ABSTRAK

Yovi Abigael Bohalima (2023), Pengaruh Pelatihan Kerja Dan Pengawasan Terhadap Kinerja Karyawan Di Hotel Bukit Indah Lestari (BIL) Baturaja. Skripsi ini Dibimbing oleh Rosmala Dewi, S.E.,M.Si, Selaku Pembimbing I dan RR. Dimas Veronica Priharti, S.E.,M.M, Selaku Pembimbing II.

Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh Pelatihan Kerja terhadap Kinerja Karyawan di Hotel Bukit Indah Lestari (BIL) Baturaja dengan nilai t_{hitung} sebesar 3,028. Variabel Pengawasan secara parsial berpengaruh terhadap Kinerja Karyawan di Hotel Bukit Indah Lestari (BIL) Baturaja dengan nilai t_{hitung} sebesar 25,531. Secara simultan didapatkan ada pengaruh Pelatihan Kerja dan Pengawasan terhadap Kinerja Karyawan di Hotel Bukit Indah Lestari (BIL) Baturaja. Koefisien determinasi (R^2) yang diperoleh sebesar 0,972. Hal ini menunjukkan berarti sumbangan pengaruh Pelatihan Kerja dan Pengawasan terhadap Kinerja Karyawan sebesar 97,2% sedangkan sisanya 2,8% dipengaruhi oleh variabel lain seperti disiplin, inisiatif dan pengetahuan (dikutip di Silaen, 2021:5).

Kata Kunci: Pelatihan Kerja, Pengawasan dan Kinerja Karyawan.

ABSTRACT

Yovi Abigael Bohalima (2023), The Influence of Job Training and Supervision on Employees' Performance at the Bukit Indah Lestari Hotel (BIL) Baturaja. Under the guidance of Rosmala Dewi, S.E., M.Si and RR. Dimas Veronica Priharti, S.E.,M.M,.

The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis, there was an influence of Job Training on Employees' Performance at the Bukit Indah Lestari Hotel (BIL) Baturaja with a tcount of 3.028. The monitoring variable partially influenced employees' performance at the Bukit Indah Lestari Hotel (BIL) Baturaja with a tcount of 25.531. Simultaneously, it was found that there was an influence of Job Training and Supervision on Employees' Performance at the Bukit Indah Lestari Hotel (BIL) Baturaja. The coefficient of determination (R2) obtained was 0.972. This showed that the contribution of the influence of Job Training and Supervision on Employees' Performance was 97.2%, while the remaining 2.8% was influenced by other variables such as discipline, initiative and knowledge (cited in Silaen, 2021:5).

Keywords: Job Training, Supervision and Employees' Performance.