

ABSTRACT

THE INFLUENCE OF TRAINING AND CAREER DEVELOPMENT THROUGH MOTIVATION ON EMPLOYEE PERFORMANCE (Survey of PT Hini Daiki Indonesia Employees)

By

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The objectives of this research was to analyze the influence of training and career development on motivation. The influence of training, career development, and motivation on performance. As well as the influence of training and career development through motivation on employee performance at PT Hini Daiki Indonesia. The object of this study was employees at PT Hini Daiki Indonesia. This study was quantitative with a census approach, using primary data. The analysis technique used was partial least squares – structural equation model (PLS-SEM). The results of this test prove that training and career development have a positive effect on motivation. Training, career development, and motivation have a positive effect on employee performance. And motivation plays a role in mediating the influence of training and career development on employee performance at PT Hini Daiki Indonesia. The implication was that companies need to strengthen their training and career development programs on an ongoing basis because they have been proven to be able to increase motivation and significantly boost employee performance.

Keywords: Training, Career Development, Motivation, Employee Performance.

ABSTRAK

PENGARUH PELATIHAN DAN PENGEMBANGAN KARIR MELALUI MOTIVASI TERHADAP KINERJA KARYAWAN (Survey Pada Karyawan PT Hini Daiki Indonesia)

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Tujuan penelitian ini adalah untuk menganalisis Pengaruh pelatihan dan pengembangan karir terhadap motivasi. Pengaruh pelatihan, pengembangan karir dan motivasi terhadap kinerja. Serta pengaruh pelatihan dan pengembangan karir melalui motivasi terhadap kinerja karyawan PT Hini Daiki Indonesia. Objek penelitian ini adalah karyawan PT Hini Daiki Indonesia. Penelitian ini berjenis kuantitatif dengan pendekatan sensus, menggunakan data primer. Teknik analisis menggunakan *partial least square – structural equation model* (PLS-SEM). Hasil pengujian ini membuktikan bahwa pelatihan dan pengembangan karir berpengaruh positif terhadap motivasi. Pelatihan, pengembangan karir dan motivasi berpengaruh positif terhadap kinerja karyawan. Serta motivasi berperan dalam memediasi pengaruh pelatihan dan pengembangan karir terhadap kinerja karyawan PT Hini Daiki Indonesia. Implikasinya, perusahaan perlu memperkuat program pelatihan dan pengembangan karir secara berkelanjutan karena terbukti mampu meningkatkan motivasi sekaligus mendorong kinerja karyawan secara signifikan.

Kata kunci: Pelatihan, Pengembangan Karir, Motivasi, Kinerja Karyawan.