

ABSTRACT

More often was professional Information Technology (TI) that had certification believed that they will give the profit when looking for the work and many managers TI used certification as denied measured the achievement of the employee and as the selection implement during the recruitment. But, several managers questioned the value or some certification of certification in especially. The aim of this research was to know the influence of the employee who had certification of the TI profession and the employee that did not have certification of the TI profession towards the achievement of the employee PT. Ciptadra Softindo (CS).

In this research used the descriptive research method and the analysis Non parametric Mann-Whitney. Variably the research was the program language, the network, the database, and the internet as the free variable. Whereas the achievement of the employee was as the variable tied. Seen from the source of his data used the primary and secondary source. The implement measured that was used in this research used the scale likert and the method or the technique of the data collection was in this research carried out with the questionnaire.

Produced by Test Statistics Mann-Whitney showed that the probability programming had the value of 0.535. Because of his probability on 0.05, then H_0 was accepted. The probability networking had the value of 0,037. Because of the probability networking on 0.05, then H_0 was accepted. The probability of the database had the value of 0.195. Because of the probability of the database on 0.05, then H_0 was accepted. The probability of the internet had the value of 0.345. Because of the probability of the internet on 0.05, then H_0 was accepted. The probability programming, networking, the database, and the internet had the value of 0,101. Because of the probability of TI certification on 0.05 (the probability > 0.05) then H_0 was received.

From this research showed that the achievement of the employee who had certification of the TI profession with the employee who did not have certification of the TI profession was not different significantly. Meaning that, that certification of the TI profession did not influence the achievement of the employee.

Although the achievement of the employee who had certification with the employee who did not have certification was not different, the writer suggested the need of the employee to have TI certification in his field was their respective because of many benefits and the profit that were received by him. Afterwards also suggested that the company had the schedule and the plan enclosed his employee to join the certification program in various vendor official. The writer recommended so that further research efforts for the interested researchers, so that more comprehensive in carrying out the research with the number of big respondents. For example the employee's TI respondent in the private company, BUMN, Bank, Department, et cetera.