ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan terhadap motivasi kerja karyawan PT. Pelabuhan Tanjung Priok, pengaruh pelatihan terhadap kinerja karyawan PT. Pelabuhan Tanjung Priok, pengaruh motivasi kerja terhadap kinerja karyawan PT. Pelabuhan Tanjung Priok melalui pengujian hipotesis. Penelitian ini merupakan penelitian kasual. Tujuan utama dari riset kasual ini adalah untuk mendapatkan bukti hubungan sebab akibat. Dalam penelitian ini digunakan tiga variable yaitu satu variabel bebas *(independent variable)* yaitu Pelatihan, satu variabel *Intervening* yaitu Motivasi Kerja dan variabel terkait *(dependent variable)* yaitu Kinerja Karyawan. Metode analisis menggunakan uji Validitas, Reliabilitas, Normalitas, Multikolonieritas, Heteroskedastisitas, Jalur Path, Uji t (Uji Parsial). Berdasarkan hasil penelitian ini menunjukan bahwa secara parsial,variable pelatihan terhadap variable kinerja karyawan berpengaruh positif, variable pelatihan terhadap variable motivasi kerja berpengaruh positif, dan variable motivasi terhadap variable kinerja karyawan berpengaruh positif.

Kata kunci : Pelatihan, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

The objective of this studies is to determine the effect of training on employee motivation works, the effect of training on employee performance works, and the effect of motivation works on employee performance works of PT Pelabuhan Tanjung Priok through hypothesis testing. The main objective of this causal studies is to obtain evidence of cause and effect relationship. This study uses three variables; which are one independent variable namely training, one intervening variable of work motivation and dependent variable namely employee performance. The method of analysis uses validity test, reliability, normality, multicoloniarity, heterocedastity, line path, t test (Partial test. Based on the results of this study shows that the partial, training variable to variable with positive influence employee performance, training variable to variable work motivation with positive effect, and the motivation variable to variable with positive effect on employee performance.

Keywords : Training, Work motivation, employee performance

UNIVERSITAS
MERCU BUANA