ABSTRAK

KHINTAN GUSTIA ANTONI,Dampak Pelatihan dan Kompetensi Terhadap Pengembangan Karier Karyawan PT. Pos Indonesia (Persero) Baturaja, di bawah bimbingan Ervin Mardalena,S.E.,M.Si dan RR Dimas Veronica Priharti,S.E.,M.M.

Penelitian ini membahas tentang Dampak Pelatihan dan Kompetensi Terhadap Pengembangan Karier Karyawan. Metode analisis digunakann adalah metode kuantitatif dengan menggunakan alat analisis regresi linier berganda. Hasil analisis menjelaskan nilai t hitung variabel Pelatihan (X1) sebesar 6,370 dan Kompetensi (X2) sebesar -2,657 jika dibandingkan dengan nilai t-tabel sebesar 2,004 nilai f hitung sebesar 20,335 Yang lebih besar dari f tabel sebesar 3,16 Dengan demikian hal ini membuktikan bahwa secara parsial dan simultan variabel Pelatihan (X1) dan Kompetensi (X2) berpengaruh secara signifikan terhadap Pengembangan Karier (Y) Karyawan PT. Pos Indonesia (Persero) Baturaja. Nilai koefisien determinasi R Square sebesar 0,425 hal ini berarti 42,5%pengembangan karier dijelaskan oleh pengaruh variabel pelatihan dan kompetensi sedangkan sisanya yaitu 57,5% dipengaruhi oleh variabel lainnya di luar variabel yang dimasukkan dalam model penelitian ini, yaitu motivasi kerja, budaya organisasi, tanggung jawab, disiplin kerja dan insentif (Sedermayanti,2017:228) .

Kata kunci : Pelatihan, Kompetensi, Pengembangan Karier.

ABSTRACT

KHINTAN GUSTIA ANTONI, The Impact of Training and Competence on Employees' Career Development of PT. Pos Indonesia (Persero) Baturaja, under the guidance of Ervin Mardalena, S.E., M.Si and RR Dimas Veronica Priharti, S.E., M.M.

This study discusses the Impact of Training and Competence on Employees' Career Development. The analytical method used is a quantitative method using multiple linear regression analysis tools. The results of the analysis explain the t-count value of the Training variable (X1) of 6.370 and Competence (X2) of -2.657 when compared to the t-table value of 2.004, the calculated f-value of 20.335 which is greater than the f table of 3.16. Thus it proves that partially and simultaneously the variables of Training (X1) and Competence (X2) have a significant impacts on Employees' Career Development (Y) of PT. Pos Indonesia (Persero) Baturaja. The coefficient of determination R Square is 0.425, it means that 42.5% of career development is explained by the influence of training and competence variables while the remaining 57.5% is influenced by other variables outside the variables included in this model model, namely work motivation, organizational culture, responsibility, work discipline and incentives (Sedermayanti, 2017:228) .

Keywords: Training, Competence, Career Development.