

ABSTRACT

Seftiani (2022), The Influence of Training and Job Placement on Employees' Performance at PT. Sinarmas Distribusi Nusantara Baturaja OKU. Under the guidance of Ali Akbar, S.E., M.Si. and Dahlia, S.E., M.Si. This paper discussed the Influence of Training and Job Placement on Employees' Performance at PT. Sinarmas Distribusi Nusantara Baturaja OKU. The population in this study were 36 employees of PT. Sinarmas Distribusi Nusantara Baturaja OKU. The analytical method used was quantitative method using Multiple Linear Regression analysis tool. The results of the analysis explain that the t-count of each training variable (X1) was 4.825 and Work Placement (X2) was 2.941, which was greater than the t-table value of 2.03452 which stated that all variables had a significant influence on employees' performance at PT. Sinarmas Distribusi Nusantara Baturaja OKU. The calculated F value of 121.553 was greater than the F table of 3.28 which stated that jointly training and work placement had a significant influence on employees' performance at PT. Sinarmas Distribusi Nusantara Baturaja OKU. The coefficient of determination (R Square) of 0.880 meant that in this case the contribution of the influence of Training and Work Placement on Employees' Performance was 88%, while the remaining 12% was influenced by other variables outside the variables included in this research model, namely work motivation, responsibility, work discipline and incentives (Sedarmayanti, 2017: 228).

Keywords: Training, Job Placement and Employees' Performance.

ABSTRAK

Seftiani (2022), Pengaruh Pelatihan dan Penempatan Kerja Terhadap Kinerja Karyawan di PT. Sinarmas Distribusi Nusantara Baturaja OKU. Dibawah bimbingan **Ali Akbar, S.E., M.Si. dan Dahlia, S.E., M.Si.** Skripsi ini membahas tentang Pengaruh Pelatihan dan Penempatan Kerja Terhadap Kinerja Karyawan di PT. Sinarmas Distribusi Nusantara Baturaja OKU. Populasi dalam penelitian ini adalah 36 orang karyawan PT. Sinarmas Distribusi Nusantara Baturaja OKU. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Pelatihan (X_1) sebesar 4,825 dan Penempatan Kerja (X_2) sebesar 2,941 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,03452 menyatakan seluruh variabel berpengaruh signifikan terhadap Kinerja Karyawan PT. Sinarmas Distribusi Nusantara Baturaja OKU. Nilai F hitung sebesar 121,553 lebih besar dari F tabel sebesar 3,28 menyatakan bahwa bahwa secara bersama-sama Pelatihan dan Penempatan Kerja berpengaruh signifikan Terhadap Kinerja Karyawan PT. Sinarmas Distribusi Nusantara Baturaja OKU. Nilai koefisien determinasi (*R Square*) sebesar 0,880 artinya dalam hal ini sumbangan pengaruh Pelatihan dan Penempatan Kerja Terhadap Kinerja Karyawan sebesar 88%, Sedangkan sisanya 12% dipengaruhi oleh variabel lainnya di luar variabel yang dimasukkan dalam model penelitian ini, yaitu motivasi kerja, tanggung jawab, disiplin kerja dan insentif (Sedarmayanti,2017: 228).

Kata Kunci : Pelatihan, Penempatan Kerja dan Kinerja Karyawan.