

ABSTRAK

Widia Pratiwi NIM. 7193510031. Pengaruh Kemampuan Kerja, Pelatihan Kerja, Pengembangan Karir Terhadap Kinerja Karyawan PT Pegadaian KANWIL 1 Medan.

Penelitian ini bertujuan untuk mengetahui dan menjelaskan Pengaruh kemampuan kerja, pelatihan kerja, pengembangan karir terhadap kinerja karyawan PT Pegadaian KANWIL 1 Medan. baik secara parsial maupun simultan. Penelitian ini dilaksanakan di Jl. Pegadaian no 112. Populasi dalam penelitian ini berjumlah 87 karyawan, dengan jumlah sampel 87 responden. Yang menjadi responden merupakan karyawan yang bekerja di PT Pegadaian KANWIL 1 Medan. Teknik pengumpulan data yang digunakan adalah melalui observasi, studi pustaka, wawancara dan angket (Kuesioner) yang pengukurannya menggunakan skala Likert. Data diolah dengan program SPSS 26.0 for windows dengan menggunakan metode Analisis Regresi Linear Berganda. Hasil penelitian menunjukkan bahwa Kemampuan kerja berpengaruh positif dan signifikan terhadap Kinerja karyawan PT Pegadaian KANWIL 1 Medan, pelatihan kerja berpengaruh positif dan signifikan terhadap Kinerja karyawan PT Pegadaian KANWIL 1 Medan dan pengembangan karir berpengaruh positif dan signifikan terhadap Kinerja karyawan PT Pegadaian KANWIL 1 Medan Dan secara simultan kemampuan kerja, pelatihan kerja dan pengembangan karir berpengaruh terhadap Kinerja Kerja.

Kata kunci : Kemampuan Kerja, Pelatihan Kerja, Pengembangan Karir dan Kinerja Karyawan

ABSTRACT

Widia Pratiwi NIM. 7193510031. Effect of work ability, job training, career development on the performance of employees of PT Pegadaian KANWIL 1 Medan.

This study aims to determine and explain the effect of work ability, job training, career development on the performance of employees of PT Pegadaian KANWIL 1 Medan. either partially or simultaneously. This research was conducted on Jl. Pegadaian no 112. The population in this study totaled 87 employees, with a total sample of 87 respondents. The respondents were employees who worked at PT Pegadaian KANWIL 1 Medan. The data collection technique used is through observation, literature study, interviews and questionnaires (Questionnaires) which are measured using a Likert scale. Data was processed using SPSS 26.0 for windows using the Multiple Linear Regression Analysis method. The results showed that work ability had a positive and significant effect on employee performance at PT Pegadaian KANWIL 1 Medan, job training had a positive and significant effect on employee performance at PT Pegadaian KANWIL 1 Medan and career development had a positive and significant effect on employee performance at PT Pegadaian KANWIL 1 Medan and significantly Simultaneous work ability, job training and career development affect work performance.

Keywords: Work Ability, Job Training, Career Development and Employee Employee Performance.

