

ABSTRAK

Nama : Wanda Astriani

NIM : (3012201017)

Judul : Analisis Pengaruh Pelatihan Kerja, Kompensasi Finansial Dan Pengembangan Karir Terhadap Kinerja Karyawan PT Kalimantan Prima Persada Pada Lokasi Kerja Head Office (KPHO) Tahun 2024.
xvi + 84 hlm

Penelitian ini dilatarbelakangi atas kebutuhan PT Kalimantan Prima Persada dalam mewujudkan tujuan perusahaan ditengah tantangan perkembangan bisnis batu bara di Indonesia dan bentuk tindak lanjut atas pengukuran tingkat kepuasan pekerja melalui *Employee Engagement Survey* dimana pelatihan kerja, kompensasi finansial dan pengembangan karir menjadi variabel yang perlu dievaluasi di perusahaan.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisa pengaruh pelatihan kerja, kompensasi finansial, dan pengembangan karir terhadap kinerja karyawan PT Kalimantan Prima Persada. Penelitian ini merupakan penelitian deskriptif dengan pendekatan kuantitatif. Teknik pengumpulan data dalam penelitian ini melalui tinjauan pustaka, studi dokumentasi serta pengisian angket terhadap 70 responden acak karyawan PT Kalimantan Prima Persada.

Empat hipotesis diformulasikan dan diuji menggunakan Analisis Regresi Linier Berganda. Hasil penelitian menunjukkan bahwa secara parsial dan bersama-sama variabel pelatihan kerja, kompensasi finansial dan pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan PT Kalimantan Prima Persada.

Kesimpulan penelitian ini adalah terdapat pengaruh yang signifikan antara Pelatihan Kerja, Kompensasi Finansial dan Pengembangan Karir terhadap Kinerja Karyawan di PT Kalimantan Prima Persada pada Kantor Pusat Jakarta. Pengaruh variabel pelatihan kerja akan meningkatkan kinerja karyawan sebesar 0,252 satuan, variabel kompensasi finansial akan meningkatkan kinerja karyawan sebesar 0,367 satuan dan variabel pengembangan karir akan meningkatkan kinerja karyawan sebesar 0,410 satuan. Besarnya kontribusi Pelatihan Kerja, Kompensasi Finansial dan Pengembangan Karir secara bersama-sama terhadap Kinerja Karyawan adalah sebesar 95,7 %, sisanya 4,3% disebabkan oleh faktor lain.

Kata kunci: Pelatihan Kerja, Kompensasi Finansial, Pengembangan Karir, Kinerja Karyawan

Referensi : 43 Jurnal, 6 Website (2007 – 2024)

ABSTRACT

Name : Wanda Astriani
NIM : (3012201017)
Title : Analysis Influence Job Training, Financial Compensation And
Development Career Against Performance Employees of PT Kalimantan
Prima Persada at the Head Office (KPHO) in 2024.
xvi + 84 hlm

Background of thus research based on the needs of PT Kalimantan Prima Persada in realize objective company in the middle challenge development of the coal business in Indonesia and follow-up of measurement level employee satisfaction through the Employee Engagement Survey where job training, financial compensation and development career is a variable that needs to be evaluated in the company.

The aim of this research is to find out and analyze influence job training, financial compensation, and development career on performance employees of PT Kalimantan Prima Persada. This is descriptive research with approach quantitative method. Deep data collection techniques this research through a review library, study documentation, and filling out questionnaires for 70 respondents random employees of PT Kalimantan Prima Persada.

Four hypothesis formulated and tested using Analysis Multiple Liner Regression. Research result show that in a way partial and together variables job training, financial compensation and development career influential positive and significant to performance employees of PT Kalimantan Prima Persada.

The conclusion of this research is that there is a significant influence between Job Training, Financial Compensation and Career Development on Employee Performance at PT Kalimantan Prima Persada at the Jakarta Head Office. The influence of the job training variable will increase employee performance by 0.252 units, the financial compensation variable will increase employee performance by 0.367 units and the career development variable will increase employee performance by 0.410 units. The contribution of Job Training, Financial Compensation and Career Development together to Employee Performance is 95.7%, the remaining 4.3% is caused by other factors.

Keywords : Job Training , Financial Compensation , Development Career ,
Performance Employee
Reference : 43 Journals, 6 Website (2007 – 2024)