

ABSTRAK

Penelitian ini dilakukan berdasarkan fenomena yang terjadi bahwa Badan Pengembangan Sumber Daya Manusia Provinsi Jawa Barat belum maksimal dalam menerapkan kompetensi dan pelatihan terhadap kinerja pegawai. Penelitian ini bertujuan untuk mengetahui dan menganalisa pengaruh kompetensi dan pelatihan terhadap kinerja pegawai baik secara simultan maupun parsial.

Penelitian ini menggunakan 2 metode yaitu metode deskriptif dan verifikatif. Dalam penentuan sampel menggunakan teknik non probability sampling yaitu teknik sampling insidental dengan jumlah sampel sebanyak 55 responden dari semua anggota populasi pegawai Badan Pengembangan Sumber Daya Manusia Provinsi Jawa Barat. Skala yang digunakan dalam penelitian ini adalah skala likert dengan instrument penelitian berupa kuesioner. Analisis data yang digunakan adalah analisis linier berganda, analisis korelasi berganda, dan analisis koefisien determinasi.

Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara kompetensi dan pelatihan terhadap kinerja pegawai di Badan Pengembangan Sumber Daya Manusia Provinsi Jawa Barat. Secara simultan besarnya pengaruh kompetensi dan pelatihan terhadap kinerja pegawai sebesar 63,9%, sedangkan secara parsial besarnya pengaruh kompetensi terhadap kinerja pegawai sebesar 30,7% dan pengaruh pelatihan terhadap kinerja pegawai sebesar 33,2%.

Kata Kunci: Kompetensi, Pelatihan, dan Kinerja Pegawai

ABSTRACT

This research was conducted based on the phenomenon that occurred that the Human Resources Development Agency of West Java Province had not been maximum in implementing competence and training on employee performance. This study aims to determine and analyze the influence of competence and training on employee performance both simultaneously and partially.

This research uses 2 methods, namely descriptive and verification methods. In determining the sample using non-probability sampling technique, namely incidental sampling technique with a total sample of 55 respondents from all members of the employee population of the Human Resources Development Agency of West Java Province. The scale used in this study is a Likert scale with a research instrument in the form of a questionnaire. The data analysis used is multiple linear analysis, multiple correlation analysis, and determination coefficient analysis

The results of the study show that there is a positive and significant influence between competence and training on employee performance at the Human Resources Development Agency of West Java Province. Simultaneously the influence of competence and training on employee performance is 63.9%, while partially the influence of competence on employee performance is 30.7% and the influence of training on employee performance is 33.2%.

Keywords: Competence, Training, and Employee Performance