ABSTRAK

Penelitian ini untuk mengetahui pengaruh pelatihan dan pengembangan karyawan, kompetensi karyawan terhadap prestasi kerja karyawan pada Hotel Santika Premiere Ice BSD City. Populasi penelitian ini adalah seluruh karyawan Hotel Santika Premiere Ice BSD City yang berjumlah 130 responden sampel penelitian adalah 60 karyawan pada level staff. Teknik pengumpulan data yang digunakan adalah kuesioner dan jenis data menggunakan data primer. Untuk menjawab perumusan masalah, tujuan, dan hipotesis penelitianini, maka analisisyangdipergunakanadalahanalisis*Partial Least Square (Smart-PLS) versi 3.0. PLS (Partial Least Square)* structural equation model yang berbasis varian yaitu:

Hasil penelitian ini menunjukkan bahwa pelatihan dan pengembangan karyawan berpengaruh positif terhadap prestasi kerja karyawan. Sedangkan, kompetensi tidak berpengaruh terhadap prestasi kerja karyawan.

Kata Kunci : pelatihan dan pengembangan karyawan, kompetensi karyawan, prestasi kerja karyawan.

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ABSTRACT

This research is to know the influence of employee training and development, employee competencies against employee achievements at the Hotel Santika Premiere Ice BSD City. The population of this research are employees of Hotel Santika Premiere Ice BSD City totaling 130 respondents research sample is the 60 employee on the staff level. Data collection techniques used are questionnaire and data types use the primary data. To answer the formulation of problem, objectives, and this research hypothesdis, then the analysis in use is the analysis of partial least square (smart-pls) version 3.0. pls (partial least square) structural equation model based variant are :

The result of this study indicate that training and employee development a positive effect against employee achievements. Whereas, competence has no effect against the achievements of the work of employees.

Key words: training and employee development, employee comptncies, employeeac complishments.