

ABSTRACT

APRIDA ANGGRIANI. 2022. *The Influence of Competency and Job Training on Employees' Productivity at PT. Pos Indonesia (Persero) Baturaja Branch. The research was under the guidance of Erfin Mardalena, S.E., M.Si. and RR. Dimas Veronica Priharti, S.E., M.M.*

This research discussed the influence of competency and job training on employees' productivity at PT. Pos Indonesia (Persero) Baturaja Branch. The data collection technique used in this study was through distributing questionnaires. Total population of 30 employees. The data analysis technique used was Multiple Linear Regression. Based on the results of partial analysis, there was an influence of competency on employees' work productivity at PT. Pos Indonesia (Persero) Baturaja Branch obtained t count 3.886 with ttable 2.051 because, tcount > ttable or $3.886 > 2.051$, then the decision was H_0 was rejected and H_a was accepted. Job training variables had an influence on employees' work productivity at PT. Pos Indonesia (Persero) Baturaja Branch obtained tcount 7.064, because the value of tcount > ttable or $7.064 > 2.051$, then the decision was H_0 was rejected and H_a was accepted. Simultaneously it was found that there was an influence of competence and job training on employees' work productivity at PT. Pos Indonesia (Persero) Baturaja Branch with an Fcount of 70.951. This could be seen from the ANOVA table which showed Fcount > Ftable ($70.951 > 3.35$) then H_0 was rejected and H_a was accepted. The coefficient of determination (R^2) obtained was 0.840. This showed that the contribution of competence and job training to work productivity was 84.0%, while the remaining 16.0% was influenced by other variables outside of this study, namely mindset, motivation, personality and work environment (Harras, 2020: 389).

Keywords: Competency and Job Training, Work Productivity

ABSTRAK

APRIDA ANGGRIANI. 2022. Pengaruh Kompetensi Dan Pelatihan Kerja Terhadap Produktivitas Kerja Karyawan Pada PT. Pos Indonesia (Persero) Cabang Baturaja. Skripsi dibimbing oleh Erfin Mardalena, S.E., M.Si. selaku pembimbing I dan RR. Dimas Veronica Priharti, S.E., M.M. selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh Kompetensi Dan Pelatihan Kerja Terhadap Produktivitas Kerja Karyawan Pada PT. Pos Indonesia (Persero) Cabang Baturaja. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 30 orang karyawan. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada Pengaruh Kompetensi Terhadap Produktivitas Kerja Karyawan Pada PT. Pos Indonesia (Persero) Cabang Baturaja diperoleh $t_{hitung} 3,886$ dengan $t_{tabel} 2,051$ karena, nilai $t_{hitung} > t_{tabel}$ atau $3,886 > 2,051$, maka keputusannya H_0 ditolak dan H_a diterima. Variabel pelatihan kerja ada Pengaruh Terhadap Produktivitas Kerja Karyawan Pada PT. Pos Indonesia (Persero) Cabang Baturaja diperoleh $t_{hitung} 7,064$, karena nilai $t_{hitung} > t_{tabel}$ atau $7,064 > 2,051$, maka keputusannya H_0 ditolak dan H_a diterima. Secara simultan didapatkan ada Pengaruh Kompetensi dan Pelatihan Kerja terhadap produktivitas kerja karyawan Pada PT. Pos Indonesia (Persero) Cabang Baturaja dengan nilai F_{hitung} sebesar 70,951. Hal ini dapat dilihat dari tabel ANOVA yang menunjukkan $F_{hitung} > F_{tabel}$ ($70,951 > 3,35$) maka H_0 ditolak dan H_a diterima. Koefisien determinasi (R^2) yang diperoleh sebesar 0,840. Hal ini menunjukkan berarti sumbangan pengaruh Kompetensi dan Pelatihan kerja terhadap Produktivitas Kerja sebesar 84,0% sedangkan sisanya 16,0% dipengaruhi oleh variabel lain diluar penelitian ini yaitu pola pikir, motivasi, kepribadian dan lingkungan kerja (Harras, 2020:389).

Kata Kunci : Kompetensi dan Pelatihan Kerja, Produktivitas Kerja