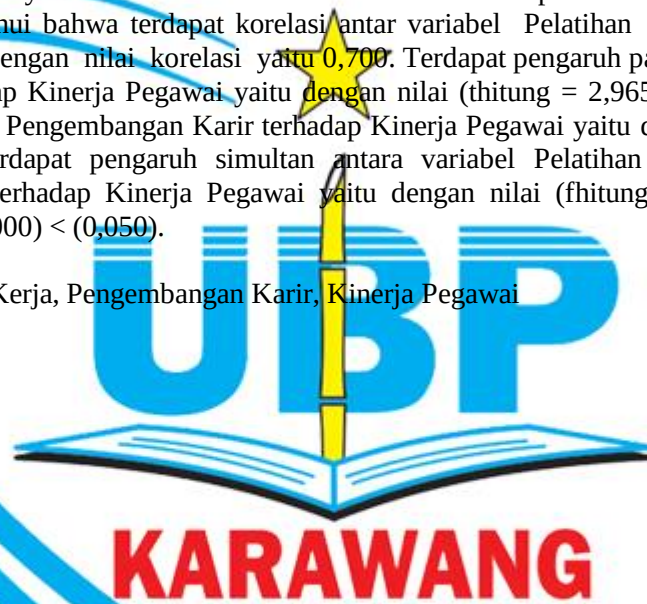


ABSTRAK

Penelitian ini bertujuan untuk mengetahui, menganalisis, dan menjelaskan Pelatihan Kerja, Pengembangan Karir, Kinerja Pegawai, korelasi antara Pelatihan Kerja dan Pengembangan Karir, pengaruh parsial antara Pelatihan Kerja terhadap Kinerja Pegawai, pengaruh parsial antara Pengembangan Karir terhadap Kinerja Pegawai, serta pengaruh simultan antara Pelatihan Kerja dan Pengembangan Karir terhadap Kinerja Pegawai. Penelitian ini menggunakan metode deskriptif dan verifikatif. Sampel pada penelitian ini yaitu 92 orang pegawai Dinas Pendidikan Pemuda dan Olahraga Kabupaten Karawang dari total populasi yaitu 120 orang pegawai. Jenis metode penelitian yang akan digunakan oleh Penulis yaitu metode penelitian kuantitatif. Teknik sampling yang digunakan pada penelitian ini yaitu menggunakan teknik probability sampling dengan cara random sampling (Metode Sampel Acak Sederhana). Analisis yang digunakan yaitu Analisis Jalur (Path Analysis). Alat analisis yang digunakan yaitu software SPSS 26. Berdasarkan hasil penelitian yang telah dilakukan dapat diketahui bahwa terdapat korelasi antar variabel Pelatihan Kerja dan Pengembangan karir dengan nilai korelasi yaitu 0,700. Terdapat pengaruh parsial antara Pelatihan Kerja terhadap Kinerja Pegawai yaitu dengan nilai (thitung = 2,965). Terdapat pengaruh parsial antara Pengembangan Karir terhadap Kinerja Pegawai yaitu dengan nilai (thitung = 5,723). Terdapat pengaruh simultan antara variabel Pelatihan Kerja dan Pengembangan Karir terhadap Kinerja Pegawai yaitu dengan nilai (fhitung = 64,085) dengan signifikansi $(0,000) < (0,050)$.

Kata kunci : Pelatihan Kerja, Pengembangan Karir, Kinerja Pegawai



ABSTRACT

This study aims to identify, analyze, and explain Job Training, Career Development, Employee Performance, the correlation between Job Training and Career Development, the partial effect of Job Training on Employee Performance, the partial effect of Career Development on Employee Performance, and the simultaneous effect of Training Work and Career Development on Employee Performance. This research uses descriptive and verification methods. The sample in this study were 92 employees of the Karawang District Education, Youth and Sports Office, out of a total population of 120 employees. The type of research method that will be used by the author is the quantitative research method. The sampling technique used in this study is using probability sampling technique by means of random sampling (Simple Random Sample Method). The analysis used is Path Analysis. The analysis tool used is SPSS 26 software. Based on the results of the research that has been done, it can be seen that there is a correlation between the variables of Job Training and Career Development with a correlation value of 0.700. There is a partial effect between Job Training on Employee Performance, namely the value ($t_{count} = 2.965$). There is a partial influence between Career Development on Employee Performance, namely the value ($t_{count} = 5.723$). There is a simultaneous influence between the variables Job Training and Career Development on Employee Performance, namely the value ($f_{count} = 64.085$) with a significance of $(0.000) < (0.050)$.

Keywords : Job Training, Career Development, Employee Performance

