

ABSTRAK

PENGARUH PELATIHAN DAN KEMAMPUAN KERJA TERHADAP KINERJA KARYAWAN

(Suatu Penelitian Pada Karyawan Bagian Pramuniaga di Toserba UD PUTRA Ts
Majalengka)

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Penelitian ini bertujuan untuk mengetahui dan menganalisis tentang Pelatihan dan kemampuan Kerja Terhadap Kinerja Karyawan Bagian Pramuniaga di Toserba UD PUTRA Ts Majalengka. Metode penelitian yang digunakan adalah metode survei. Penelitian ini menggunakan data primer yang diperoleh langsung melalui kuesioner kepada 82 responden yaitu karyawan bagian pramuniaga. Teknik pengambilan sampel menggunakan metode Klaster Random Sampling dan alat analisis yang digunakan adalah analisis jalur (*path*). Berdasarkan hasil penelitian diketahui bahwa pelatihan, kemampuan kerja dan kinerja karyawan termasuk dalam klasifikasi sangat baik. Diketahui bahwa secara simultan pelatihan dan kemampuan kerja berpengaruh terhadap kinerja karyawan di Toserba UD PUTRA Ts Majalengka. Secara parsial pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan. Dan kemampuan kerja juga berpengaruh positif dan signifikan terhadap kinerja karyawan di Toserba UD Putra Ts Majalengka.

Kata Kunci: Pelatihan, Kemampuan Kerja, Kinerja Karyawan

ABSTRACT

EFFECT OF TRAINING AND WORK ABILITY ON EMPLOYEE PERFORMANCE

(A study on employees of the sales department at the UD PUTRA department store Ts Majalengka)

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This study aims to determine and analyze the training and work ability of the employees of the sales clerk at the UD PUTRA department store Ts Majalengka. The research method used is a survey method. This study uses primary data obtained directly through questionnaires to 82 respondents, namely employees of the sales clerk. The sampling technique used was the Cluster Random Sampling method and the analytical tool used was path analysis. Based on the results of the study, it is known that the training, work ability and performance of employees are included in the very good classification. It is known that simultaneously training and work ability affect the performance of employees at the department store UD PUTRA Ts Majalengka. Partially, training has a positive and significant effect on employee performance. And work ability also has a positive and significant effect on employee performance at the UD Putra Ts Majalengka department store.

Keywords: Training, Work Ability, Employee Performance