

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh parsial ataupun simultan antara motivasi kerja dan pelatihan pegawai terhadap kinerja pegawai dinas pendidikan, pemuda, dan olahraga Kabupaten Karawang. Metode yang digunakan dalam penelitian ini yaitu metode deskriptif verifikatif. Sampel penelitian ini berjumlah 157 pegawai dinas pendidikan, pemuda, dan olahraga Kabupaten Karawang. Teknik pengambilan sampel dalam penelitian menggunakan metode simple random sampling. Model analisis yang digunakan dalam penelitian ini adalah model analisis jalur. Hasil penelitian menunjukkan bahwa terdapat pengaruh parsial antara motivasi kerja terhadap kinerja pegawai dinas pendidikan, pemuda, dan olahraga Kabupaten Karawang sebesar 27,4%. Sedangkan pengaruh parsial pelatihan pegawai terhadap kinerja pegawai dinas pendidikan, pemuda, dan olahraga Kabupaten Karawang sebesar 52,8%. Terdapat pengaruh secara simultan motivasi kerja dan pelatihan pegawai terhadap kinerja pegawai dinas pendidikan Kabupaten Karawang. Besarnya pengaruh motivasi kerja dan pelatihan pegawai terhadap kinerja pegawai adalah 80,2%, sedangkan sisanya adalah 19,8% dijelaskan oleh faktor-faktor lain yang tidak diteliti dalam penelitian ini.

**Kata Kunci: Motivasi Kerja, Pelatihan, Kinerja Pegawai**



## **ABSTRACT**

*This study aims to determine the partial or simultaneous effect of work motivation and employee training on the performance of the employees of the Department of Education, Youth, and Sports of Karawang Regency. The method used in this research is descriptive verification method. This research was conducted at the Department of Education, Youth, and Sports of Karawang Regency. The sample of this study amounted to 157 employees of the Department of Education, Youth, and Sports Karawang Regency. The sampling technique in this study used the simple random sampling method. The analytical model used in this study is the path analysis model. The results showed that there was a partial influence between work motivation on the performance of the employees of the Department of Education, Youth, and Sports in Karawang Regency by 27.4%. While the partial effect of employee training on the performance of the employees of the Department of Education, Youth, and Sports of Karawang Regency is 52.8%. There is a simultaneous influence of work motivation and employee training on the performance of the employees of the Department of Education, Karawang Regency. The magnitude of the effect of work motivation and employee training on employee performance is 80.2%, while the remaining 19.8% is explained by other factors not examined in this study.*

*Keywords: Work Motivation, Training, Employee Performance*



