regression analysis, and hypothesis testing (t-test and F-test) using SPSS 23.0 software. The results showed that partially, the Training variable had a positive and significant effect on employee performance, with a calculated t-value of 20.751 > t-table1.663. The Human Resources Development variable also had a positive and significant effect on employee performance, with a calculated t-value of 6.015> t-table 1.663. Simultaneously (together), Human Resources Training and Development had a positive and significant effect on employee performance, with a calculated F-value of 680.740 > F-table 3.11 and a significance level of 0.000 < 0.05. The coefficient of determination (R2) indicated that the Human Resources Training and Development variable contributed 95.3% to the variation in employee performance at Ramayana Teladan Medan.

Keywords: *Training, Human Resource Development, Employee Performance.*