

## ABSTRAK

Wardan Fikri (2023) Pengaruh *Retensi* dan Pelatihan Terhadap Produktivitas Kerja Pegawai di Puskesmas Rawat Inap Peninjauan. Skripsi ini dibimbing oleh Novegya Ratih Primandari, S.E.,M.Si., dan Hilmi Wiranawata, S.E.,M.M.

Penelitian ini membahas Pengaruh *Retensi* dan Pelatihan Terhadap Produktivitas Kerja Pegawai di Puskesmas Rawat Inap Peninjauan. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 92 orang. Metode yang digunakan adalah metode kuantitatif dengan alat analisis Regresi Linear Berganda. Berdasarkan hasil analisis secara persial *Retensi* berpengaruh terhadap Produktivitas Kerja Pegawai di Puskesmas Rawat Inap Peninjauan dengan nilai  $t_{hitung}$  sebesar 2,412. Pelatihan berpengaruh terhadap produktivitas kerja pegawai di Puskesmas Rawat Inap Peninjauan dengan nilai  $t_{hitung}$  sebesar 6,619. Secara simultan *Retensi*, Pelatihan berpengaruh terhadap Produktivitas Kerja Pegawai di Puskesmas Rawat Inap Peninjauan. koefisien determinasi (*adjusted R square*) sebesar 0.951 hal ini menunjukkan berarti 95,1% Produktivitas Kerja Pegawai Puskesmas Rawat Inap Peninjauan dipengaruhi oleh *Retensi* ( $X_1$ ) dan Pelatihan ( $X_2$ ) sedangkan sisanya 4,9% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti upah yang baik dan disiplin kerja.

**Kata kunci: retensi, pelatihan, produktivitas kerja**

## ABSTRACT

Wardan Fikri (2023) The influence of retention and training on employees' productivity at the inpatient care center of Peninjauan Public Health Center. Under the guidance of Novegya Ratih Primandari, S.E., M.Si., and Hilmi Wiranawata, S.E., M.M.

This research examined the influence of retention and training on employees' productivity at the inpatient care center of Peninjauan Public Health Center. The data collection technique used in this study was through the distribution of questionnaires to a population of 92 employees. The method used was a quantitative method with multiple linear regression analysis. Based on the partial analysis results, retention had a significant influence on employees' productivity at the inpatient care center of Peninjauan Public Health Center with a t-value of 2.412. Training also had a significant influence on employees' productivity at the inpatient care center of Peninjauan Public Health Center with a t-value of 6.619. Simultaneously, retention and training had a significant influence on employees' productivity at the inpatient care center of Peninjauan Public Health Center. The coefficient of determination (adjusted R square) was 0.951, which meant that 95.1% of employees' productivity at the inpatient care center of Peninjauan Public Health Center was influenced by retention ( $X_1$ ) and training ( $X_2$ ), while the remaining 4.9% was influenced by other variables not mentioned in this study, such as good wages and work discipline.

**Keywords: retention, training, employees' productivity.**