

ABTRAK

Ressi Dewana GustriaiNpm 1911093 , Pengaruh Pelatihan Dan Pengembangan Sumber Daya Manusia Terhadap Produktivitas Kerja Karyawan PT. Sembaja Lampung .Skripsi Ini Di Bimbing Oleh Noviansyah,S.E.,M.Si Selaku Pembimbing 1 Dan Angga Wibowo Gultom,S.M.B.,M.Si .

Teknik analisa data yang digunakan adalah regresi linear berganda.Berdasar kan hasil analisis secara persial ada pengaruh pelatihan dan pengembangan sumber daya manusia terhadap produktivitas kerja karyawan PT. sembaja lampung .dengan nilai t hitung 2.725 ,pelatihan secara Persial dan pengaruh terhadap produktivitas kerja karyawan PT. sembaja lampung dengan nilai t hitung 2.051 ,,secara simultan di dapatkan ada pengaruh pelatihan dan pengembangan terhadap produktivitas kerja karyawan PT. sembaja lampung , koefisien determinasi

(R²) yang diperoleh sebesar 0,739 ,hal ini menunjukkann bahwa sumbangan pelatihan dan pengembangan sumber daya manusia terhadap produktivitas kerja karyawan PT. sembaja lampung 73,9% sedangkan sisanya 26.1% dipengaruhi oleh variable lian sepert ipengetahuan ,motivasi dan disiplin kerja (kasmir,2022:189)

Kata kunci :pelatihan dan pengembangan sdmr erhadap produktivitas kerja

ABSTRACT

Ressi Dewana Gustriai, Student ID 1911093, The Influence of Training and Human Resource Development on employees' work productivity at PT. Sembaja Lampung. This study was under the guidance of Noviansyah, S.E., M.Si and Angga Wibowo Gultom, S.M.B., M.Si.

The data analysis technique used was multiple linear regression. Based on the partial analysis results, the influence of training and human resource development on employees' work productivity at PT. Sembaja Lampung was found to have a t-value of 2.725. The training had a partial influence on employees' work productivity at PT. Sembaja Lampung with a t-value of 2.051. Simultaneously, the training and development had a significant influence on employees' work productivity at PT. Sembaja Lampung, with a coefficient of determination (R^2) obtained as 0.739. This indicated that the contribution of training and human resource development to employees' work productivity at PT. Sembaja Lampung was 73.9%, while the remaining 26.1% was influenced by other variables such as knowledge, motivation, and work discipline (Kasmir, 2022:189).

Keywords: training and human resource development, work productivity.