

## **ABSTRACT**

*This study aims to analyze the effect of job training, career development and compensation on employee performance at PT. Indosarana Loka Pratama. The population in this study were employees of the production division of PT. Indosarana Loka Pratama totaling 78 employees. The sample used in this study is a saturated sample that is taking samples of all employees as many as 78 employees. Methods Data analysis in this study using Partial Least Square (PLS). The results of the study prove that the variables of job training and compensation have a positive and significant effect on employee performance, while career development variables have a negative effect. The job training variable has the greatest influence on employee performance, followed by the compensation variable which simultaneously affects employee performance. The variables of compensation, job training and job stress are 91.5% while the remaining 8.5% is influenced by other variables outside the research.*

*Keywords: Job Training, Career Development, Compensation and Employee Performance*

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## ABSTRAK

Penelitian bertujuan untuk menganalisis pengaruh pelatihan kerja, pengembangan karir dan kompensasi terhadap kinerja karyawan di PT. Indosarana Loka Pratama. Populasi dalam penelitian ini adalah karyawan divisi produksi PT. Indosarana Loka Pratama yang berjumlah 78 karyawan. Sampel yang dipakai pada penelitian ini adalah sample jenuh yaitu mengambil sample kepada seluruh karyawan sebanyak 78 karyawan. Metode Analisis data pada penelitian ini menggunakan *Partial Least Square* (PLS). Hasil penelitian membuktikan bahwa variabel pelatihan kerja dan kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan, sementara variabel pengembangan karir berpengaruh negatif. Variabel pelatihan kerja mempunyai pengaruh paling besar terhadap kinerja karyawan, selanjutnya diikuti dengan variabel kompensasi secara bersama – sama mempengaruhi kinerja karyawan. Variabel kompensasi, pelatihan kerja dan stress kerja sebesar 91,5 % sedangkan sisanya sebesar 8,5 % dipengaruhi oleh variabel lain diluar yang diteliti.

Kata Kunci : Pelatihan Kerja, Pengembangan Karir, Kompensasi dan Kinerja Karyawan

