

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh penilaian kinerja, standar pelatihan dan promosi jabatan terhadap kinerja karyawan. Objek penelitian ini adalah karyawan kependidikan di Fakultas Ekonomi dan Bisnis Unika Atma Jaya Jakarta. Penelitian ini dilakukan terhadap 30 responden dengan menggunakan pendekatan deksriptif kuantitatif. Pengumpulan data menggunakan kuesioner dan selanjutnya data dianalisis dengan menggunakan regresi linier berganda. Pengolahan data untuk uji statistik dilakukan dengan program SPSS 22. Hasil penelitian ini menunjukkan bahwa ketiga variabel independen (penilaian kinerja, standar pelatihan dan promosi jabatan) berpengaruh positif terhadap kinerja karyawan. Dimana dari hasil uji parsial (uji t) menunjukkan ketiga variabel independen tersebut signifikan namun memiliki tingkat hubungan yang sangat rendah terhadap kinerja karyawan kependidikan Fakultas Ekonomi dan Bisnis Unika Atma Jaya Jakarta.

Kata kunci: penilaian kinerja, standar pelatihan, promosi jabatan, kinerja karyawan.



ABSTRACT

This research aims to know the influence of performance appraisal, standard training and promotion of position on employee performance. The object for this research is education employees at the Faculty of Economics and Business at Atma Jaya Catholic University of Indonesia. This research was done to 30 respondents by using quantitative-descriptive approach. Data collection using questionnaire and then the data were analyzed using multiple linear regression. Data processing for statistical test performed with SPSS version 22. The result of this research shows that the three independent variables (performance appraisal, standard training and promotion of position) positive effect on employee performance. Where the result of (t) partial shows the three independent variables is significant but has a very low level of relationship on education employee performance at the Faculty of Economics and Business at Atma Jaya Catholic University of Indonesia.

Keyword: performance appraisal, standard training and promotion of position, employee performance

