

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, pelatihan dan kompetensi terhadap kinerja karyawan pada Divisi *Information Technology* (IT) PT. Dirgantara Indonesia (Persero), secara simultan maupun parsial. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel 98 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda, korelasi berganda dan koefisien determinasi.

Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara lingkungan kerja, pelatihan dan kompetensi terhadap kinerja karyawan. Besarnya pengaruh lingkungan kerja, pelatihan, dan kompetensi terhadap kinerja karyawan pada Divisi *Information Technology* (IT) PT. Dirgantara Indonesia (Persero) secara simultan sebesar 54% sedangkan sisanya 46% dipengaruhi oleh variabel yang tidak diteliti dalam penelitian ini. Secara parsial besarnya pengaruh lingkungan kerja terhadap kinerja karyawan sebesar 4,37%, pelatihan terhadap kinerja karyawan sebesar 42,58%, dan kompetensi terhadap kinerja karyawan sebesar 7,06%.

Kata Kunci : Lingkungan Kerja, Pelatihan, Kompetensi, Kinerja Karyawan

ABSTRACT

The research is aimed to find out the influence of work environment, training, and competency to the employee's performance of Information Technology (IT) Division of PT Dirgantara Indonesia (Persero) simultaneously as well as partially. The research methods which used are descriptive and verificative methods with 98 respondents as the sample. The analyzing data method that used are double linier regression, double correlation, and determination coefisient.

The result of the research shows that there are the positive and significant influences between work environment, training and competency to the employee's performance. The magnitude of the influence of the work environment, training, and competence on employee performance at the Information Technology (IT) Division of PT Dirgantara Indonesia (Persero) simultaneously is 54% while the remaining 46% is influenced by variables not examined in this study. partially the influence of the work environment on employee performance is 4.37%, training on employee performance is 42.58% and competence on employee performance is 7.06%.

Keywords: Work Environment, Training, Competence, Employee Performance