

ABSTRACT

The purpose of this study is to determine and analyze the effect of training, competence and job motivation 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 100 employees in Group CTO Office, PT Indosat Jakarta. The sampling technique using saturated sample. Data were examined using both descriptive and statistical analysis such as linier regression analysis, validity and reliability tests. Findings showed that, simultaneously and partially, training, competence and job motivation had a significant impact on employee performance. Competence was found to be dominant of all factors. Researcher suggested to give the right training material, improve the employee competence cognitively, functional and social also give the employee chance to increase their work motivation so that eventually it will be impacted on increasing of employee performance.

Keywords: training, competence, job motivation and employee performance



ABSTRAK

Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh pelatihan, kompetensi dan motivasi kerja terhadap kinerja karyawan pada *Group CTO Office*, PT Indosat baik secara simultan maupun parsial. Sumber data berasal dari data primer dan data sekunder. Data primer dari penyebaran kuesioner. Data sekunder dari jurnal dan buku. Untuk mengukur variabel digunakan kuesioner yang disebar kepada 100 karyawan di *Group CTO Office* PT Indosat. Teknik *sampling* menggunakan sampel jenuh. Analisis data menggunakan deskriptif dan statistik dengan alat analisis regresi linier berganda, uji validitas dan reliabilitas. Hasil analisis regresi berganda, secara parsial dan simultan terhadap variabel pelatihan, kompetensi dan motivasi kerja adalah berpengaruh signifikan terhadap kinerja karyawan. Dari semua variabel, kompetensi menjadi variabel yang berpengaruh paling dominan terhadap kinerja karyawan. Peneliti menyarankan untuk memberikan materi yang tepat pada pelatihan, meningkatkan kompetensi karyawan secara kognitif, fungsional maupun sosial serta memberikan kesempatan yang dapat memotivasi kerja karyawan yang pada akhirnya berdampak pada peningkatan kinerja karyawan.

Kata kunci: Pelatihan, kompetensi, motivasi kerja, kinerja karyawan

