

ABSTRACT

This study aims to determine the effect of competence, training, performance employee and promotion department employees remain to supervisor, account officer and head of unit PT Bank BRI. Data were collected from 103 employees using a questionnaire survey in Unit Office PT. Bank BRI branch Kramatjati.

The results showed that the individual competency significantly influence the performance of the organization, training significant effect on organizational performance. Competence significant effect on promotion, training significant effect on promotion. The performance of individual employees significant effect on promotion. It can be concluded that the performance of employees in the intervening variables between competence promotion and training promotion.

Thus, companies should focus the attention of the competence and training of employees in the correct sequence organization performance can be achieved. competence development through employee training should be supported with appropriate performance appraisal system, based on the direction of the clear goals of the company, and with a proper appreciation of the employees in order to achieve superior organizational performance.

Keyword: Competence, Training, Performance employee, and Promotion.



UNIVERSITAS
MERCU BUANA

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kompetensi, Pelatihan terhadap Kinerja Karyawan serta Promosi Jabatan pada Department Karyawan tetap pada bagian Supervisor, *Account Officer* dan Kepala unit PT Bank BRI. Data dikumpulkan dari 103 karyawan dengan menggunakan survey kuesioner di Kantor Unit PT. Bank BRI Cabang Kramatjati.

Hasilnya menunjukkan bahwa kompetensi individu berpengaruh signifikan terhadap kinerja organisasi, pelatihan berpengaruh signifikan terhadap kinerja organisasi. Kompetensi berpengaruh signifikan terhadap promosi jabatan, pelatihan berpengaruh signifikan terhadap promosi jabatan. Kinerja karyawan individu berpengaruh signifikan terhadap promosi jabatan. Dapat disimpulkan bahwa kinerja karyawan menjadi variabel intervening antara kompetensi terhadap promosi jabatan dan pelatihan terhadap promosi jabatan.

Dengan demikian perusahaan harus menitikberatkan perhatian pada pelatihan karyawan yang tepat agar kinerja organisasi dapat tercapai. Pengembangan kompetensi dan pelatihan karyawan harus didukung dengan system penilaian kinerja karyawan yang tepat, berdasarkan arah tujuan yang jelas dari perusahaan, dan disertai apresiasi yang tepat terhadap karyawan agar tercapai kinerja organisasi yang unggul.

Kata kunci : Kompetensi, Pelatihan, Kinerja Karyawan, Promosi Jabatan.

UNIVERSITAS
MERCU BUANA