

## ABSTRAK

### **PENGARUH PELATIHAN *ONLINE* BERBASIS *MICROLEARNING* DAN *MENTORSHIP VIRTUAL* TERHADAP PENGEMBANGAN KOMPETENSI PEGAWAI**

(Studi pada Pegawai di Badan Kepegawaian dan Pengembangan Sumber Daya  
Manusia Kabupaten Ciamis)

Oleh :

**Erin Siti Pajriah**

NIM. 203402059

Pembimbing I : Dian Kurniawan

Pembimbing II : Ane Kurniawati

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan *online* berbasis *microlearning* dan *mentorship virtual* terhadap pengembangan kompetensi pegawai. Metode penelitian melibatkan pengumpulan data melalui kuesioner yang disebarakan kepada 29 responden. Metode yang digunakan adalah metode survei dengan pendekatan kuantitatif. Data dikumpulkan melalui kuesioner yang mencakup variabel pelatihan *online* berbasis *microlearning*, *mentorship virtual*, dan kompetensi. Pengolahan data dilakukan menggunakan program IBM SPSS for Windows, termasuk analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa Pelatihan *Online* Berbasis *Microlearning* masuk pada klasifikasi sangat tinggi, *Mentorship Virtual* masuk pada klasifikasi tinggi, dan Kompetensi pegawai masuk pada klasifikasi tinggi. Data menunjukkan bahwa Pelatihan *Online* berbasis *Microlearning* dan *Mentorship Virtual* berpengaruh terhadap pengembangan kompetensi pegawai.

Kata Kunci : Pelatihan *Online* berbasis *Microlearning*, *Mentorship Virtual*, dan Kompetensi.

## **ABSTRACT**

### **The Effect of Microlearning-Based Online Training and Mentorship Virtual on Development Employee Competence**

(Study on Employees at Ciamis Regency Human Resources Development and Personnel Agency)

By:

**Erin Siti Pajriah**

NIM. 203402059

Guide I : Dian Kurniawan

Guide II : Ane Kurniawati

This study aims to determine the effect of microlearning-based online training and virtual mentorship on employee competency development. The research method involved collecting data through questionnaires distributed to 29 respondents. The method used is a survey method with a quantitative approach. Data was collected through questionnaires that included microlearning-based online training variables, virtual mentorship, and competencies. Data processing was performed using the IBM SPSS for Windows program, including multiple linear regression analysis. The results showed that Microlearning-Based Online Training was included in a very high classification, Virtual Mentorship was included in a high classification, and employee competence was included in a high classification. Data shows that Microlearning-based Online Training and Virtual Mentorship affect employee competency development.

Keywords: Online Training based on Microlearning, Virtual Mentorship, and Competency.