ABSTRACT

EFFECT OF PLACEMENT, TRAINING AND WORK CULTURE ON EMPLOYEE PERFOMANCE

(Survwy of employees in the administration division of PDAM Tirta Anom Kota Banjar)

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The purpose of this study was to determine and analyze the placement of training and work culture and employee performance in the administration section of PDAM Tirta Anom Banjar City and also to determine and analyze the effect of placement, training and work culture on employee performance at PDAM Tirta Anom Banjar City. The research method used is a survey method, data obtained directly through questionnaires to 34 respondents taken from employees of the administration of PDAM Tirta Anom Banjar City. Sampling was taken using saturated sampling or census and the analytical method used in this study was path analysis. Based on the results of the analysis, it is known that the placement is classified as very good, training is classified as very good, work culture is classified as very good and the performance of PDAM Tirta Anom employees in Banjar City is classified as very good. Simultaneously placement, training and work culture have a significant effect on employee performance PDAM Tirta Anom Banjar City.

Keywords: Placement, Training, Work Culture, Employee Performance

ABSTRAK

PENGARUH PENEMPATAN, PELATIHAN DAN BUDAYA KERJA TERHADAP KINERJA KRYAWAN

(Survei pada karyawan bagian administrasi PDAM Tirta Anom Kota Banjar)

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Tujuan dari penelitian ini untuk mengetahui dan menganalisis pengaruh penempatan pelatihan dan budaya kerja terhadap kinerja karyawan bagian administrasi PDAM Tirta Anom Kota Banjar. Metode penelitiam yang digunakan adalah metode survei , data diperoleh secara langsung melalui kuesioner kepada 34 responden yang diambil dari karyawan bagian administrasi PDAM Tirta Anom Kota Banjar. Pengambilan sampling menggunkana *sampling jenuh atau sensus* dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur. Berdasarkan hasil Analisis diketahui bahwa penempatan termasuk dalam klasifikasi sangat baik, pelatihan termasuk klasifikasi sangat baik, budaya kerja termasuk dalam klasifikasi sangat baik dan kinerja karyawan PDAM Tirta Anom Kota Banjar termasuk dalam klasifikasi sangat baik. Secara simultan penempatan, pelatihan dan budaya kerja berpengaruh signifikan terhadap Kinerja karyawan PDAM Tirta Anom Kota Banjar.

Kata Kunci: Penempatan, Pelatihan, Budaya kerja, Kinerja Karyawan