

ABSTRACT

THE EFFECT OF JOB TRAINING AND CAREER DEVELOPMENT ON PERFORMANCE

***(A Study on Nursing Personnel in the Emergency Room and
Mitra Batik 4 Ward at dr. Soekardjo Regional Hospital Tasikmalaya)***

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This study aims to analyze the effect of job training and career development on the performance of nursing personnel in the Emergency Department and Mitra Batik 4 Ward at dr Soekardjo Regional Hospital Tasikmalaya. Specifically, this research examines the level of job training, the implementation of career development, and the performance of nursing personnel, as well as tests the relationship and influence of both independent variables on performance. The study employed a quantitative method with a survey approach. A total of 45 respondents were selected using total sampling. Data were collected through Likert-scale questionnaires and analyzed using descriptive statistics and Partial Least Squares Structural Equation Modeling (PLS-SEM). The descriptive results indicate that job training, career development, and employee performance are in the good category. The structural analysis (SEM) confirms that job training and career development have a positive and significant effect on nursing personnel performance. These findings emphasize that improving the quality of training and establishing clear and structured career development mechanisms can enhance knowledge, motivation, work behavior, and service quality among nursing staff.

Keywords: Job Training, Career Development, Performance, Nursing Personnel, PLS-SEM.