

ABSTRACT

THE EFFECT OF HUMAN RESOURCE DEVELOPMENT AND ORGANIZATIONAL CULTURE ON EMPLOYEE COMPETENCE AT CV. GASELA (Makaroni Cap Ikan Tawes Business Sector)

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The objective of this research was to determine and analyze human resource development, organizational culture, and employee competence as well as the effect of human resource development and organizational culture on employee competence at CV. Gasela (Makaroni Cap Ikan Tawes Business Sector). The research method used was a quantitative approach with a survey method, while the sampling technique used a census method or saturated sampling technique. The data collection techniques used for primary data were conducted through interviews and direct distribution of questionnaires to 120 employees, while secondary data collection was obtained from literature reviews and other relevant sources. The data then analyzed used multiple regression analysis. The results showed that: (1) Human resource development, organizational culture, and employee competence are categorized as good; (2) Human resource development has a positive and significant effect on employee competence; (3) Organizational culture has a positive and significant effect on employee competence; and (4) Human resource development and organizational culture have a positive and significant effect of employee competence.

Keywords: Human Resource Development, Organizational Culture, Employee Competence

ABSTRAK

PENGARUH PENGEMBANGAN SUMBER DAYA MANUSIA DAN BUDAYA ORGANISASI TERHADAP KOMPETENSI KARYAWAN PADA CV. GASELA (Bidang Usaha Makaroni Cap Ikan Tawes)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis tentang *human resource development*, *organizational culture*, dan kompetensi karyawan serta pengaruh *human resource development* dan *organizational culture* terhadap kompetensi karyawan pada CV. Gasela (Bidang Usaha Makaroni Cap Ikan Tawes). Metode penelitian yang digunakan adalah metode survey dengan pendekatan kuantitatif, sedangkan teknik penarikan sampel menggunakan metode sensus atau teknik sampel jenuh. Adapun teknik pengumpulan data yang digunakan untuk data primer dilakukan melalui wawancara dan penyebaran kuesioner secara langsung kepada 120 karyawan, sedangkan pengumpulan data sekunder diperoleh dari kajian pustaka dan pihak lain yang relevan. Data tersebut kemudian dianalisis menggunakan analisis regresi berganda. Hasil penelitian menemukan bahwa: (1) *Human resource development*, *organizational culture*, dan kompetensi karyawan termasuk ke dalam kategori baik; (2) *Human resource development* berpengaruh positif dan signifikan terhadap kompetensi karyawan; (3) *Organizational culture* berpengaruh positif dan signifikan terhadap kompetensi karyawan; dan (4) *Human resource development* dan *organizational culture* berpengaruh positif dan signifikan terhadap kompetensi karyawan.

**Kata Kunci: Pengembangan Sumber Daya Manusia, Budaya Organisasi,
Kompetensi Karyawan**