

## ABSTRAK

Fajrianti Chaerunnisa (2023) Pengaruh Pengawasan Dan Pelatihan Terhadap Kinerja Karyawan (Studi Kasus : Pramuniaga PT.Matahari Department Store Citymall Baturaja. Di bawah bimbingan Ibu Rosmala Dewi, S.E.,M.Si dan Ibu Muznah S.T, M.M

Tujuan penelitian ini untuk mengetahui Pengaruh Pngawsan Dan Pelatihan Terhadap Kinerja Karyawan (Studi Kasus : Pramuniaga PT.Matahari Department Store Citymall Baturaja. dengan 103 sampel sebagai responden. Serta metode analisis yang digunakan adalah metode kuantitatif

Hasil peneltiaian menunjukkan bahwa secara parsial Kepemimpinan berpengaruh secara signifikan terhadap kinerja pegaawai yang dibuktikan dengan nilai t hitung  $13,525 > t$  tabel  $2,010$ . Secara parsial Disiplin kerja juga berpengaruh secara signifikan terhadap Kinerja Pegawai yang dibuktikan dengan nilai t hitung  $2,722 > t$  tabel  $2,010$ . Selain itu pada pengujian secara simultan menunjukkan hasil bahwa Pengawasan Dan Pelatihan Terhadap Kinerja Karyawan (Studi Kasus : Pramuniaga PT.Matahari Department Store Citymall Baturaja. yang dibuktikan dengan nilai F hitung  $92,525 > F$  tabel  $3,19$ . Dan pada pengujian koefisien determinasi menunjukkan nilai R Square sebesar  $0,796$  yang berarti bahwa  $79,6\%$  variabel kinerja pegawai dipengaruhi oleh variabel kepemimpinan dan disiplin kerja, sedangkan sisanya  $20,4\%$  dipengaruhi oleh variabel lain diluar penelitian ini seperti pengawasan dan sebagainya (Busro, 2020:356).

Kata Kunci : Pengawasan, Pelatihan dan Kinerja Karyawan

## **ABSTRACT**

Fajrianti Chaerunnisa (2023) The Influence of Supervision and Training on Employees' Performance (Case Study: Clerk of PT.Matahari Department Store Citymall Baturaja. This study was under the guidance of Rosmala Dewi, S.E.,M.Si and Muznah S.T, M.M

The purpose of this study was to determine the influence of supervision and training on employees' performance (Case study: sales clerk at PT.Matahari Department Store Citymall Baturaja. with 103 samples as respondents. As well as the analytical method used was the quantitative method

The results of the study showed that partially leadership had a significant influence on employees' performance as evidenced by the t count of  $13.525 > t$  table of 2.010. Partially work discipline also had a significant influence on employees' performance as evidenced by the t count of  $2.722 > t$  table of 2.010. In addition, simultaneous testing showed the results that Supervision and Training on Employees' Performance (Case Study: Sales Clerk at PT. Matahari Department Store Citymall Baturaja. As evidenced by the calculated F value of  $92.525 > F$  table 3.19. And in testing the coefficient of determination showed the value of R Square was 0.796 which meant that 79.6% of employees' performance variables were influenced by leadership and work discipline variables, while the remaining 20.4% were influenced by other variables outside of this study such as supervision and so on (Busro, 2020: 356).

Keywords: Supervision, Training and Employees' Performance