

**ABSTRACT**  
**EFFECT OF TRAINING AND COMPETENCE ON**  
**EMPLOYEE PERFORMANCE THROUGH**  
**PDAM TIRTA SUKAPURA EMPLOYEE COMMITMENT**  
**TASIKMALAYA REGENCY**

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*This study aims to identify and analyze training at PDAM Tirta Sukapura, Tasikmalaya Regency, competence at PDAM Tirta Sukapura, Tasikmalaya Regency, commitment at PDAM Tirta Sukapura, Tasikmalaya Regency, employee performance at PDAM Tirta Sukapura, Tasikmalaya Regency, the effect of training and competence on employee performance at PDAM Tirta Sukapura Regency. Tasikmalaya, the effect of training and competence on employee commitment of PDAM Tirta Sukapura, Tasikmalaya Regency and knowing the effect of training and competence on employee performance through employee commitment of PDAM Tirta Sukapura, Tasikmalaya Regency. The research method used was a survey method with data obtained directly from the results of distributing questionnaires to 75 respondents who were non-managerial employees of PDAM Tirta Sukapura, Tasikmalaya Regency. Sampling using a census. The data analysis technique used in this research was path analysis and Sobel test. Based on research from the responses given by non-managerial employees of PDAM Tirta Sukapura, Tasikmalaya Regency, it was known that the training includes very good criteria, including very good criteria, performance including good and commitment including very good criteria. results Based on the analysis and discussion that training and competence have a relationship. Furthermore, the variables of training and competence have an effect on employee performance. Variables and competencies also affect employee training commitment. The results of the Sobel test stated that the commitment variable was able to become an intervention variable for the training variable, but did not work for the competence variable so that competence had no effect on performance through employee commitment.*

*Keywords: Training, Competence, Performance and Commitment*

**ABSTRAK**  
**PENGARUH PELATIHAN DAN KOMPETENSI TERHADAP**  
**KINERJA KARYAWAN MELALUI KOMITMEN KARYAWAN**  
**PDAM TIRTA SUKAPURA KABUPATEN TASIKMALAYA**

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pelatihan di PDAM Tirta Sukapura Kabupaten Tasikmalaya, kompetensi di PDAM Tirta Sukapura Kabupaten Tasikmalaya, komitmen di PDAM Tirta Sukapura Kabupaten Tasikmalaya, kinerja karyawan di PDAM Tirta Sukapura Kabupaten Tasikmalaya pengaruh pelatihan dan kompetensi terhadap kinerja karyawan PDAM Tirta Sukapura Kabupaten Tasikmalaya, pengaruh pelatihan dan kompetensi terhadap komitmen karyawan PDAM Tirta Sukapura Kabupaten Tasikmalaya dan mengetahui pengaruh pelatihan dan kompetensi terhadap kinerja karyawan melalui komitmen karyawan PDAM Tirta Sukapura Kabupaten Tasikmalaya. Metode penelitian yang digunakan adalah metode survey dengan data diperoleh langsung dari hasil penyebaran kuesioner kepada 75 responden yang merupakan karyawan non manajerial PDAM Tirta Sukapura Kabupaten Tasikmalaya. Penarikan sampel menggunakan sensus. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis jalur dan uji sobel. Berdasarkan hasil penelitian dari tanggapan yang diberikan oleh karyawan non manajerial PDAM Tirta Sukapura Kabupaten Tasikmalaya, diketahui bahwa pelatihan termasuk kriteria sangat baik, kompetensi termasuk kriteria sangat baik, kinerja termasuk kriteria baik dan komitmen termasuk kriteria sangat baik. Berdasarkan hasil analisis dan pembahasan bahwa pelatihan dan kompetensi memiliki hubungan. Selanjutnya variabel pelatihan dan kompetensi berpegaruh terhadap kinerja karyawan. Variabel pelatihan dan kompetensi juga berpengaruh terhadap komitmen karyawan. Hasil uji sobel menyatakan bahwa variabel komitmen mampu menjadi variabel intervening untuk variabel pelatihan, namun tidak berfungsi bagi variabel kompetensi sehingga kompetensi tidak berpengaruh terhadap kinerja melalui komitmen karyawan.

Kata Kunci: Pelatihan, Kompetensi, Kinerja dan Komitmen