

THE INFLUENCE OF TRAINING AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE IN RSUD PANDAN ARANG BOYOLALI DISTRICT

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ABSTRACT

This study aims to determine the influence of partial and simultaneous training, career development on the performance of employees of Pandan Arang Hospital, Boyolali Regency. The associative approach method aims to understand the relationship between independent and dependent variables. The sample consisted of 88 employees at the Tehnik Hospital for data collection using questionnaires and multiple linear regression analysis. The results showed that the training partially had a significant effect on employee performance with a significance value of $0.000 < 0.05$. Career development has a significant effect on employee performance with a significance value of $0.000 < 0.05$. Simultaneously, training and career development have a positive and significant effect on employee performance with a significance value of $0.000 < 0.05$. Based on the determination coefficient test, it shows a value of 0.710, meaning that employee performance is influenced by training and career development 71% and influenced by other variables 29%.

Keywords: Training, Career Development, Officer Perform

ABSTRAK

Penelitian ini bertujuan mengetahui pengaruh pelatihan, pengembangan karir secara parsial dan simultan terhadap kinerja pegawai RSUD Pandan Arang Kabupaten Boyolali. Metode pendekatan asosiatif, bertujuan memahami hubungan antara variabel independen dan dependen. Sampel terdiri 88 pegawai di RSUD Tehnik pengumpulan data menggunakan kuesioner dan analisa regresi linier berganda. Hasil menunjukkan pelatihan secara parsial berpengaruh signifikan terhadap kinerja pegawai dengan nilai signifikansi $0,000 < 0,05$. pengembangan karir berpengaruh signifikan terhadap kinerja pegawai dengan nilai signifikansi $0,000 < 0,05$. Secara simultan pelatihan dan pengembangan karir berpengaruh secara positif dan signifikan terhadap kinerja pegawai dengan nilai signifikansi $0,000 < 0,05$. Berdasarkan uji koefisien determinasi menunjukkan nilai 0,710 artinya kinerja pegawai dipengaruhi oleh pelatihan dan pengembangan kariri 71% dan dipengaruhi variabel lain 29%.

Kata kunci: Pelatihan, Pengembangan Karir, Kinerja Pegawai