

## **ABSTRAK**

Perusahaan Umum Badan Usaha Logistik Kantor Cabang Subang merupakan milik negara yang beroperasi dalam bidang ketahanan pangan yang memiliki salah satu tugas publik pendistribusian beras miskin. Namun perusahaan ini dihadapkan dengan masalah kinerja karyawan dibutuhkan pelatihan dan pengembangan karir. Dengan demikian suatu organisasi dapat dengan mudah mencapai efektivitas organisasinya. Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan dan pengembangan karir terhadap kinerja karyawan Perusahaan Umum Badan Usaha Logistik Kantor Cabang Subang. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif. Teknik sampel yang digunakan adalah sampel jenuh dengan jumlah sampel 34 responden. Teknik pengumpulan data yang digunakan adalah penelitian lapangan dan penelitian kepustakaan. Metode analisis yang digunakan adalah analisis regresi linear berganda, analisis korelasi berganda dan analisis koefisien determinasi. Hasil penelitian menunjukkan terhadap pengaruh positif dan signifikan antara pelatihan dan pengembangan karir terhadap kinerja karyawan Perusahaan Umum Badan Usaha Logistik Kantor Cabang Subang. Besarnya pengaruh pelatihan dan pengembangan karir terhadap kinerja karyawan Perusahaan Umum Badan Usaha Logistik Kantor Cabang Subang secara simultan adalah 55%. sedangkan parsial besarnya pengaruh pelatihan terhadap kinerja karyawan sebesar 16% dan pengaruh pengembangan karir terhadap kinerja karyawan sebesar 39%.

**Kata Kunci: Pelatihan, Pengembangan Karir, dan Kinerja Karyawan**

## ABSTRACT

*Public Company Logistics Business Entity Subang Branch Office is one of the state-owned companies operating in the field of food security which has one of the public tasks of distributing rice to the poor. However, this company is faced with employee performance problems that require training and career development. Thus an organization can easily achieve organizational effectiveness. This study aims to determine the effect of training and career development on the performance of employees of the Public Company Logistics Business Entity Subang Branch Office. The research method used is descriptive and verification method. The sample technique used is a saturated sample with a total sample of 34 respondents. Data collection techniques used are field research and library research. The analytical method used is multiple linear regression analysis, multiple correlation analysis and analysis of the coefficient of determination. The results of the study show a positive and significant influence between training and career development on the performance of employees of the Public Company Logistics Business Entity Subang Branch Office. The magnitude of the influence of training and career development on the performance of employees of the Public Company Logistics Business Entity Subang Branch Office simultaneously is 55%. while the partial magnitude of the effect of training on employee performance is 16% and the influence of career development on employee performance is 39%.*

***Keywords: Training, Career Development, and Employee Performance***