

ABSTRACT

The purpose of this study is to determine and analyze the effect of work motivation, training, career development toward employee performance either simultaneously or partially. Both primary and secondary data were obtained. Primary data were obtained by using questionnaire, secondary data were obtained from various sources such as journal and books. To measure the variables used questionnaires was distributed to 103 employees in PT. Bussan Auto Finance. The sampling technique using saturated sample. Data were examined using both descriptive and statistical analysis such as linier regression analysis, validity and reliability test. Findings showed that, simultaneously and partially, work motivation, training, career development had a significant impact on employee performance. Career development was found to be dominant of all variables. Researcher suggested to give reward to increase their work motivation, give the right training material, give the good mentor to employee development so that eventually it will be impacted on increasing of employee performance. Results of multiple linear regression analysis showed that work motivation has a significant influence on employee performance, training has a significant influence on employee performance, career development has a significant influence on employee performance. Work motivation, training and career development are simultaneously significant influenced on employee performance.

Keywords: Motivation, Training, Career Development, Employee Performance.



UNIVERSITAS
MERCU BUANA

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh motivasi kerja, pelatihan dan pengembangan karir terhadap kinerja karyawan PT. Bussan Auto Finance. Sumber data berasal dari data primer dan sekunder. Data primer dari penyebaran kuesioner, sedangkan data sekunder dari jurnal dan buku. Data yang disebar kepada 103 karyawan di PT. Bussan Auto Finance. Teknik sampling menggunakan sampel jenuh. Analisis data menggunakan deskriptif statistik dengan analisis regresi linier berganda, uji validitas dan reliabilitas. Hasil analisis regresi berganda, secara parsial dan simultan terhadap variabel kinerja karyawan. Dari semua variabel, pengembangan karir menjadi variabel yang berpengaruh paling dominan terhadap kinerja karyawan. Peneliti menyarankan untuk memberikan kesempatan karyawan dan meningkatkan penghargaan, memberikan pelatihan yang tepat, memberikan mentor untuk mengembangkan karyawan yang dapat memotivasi karyawan yang pada akhirnya berdampak pada peningkatan kinerja karyawan. Hasil analisis regresi linier berganda menunjukkan bahwa motivasi kerja berpengaruh signifikan terhadap kinerja, pelatihan berpengaruh signifikan terhadap kinerja karyawan, pengembangan karir berpengaruh signifikan terhadap kinerja karyawan. Motivasi kerja, pelatihan dan pengembangan karir secara simultan berpengaruh signifikan terhadap kinerja karyawan di PT. Bussan Auto Finance.

Kata kunci: Motivasi, Pelatihan, Pengembangan Karir, Kinerja Karyawan