

Pengaruh program pelatihan dan manajemen karir organisasi terhadap kinerja karyawan (studi pada karyawan tetap di Kantor Pusat PT Aneka Tambang Tbk) = The Effect of training and organizational career management on employee performance (study of employee at PT Aneka Tambang Tbk Head Office)

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh program pelatihan dan pengelolaan karir organisasi terhadap kinerja karyawan karyawan tetap pada PT Berbagai Markas Pertambangan. Variabel bebas dalam penelitian ini adalah Pelatihan diukur berdasarkan teori Bulut dan Culha (2010) dan manajemen karir organisasi diukur berdasarkan teori Kong (2011) sedangkan variabel Ketergantungan adalah kinerja karyawan yang diukur dengan teori Aguinis (2009). Penelitian ini menggunakan pendekatan kuantitatif dengan instrumen kuesioner penelitian. Sampel penelitian ini adalah 120 karyawan tetap pada kantor pusat PT Aneka Tambang yang telah bekerja minimal satu tahun. Analisis yang yang digunakan adalah analisis deskriptif dan analisis inferensial. Hasil penelitian menunjukkan saat diujicobakan secara bersamaan program pelatihan dan manajemen karir mempengaruhi kinerja karyawan. Sebagian hasil penelitian menunjukkan bahwa program pelatihan dan kinerja karyawan berdampak kinerja karyawan, sedangkan variabel manajemen karir organisasi tidak mempengaruhi kinerja karyawan.

..... This study aims to analyze the effect of training programs and organizational career management on the performance of permanent employees at PT Various Headquarters Mining. The independent variable in this study is training measured based on Bulut and Culha's theory (2010) and organizational career management is measured based on Kong's theory (2011), while the dependent variable is employee performance as measured by the theory of Aguinis (2009). This study uses a quantitative approach with a research questionnaire instrument. The sample of this research is 120 permanent employees at the head office of PT Aneka Tambang who have worked for at least one year. The analysis used is descriptive analysis and inferential analysis. The results showed that when training and career management programs were tested simultaneously, they had an effect on employee performance. Some of the research results indicate that training programs and employee performance have an impact on employee performance, while organizational career management variables do not affect employee performance