

PENGARUH KOMPETENSI DAN PELATIHAN KERJA TERHADAP KINERJA PEGAWAI PADA DINAS PERINDUSTRIAN DAN PERDAGANGAN PROVINSI JAWA BARAT

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi terhadap kinerja pegawai, pengaruh pelatihan kerja terhadap kinerja pegawai, serta pengaruh kompetensi dan pelatihan kerja terhadap kinerja pegawai pada Dinas Perindustrian dan Perdagangan Provinsi Jawa Barat. Metode penelitian yang digunakan yaitu metode kuantitatif dengan metode penelitian survei menggunakan kuesioner. Sampel penelitian sebanyak 141 responden yang merupakan pegawai Dinas Perindustrian dan Perdagangan Provinsi Jawa Barat. Metode analisis menggunakan statistik deskriptif, uji Normalitas, uji Multikolinieritas, uji Heteroskedastisitas, uji Koefisien Linier Berganda, dan uji Hipotesis. Hasil penelitian menunjukkan bahwa perhitungan analisis regresi linear berganda $Y = 8,100 + (0.421) X_1 + (0.212) X_2$, diketahui bahwa variabel independen (kompetensi) berpengaruh positif dan signifikan terhadap variabel dependen (kinerja pegawai), variabel independen (pelatihan) berpengaruh positif dan signifikan terhadap variabel dependen (kinerja pegawai), dan variabel independen (kompetensi dan pelatihan kerja) berpengaruh secara simultan terhadap variabel dependen (kinerja pegawai).

Kata Kunci: Kompetensi, Pelatihan Kerja, dan Kinerja Pegawai

**THE INFLUENCE OF COMPETENCE AND JOB TRAINING ON EMPLOYEE PERFORMANCE
AT THE DEPARTMENT OF INDUSTRY AND TRADE OF WEST JAVA PROVINCE**

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ABSTRAK

This research aims to determine the influence of competence on employee performance, the influence of job training on employee performance, as well as the combined influence of competence and job training on employee performance at the Department of Industry and Trade of West Java Province. The research method used is a quantitative method with a survey research approach using a questionnaire. The research sample consists of 141 respondents who are employees of the Department of Industry and Trade of West Java Province. The analysis methods include descriptive statistics, Normality test, Multicollinearity test, Heteroscedasticity test, Multiple Linear Regression test, and Hypothesis test. The results of the research show that the multiple linear regression analysis calculation is $Y = 8,100 + (0.421) X_1 + (0.212) X_2$. It is known that the independent variable (competence) has a positive and significant effect on the dependent variable (employee performance), the independent variable (job training) has a positive and significant effect on the dependent variable (employee performance), and the independent variables (competence and job training) simultaneously influence the dependent variable (employee performance).

Keywords: Competence, Job Training, and Employee Performan

