

ABSTRACT

The success of the organization in achieving its goals supported by factors internal and external to the organization, where the internal side of the organization should be get first attention to achieve maximum performance. This study aims to determine the effect of competency, career development and training on employee performance of the Directorate General of Fiscal Balance, Ministry of Finance. The method used is descriptive quantitative. The data used are primary data collected by questionnaire and also secondary data. The population in this study were all employees as many as 387 people. The samples are taken by random sampling technique, using the Slovin's formula to take 80 people for samples. The variables in this study consisted of independent variables that are competency, career development and training, while the dependent variable is the performance of employees. The variable measured with Likert Scale and hypothesis testing using multiple linear regression by using t test and F test. Results of this study concluded that: 1) in partially competency had positive and significant impact on employee performance; 2) in partially career development provide uneffect on employee performance; 3) in partially training had positive and significant impact on employee performance; and 4) in simultaneously competency, career development and training have positive and significant impact on employee performance. Competency is the most influence variable on employee performance.

Keywords: Competency, Career Development, Training and Employee Performance

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ABSTRAK

Keberhasilan organisasi dalam mencapai tujuannya ditunjang oleh faktor-faktor internal dan eksternal organisasi, di mana untuk mencapai kinerja organisasi yang maksimal maka sisi internal organisasi yang terlebih dahulu mendapatkan perhatian. Penelitian ini bertujuan mengetahui pengaruh kompetensi, pengembangan karir dan diklat terhadap kinerja pegawai Direktorat Jenderal Perimbangan Keuangan Kementerian Keuangan. Metode penelitian yang digunakan adalah deskriptif kuantitatif. Data yang digunakan adalah data primer melalui kuesioner serta data sekunder. Populasi dalam penelitian adalah seluruh pegawai sebanyak 387 orang. Teknik pengambilan sampel secara acak sederhana (*simple random sampling*), dengan menggunakan rumus Slovin maka diambil 80 sampel. Variabel penelitian terdiri dari variabel independen yaitu kompetensi, pengembangan karir dan diklat serta variabel dependen yaitu kinerja pegawai. Variabel diukur dengan Skala *Likert* dan pengujian hipotesis menggunakan regresi linier berganda melalui uji t dan uji F. Hasil penelitian disimpulkan bahwa; 1) secara parsial kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai, 2) secara parsial pengembangan karir tidak berpengaruh terhadap kinerja pegawai, 3) secara parsial diklat berpengaruh positif dan signifikan terhadap kinerja pegawai, 4) secara simultan kompetensi, pengembangan karir dan diklat berpengaruh positif dan signifikan terhadap kinerja pegawai. Kompetensi merupakan variabel yang paling besar pengaruhnya terhadap kinerja pegawai.

Kata Kunci : Kompetensi, Pengembangan Karir, Diklat dan Kinerja Pegawai

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