

ABSTRACT

This study aims to analyze the effect of career development, training and work discipline on the performance of employees of PT. Trisinar Indopratama. The population in this study were employees of PT. Trisinar Indopratama. PT. Trisinar Indopratama, amounting to 80 respondents. The research sample of 80 respondents. The sampling method uses saturated samples. The data collection method was carried out through a questionnaire and carried out on 80 respondents of PT. Trisinar Indopratama. Data Analysis Method uses Variance Based Structural Equation Modeling, Partial Least Square (PLS). The results of this study prove that career development has no significant effect on employee performance. Training has a positive and significant effect on employee performance. Work discipline has a positive and significant effect on employee performance.

Keywords: Career Development, Training, Work Discipline, Employee Performance



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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pengembangan karier, pelatihan dan disiplin kerja terhadap kinerja karyawan PT. Trisinar Indopratama. Populasi dalam penelitian ini adalah karyawan PT. Trisinar Indopratama. PT. Trisinar Indopratama yang berjumlah 80 responden. Sampel penelitian berjumlah 80 responden. Metode pengambilan sampel menggunakan sampel jenuh. Metode pengumpulan data dilakukan melalui kuesioner dan dilaksanakan pada 80 responden PT. Trisinar Indopratama. Metode Analisis Data menggunakan *Variance Based Structural Equation Modeling, Partial Least Square (PLS)*. Hasil penelitian ini membuktikan bahwa pengembangan karier tidak berpengaruh signifikan terhadap kinerja karyawan. Pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: Pengembangan Karier, Pelatihan, Disiplin Kerja, Kinerja Karyawan



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