

ABSTRAK

PENGARUH BUDAYA ORGANISASI , PELATIHAN KERJA , DAN PENGEMBANGAN KARIR TERHADAP KINERJA KARYAWAN PADA PT. PERKASA INTERNUSA MANDIRI MEDAN

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Penelitian memiliki tujuan guna memberikan bukti empiris terkait pelatihan kerja, budaya organisasi serta pengembangan karir pada kinerja karyawan di PT. Perkasa Internusa Mandiri Medan pada masa depan secara melaksanakan uji pada setiap variabel. Jumlah populasi pada penelitian adalah sebanyak 110 karyawan serta sampel sebanyak 52 orang. Metode penelitian yang digunakan analisis regresi linear berganda. Hasil perhitungan uji hipotesis dengan cara individual didapatkan nilai budaya organisasi $(3,264) > t_{\text{tabel}} (2,010)$ / probabilitas sig $(0,000) < 0,05$, promosi $(2,648) > (2,010)$ / probabilitas sig $(0,002) < 0,05$, pengembangan karir $> t_{\text{tabel}} (4,966) > (2,010)$ / probabilitas sig $(0,003) < 0,05$ serta nilai $F_{\text{hitung}} (10,451) > F_{\text{tabel}} (2,79)$ atau probabilitas sig $(0,000) < 0,05$. Jadi, variabel budaya organisasi, pelatihan kerja serta pengembangan karir secara serempak memberi pengaruh atau dengan positif signifikan pada variabel kinerja karyawan pada PT. Perkasa Internusa Mandiri Medan. Hasil uji koefisien determinasi didapatkan nilai R Square sejumlah 0,85. Hal itu membuktikan jika 85% variabel budaya organisasi, pelatihan kerja dan pengembangan karir mampu menjelaskan variabel kinerja karyawan di PT. Perkasa Internusa Mandiri Medan sisanya 15% $(100\% - 85\%)$ yaitu pengaruh melalui variabel independen lainnya yang tidak dipaparkan sebagaimana variabel disiplin kerja serta motivasi kerja karyawan.

Kata Kunci : Budaya Organisasi, Pelatihan Kerja, Pengembangan Karir dan Kinerja Karyawan

ABSTRACT

THE EFFECT OF ORGANIZATIONAL CULTURE, JOB TRAINING , CAREER DEVELOPMENT AND THE PERFORMANCE OF EMPLOYEES OF PT. PERKASA INTERNUSA MANDIRI

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This research aims to provide empirical evidence regarding the organizational culture of job training and development career on employee performance at PT. Perkasa Internusa Mandiri Medan in the future by testing each variable. The population in this study were 110 employees and a sample of 52 people. The research method used is multiple linear regression analysis. The results of the calculation of the partial hypothesis testing obtained the organizational culture value of $3,264 > t_{tabel} (2,010)$ or the probability of sig $(0,000) < 0,05$, promotion $(2,648) > (2,010)$ or probability sig $(0,002) < 0,05$, career development $(4,966) > (2,010)$ or probability sig $(0,003) < 0,05$ and the value of $f_{count} (10,451) > F_{table}(2,79)$ or probability sig $(0,000) < 0,05$. So the variables of organizational culture, job training and career development simultaneously have an effect or positively and significantly on employee performance variables at PT. Perkasa Internusa Mandiri Medan. The results of the test of the coefficient of determination obtained R Square sebesar 0,85. The indicates that 85% of organizational culture variables, job training and career development are able to explain the performance variables of cloud employees at PT. Perkasa Internusa Mandiri Medan the rest 15% $(100\% - 85\%)$ is an influence. Fro, other unexplained independent variables such as work discipline variables such as work discipline variables and employee motivation.

Keyword: Organizational Culture, Job Training, Career Development and Employee Performance