

## ABSTRAK

**Muhammad Aldy Mandaura (2022).** Pengaruh Pelatihan Kerja Dan Kompetensi Terhadap Kinerja Karyawan PT. Minanga Ogan. Dibimbing oleh ibuErvin Mardalena, S.E.,M.Siselaku pembimbing I danIbu Rani Anwar, S.Pd, M.Si selaku pembimbing II. Penelitian ini bertujuan untuk mengetahui Pengaruh Pelatihan Kerja Dan Kompetensi Terhadap Kinerja Karyawan PT. Minanga Ogan.

Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil olah data didapatkan bahwa Secara Parsial variabel pelatihan kerja memiliki nilai  $t_{hitung}$  (14.148) >  $t_{tabel}$  (1.98609) maka ada pengaruh signifikan pelatihan kerja terhadap kinerja karyawan PT. Minanga Ogan. Sedangkan pada variabel kompetensi memiliki nilai  $t_{hitung}$  (11.158) >  $t_{tabel}$  (1.98609) maka ada pengaruh signifikan kompetensi terhadap kinerja karyawan PT. Minanga Ogan. Secara simultan ada pengaruh signifikan pelatihan kerja dan kompetensi terhadap kinerja karyawan PT. Minanga Ogan. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0.858. Hal ini menunjukkan berarti sumbangan pelatihan kerja dan kompetensi terhadap kinerja karyawan PT. Minanga Ogan sebesar 85,8% sedangkan sisanya 14,2% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini seperti loyalitas dan disiplin kerja (Kasmir, 2019:189).

Kata Kunci : Pelatihan Kerja, Kompetensi dan Kinerja Karyawan

## ABSTRACT

**Muhammad Aldy Mandaura (2022).** The Influence of Job Training and Competence on Employees' Performance at PT. Minanga Ogan. Under the guidance of Ervin Mardalena, S.E., M.Si and Rani Anwar, S.Pd. M.Si. This study aimed to determine the Influence of Job Training and Competence on Employees' Performance at PT. Minanga Ogan

The data analysis technique used was Multiple Linear Regression. Based on the results of data processing, it was found that partially the job training variable had a value of  $t_{\text{count}} (14,148) > t_{\text{table}} (1,98609)$ , so there was a significant influence of job training on the performance of employees at PT. Minanga Ogan while the competence variable had a value of  $t_{\text{count}} (11.158) > t_{\text{table}} (1.98609)$ , then there was a significant influence of competence on the performance of employees at PT. Minanga Ogan. Simultaneously there was a significant influence of job training and competence on the performance of employees at PT. Minanga Ogan. The coefficient of determination ( $R^2$ ) obtained was 0.858. This showed that the contribution of job training and competence to the performance of employees at PT. Minanga Ogan was 85.8% while the remaining 14.2% was influenced by other variables not included in this research model such as loyalty and work discipline (Kasmir, 2019:189).

Keywords : Job Training, Competence and Employees' Performance