

ABSTRACT

This Study aims to examine and analyze the effect of competence, training and career development simultaneously and partial of the performance of employees PT Kharisma Potensia Indonesia in Jakarta. This research used a quantitative approach with explanatory survey method and was taken during September 2017 – September 2018. The population being researched were 55 employees of PT Kharisma Potensia Indonesia. The sampling method used is a saturated sampling method with non-probability sampling technique. The method of analysis used a linear multiple regression by the help of SPSS software Version 23.0 for Windows. The Results showed that competence, training and career development simultaneously are having significant influence to the performance of employees. Partially competence, training and career development has positive significant effect on the performance of employees. Career development is the biggest significant variabel in influencing the performance of employees.

Keywords : competence, training, career development, employees' performance, outsourcing



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kompetensi, pelatihan dan perkembangan karir baik secara simultan maupun parsial terhadap kinerja karyawan PT Kharisma Potensia Indonesia di Jakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan metode explanatory survey dan diambil selama bulan September 2017-Mei 2018. Populasi yang diteliti adalah 55 karyawan PT Kharisma Potensia Indonesia. Metode pengambilan sampel yang digunakan adalah metode sampel jenuh dengan teknik pengambilan sampel non-probabilitas. Metode analisis yang digunakan dalam penelitian ini adalah regresi linier berganda dengan bantuan IBM SPSS versi 23.0 untuk Windows. Hasil penelitian menunjukkan kompetensi, pelatihan dan perkembangan karir secara bersama-sama (simultan) berpengaruh secara signifikan terhadap kinerja karyawan. Secara parsial kompetensi, pelatihan dan perkembangan karir berpengaruh signifikan positif terhadap kinerja karyawan. Perkembangan Karir merupakan variabel yang paling besar pengaruhnya terhadap kinerja karyawan.

Kata Kunci: Kompetensi, Pelatihan, Perkembangan Karir, Kinerja Karyawan, Outsourcing

