

**ANALISIS PENGARUH MOTIVASI KERJA, PELATIHAN KERJA, DAN  
PENGEMBANGAN SUMBER DAYA MANUSIA TERHADAP  
KINERJA KARYAWAN  
(Studi Kasus di PT Golden Energy Mines Tbk)**

**ABSTRAK**

Penelitian ini membahas mengenai pengaruh motivasi kerja, pelatihan kerja, dan pengembangan sumber daya manusia terhadap kinerja karyawan di PT Golden Energy Mines Tbk sebagai salah satu perusahaan eksploitasi dan perdagangan batubara di Indonesia. Data penelitian dikumpulkan melalui penyebaran kuesioner kepada karyawan terpilih yang telah mendapatkan pelatihan kerja dan pengembangan dari manajemen perusahaan. Data tersebut diambil dengan cara mewawancarai responden penelitian melalui kuesioner sebagai instrumen penelitian. Jumlah sampel dalam penelitian ini sebanyak 50 orang responden yang ditentukan berdasarkan kaidah *rule of thumbs* dalam analisis multivariate yang menyebutkan sampel minimal adalah sepuluh kali jumlah variabel dalam penelitian.

Terdapat empat variabel dalam penelitian ini, yaitu Motivasi Kerja, Pelatihan Kerja, dan Pengembangan Sumber Daya Manusia sebagai variabel bebas serta Kinerja Karyawan sebagai variabel terikat. Metode analisis data yang digunakan untuk mengetahui pengaruh ketiga variabel bebas terhadap variabel terikat baik secara simultan maupun parsial adalah analisis regresi linear berganda. Sebelum pengolahan data, pengujian alat ukur penelitian diterapkan terlebih dahulu yang meliputi analisis validitas dan reliabilitas. Model regresi yang ditetapkan juga diuji agar memenuhi kaidah asumsi regresi linear klasik.

Hasil analisis regresi linear berganda menunjukkan bahwa motivasi kerja, pelatihan kerja, dan pengembangan sumber daya manusia secara simultan berpengaruh signifikan terhadap kinerja karyawan. Secara parsial, motivasi kerja memberikan pengaruh yang signifikan terhadap kinerja karyawan, namun pelatihan kerja dan pengembangan sumber daya manusia ternyata tidak berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci: Motivasi Kerja, Pelatihan Kerja, Pengembangan Sumber Daya Manusia, Kinerja Karyawan.

**THE ANALYSIS OF INFLUENCE OF MOTIVATION WORK,  
JOB TRAINING, AND HUMAN RESOURCES DEVELOPMENT  
ON EMPLOYEE PERFORMANCE  
(The Case Study at PT Golden Energy Mines Tbk)**

**ABSTRACT**

*This research discusses the influence of work motivation, job training, and human resource development on employee performance in PT Golden Energy Mines Tbk as mining explorer and trading of coal in Indonesia. The research data were collected by distributing questionnaires to selected employees who have received job training and development from management. The data were collected by interviewing respondents through questionnaires as research instruments. The number of samples in this study are 50 respondents which is determined based on the rule of rule of thumbs in a multivariate analysis that says minimal sample is ten times the number of variables.*

*There are four variables in this research such as Work Motivation, Job Training, and Human Resources Development as the independent variable and employee performance as the dependent variable. Method of data analysis used to determine the influence of three independent variables on the dependent variable either simultaneously or partially is multiple linear regression analysis. Before processing the data, the test of research instrument was applied through analysis of reliability and validity. Regression model was also tested in order to fulfilled the norms of the classical linear regression assumptions.*

*Results of multiple linear regression analysis showed that motivation, job training, and human resource development are simultaneously significant influenced on employee performance. On partial test, work motivation has a significant influence on employee performance, but the job training and human resource development have not significant influenced on employee performance.*

*Keywords: Motivation Work, Job Training, Human Resources Development, Employee Performance.*