

ABSTRAK

Dinar Purnamasari. 15416261201206. Analisis Pengaruh Pelatihan dan Disiplin Kerja terhadap Kinerja Karyawan pada PT. Plasindo Lesatari Karawang. Di bawah bimbingan “Dr. Budi ismayadi, S.E., M.M” dan “Suroso, S.E., M.M” .

Penelitian ini bertujuan untuk memperoleh bukti-bukti empirik dan menemukan kejelasan fenomena serta kesimpulan tentang pengaruh kedua variabel tersebut di atas terhadap kinerja karyawan pada PT. Plasindo Lesatari Karawang.

Skripsi ini diharapkan dapat memberikan sumbangan bagi pengembangan ilmu menejemen khususnya: Manajemen, Manajemen Sumber Daya Manusia, Pelatihan, Disiplin Kerja serta Kinerja Karyawan.

Penelitian ini dilakukan dengan menggunakan metode deskriptif dan verifikatif, yaitu: mengumpulkan, menyajikan, menganalisis dan melakukan pengujian hipotesis, serta membuat kesimpulan dan saran. Sampel dikumpulkan dengan menggunakan metode *Random Sampling* dengan jumlah sampel 86 responden dari 113 orang karyawan. Teknik analisis data yang digunakan yaitu teknik Analisis Rentang Skala dan Analisis Jalur dengan bantuan Methodof Successive Interval (MSI), program komputer Microsoft Excel 2010, dan SPSS versi 16. Dari hasil analisis data penelitian, diperoleh beberapa kesimpulan sebagai berikut:

1. Pelatihan pada PT. Plasindo Lestari Karwang berada pada kriteria Baik. Artinya Pelatihan di PT. Plasindo Lestari Karawang sudah Baik.
2. Disiplin Kerja pada PT. Plasindo Lestari Karawang berada pada kriteria Baik. Artinya Disiplin Kerja di PT. Plasindo Lestari Karawang sudah Baik.
3. Kinerja Karyawan pada PT. Plasindo Lestari Karawang berada pada kriteria Baik. Artinya Kinerja Karyawan di PT. Plasindo Lestari Karawang sudah Baik.

Terdapat hubungan antara Pelatihan dan Disiplin Kerja, dengan nilai koefisien korelasi 0,704 dan mempunyai tingkat hubungan yang kuat dan searah karena nilainya positif. Terdapat pengaruh parsial antara Pelatihan dan Disiplin Kerja terhadap Kinerja Karyawan. Pengaruh Pelatihan terhadap Kinerja Karyawan 0,007. Dan pengaruh Disiplin Kerja terhadap Kinerja Karyawan 0,422. Maka dapat dinyatakan bahwa Disiplin Kerja lebih banyak memberikan kontribusi terhadap Kinerja Karyawan dibandingkan Pelatihan. Hasil analisis pengujian secara simultan Pelatihan dan Disiplin Kerja terhadap Kinerja Karyawan sebesar 42,9% nilai sig. (0,000) $< \alpha$ (0,05), dengan demikian H_0 ditolak. Sehingga dapat disimpulkan bahwa Pelatihan dan Disiplin Kerja terhadap Kinerja Karyawan sebesar 42,9%, sedangkan sisanya 57,1% merupakan kontribusi variabel lain yang tidak diteliti.

Berdasarkan uraian di atas, saran yang diperoleh antara lain adalah adanya peningkatan pelatihan untuk meningkatkan disiplin kerja sehingga kinerja karyawan pada PT. Plasindo Lestari Karawang meningkat.

Kata kunci : **Pelatihan, Disiplin Kerja, Kinerja Karyawan**

ABSTRACT

Dinar Purnamasari. 15416261201206. Analysis of the influence of training and work discipline on employee performance at PT. Plasindo Lesatari Karawang. Under the guidance of "Dr. Budi Ismayadi, S.E., M. M" and "Suroso, S.E., M. M".

This research aims to obtain empirical evidence and find clarity of phenomena and conclusions about the influence of both of these variables on the performance of employees at PT. Plasindo Lesatari Karawang.

This thesis is expected to contribute to the development of the knowledge in particular: management, human resource management, training, work discipline and employee performance.

This research is conducted using descriptive and verification methods, namely: collecting, presenting, analyzing and conducting hypothesis testing, and making conclusions and suggestions. The samples were collected using the Random Sampling method with a sample number of 86 respondents from 113 employees. The data analysis techniques used are scale range analysis and path analysis techniques with the help of Method of Successive Interval (MSI), Microsoft Excel computer program 2010, and SPSS version 16. From the results of analysis of research data, obtained several conclusions as follows:

1. PT. Plasindo Lestari Karawang Training is on the criteria of good. This means that the training in PT. Plasindo Lestari Karawang is good.
2. Working discipline at PT. Plasindo Lestari Karawang is on good criteria. It means that the work discipline at PT. Plasindo Lestari Karawang is good.
3. Employee performance at PT. Plasindo Lestari Karawang is on good criteria. It means that employee performance at PT. Plasindo Lestari Karawang is good.

There is a relationship between training and work discipline, with a correlation coefficient value of 0.704 and having a strong and direct relationship level because of its positive value. There is a partial influence between training and work discipline on employee performance. Training effect on employee performance 0.007. And the influence of work discipline on employee performance 0.422. It can then be stated that the work discipline contributes more to employee performance than training. The results of simultaneous testing analysis of training and work discipline on employee performance amounted to 42.9% of the value of SIG. $(0.000) < ((0.05)$, thereby H_0 rejected. So it can be concluded that the training and work discipline on employee performance is 42.9%, while the remaining 57.1% is the contribution of other variables that are not researched.

Based on the explanation above, the advice obtained among others is the improvement of the training to improve the work discipline so that the performance of employees at PT. Plasindo Lestari Karawang increases.

Keywords: training, work discipline, employee performance