

ABSTRACT

Human resources are an important asset in an organization or agency which in the future can support the progress of the organization or agency. Without human resources, other resources become meaningless. All human resource potential influences the agency's efforts to achieve its goals.

This research aims to determine the effect of job training and competency on productivity and its impact on the performance of BAPPEDA State Civil Apparatus employees in West Java Province simultaneously or partially. This research method uses descriptive and verification methods with a sample size of 59 respondents. The data analysis used is path analysis, determination correlation analysis and hypothesis testing.

The research results show that in Structure I there is a simultaneous influence of training and competency on productivity of 82.6%. Partially, the influence of job training on productivity is 20.6% and the influence of competency on productivity is 62%. In Structure II, there is an influence of job training and competency on the performance of State Civil Service employees by 75.6%. Partially, the influence of training on the performance of State Civil Service employees is 16.3% and the influence of competence on the performance of State Civil Service employees is 16.6%, the influence of productivity on the performance of State Civil Service employees is 42.7%.

Keywords: Job Training, Competency, Productivity, Employee Performance