

ABSTRAK

PENGARUH PELATIHAN, KOMPETENSI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PDAM TIRTANADI SEI AGUL

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Penelitian ini bertujuan menganalisis dampak pelatihan, kompetensi dan lingkungan kerja terhadap kinerja karyawan PDAM Tirtanadi Sei Agul. Populasi berjumlah 120 orang dan sampel dalam penelitian ini berjumlah 92 orang. Pengujian menggunakan teknik analisis linear berganda hasil uji hipotesis secara parsial didapat bahwa pelatihan memiliki nilai $t_{hitung} > t_{tabel}$ yaitu $2,682 > 1,66235$ dengan taraf signifikan $0,009 < 0,05$, kompetensi memiliki nilai $t_{hitung} > t_{tabel}$ yaitu $3,391 > 1,66235$ dengan taraf signifikan $0,001 < 0,05$ dan lingkungan kerja memiliki nilai $t_{hitung} > t_{tabel}$ yaitu $6,281 > 1,66235$ dengan taraf signifikan $0,000 < 0,05$ sehingga pelatihan, kompetensi dan lingkungan kerja berpengaruh dan signifikan terhadap kinerja karyawan PDAM Tirtanadi Sei Agul. Hasil pengujian secara simultan didapat bahwa nilai $F_{hitung} > F_{tabel}$ sebesar $44,662 > 2,71$ dengan taraf signifikan $0,000 < 0,05$ sehingga diambil kesimpulan bahwa pelatihan, kompetensi dan lingkungan kerja berpengaruh dan signifikan secara bersama-sama terhadap kinerja karyawan PDAM Tirtaadi Sei Agul. Perolehan pengujian koefisien determinasi didapat nilai *adjusted r square* sebesar 0,590 atau sebesar 59,0% yang artinya bahwa pelatihan, kompetensi dan lingkungan kerja hanya menjelaskan variasi variabel kinerja karyawan sebesar 59,0% dan sisanya 41% dipengaruhi oleh variabel lain diluar variabel penelitian ini.

Kata Kunci : Kinerja Karyawan, Kompetensi, Lingkungan Kerja, Pelatihan

ABSTRACT

*This study aims to analyze the impact of training, competence and work environment on the performance of PDAM Tirtanadi Sei Agul employees. The population is 120 people and the sample in this study is 92 people. Testing using multiple linear analysis techniques partial hypothesis test results obtained that the training has a value of $t_{count} > t_{table}$ that is $2.682 > 1.66235$ with a significant level of $0.009 < 0.05$, competence has a value of $t_{count} > t_{table}$ that is $3.391 > 1.66235$ with a significant level of $0.001 < 0.05$ and the work environment has a value of $t_{count} > t_{table}$ that is $6.281 > 1.66235$ with a significant level of $0.000 < 0.05$ so that training, competence and work environment have a significant and significant effect on the performance of PDAM Tirtanadi Sei Agul employees. Simultaneous test results obtained that the value of $F_{count} > F_{table}$ is $44.662 > 2.71$ with a significant level of $0.000 < 0.05$ so it can be concluded that training, competence and work environment have a significant and joint effect on the performance of PDAM Tirtaadi Sei Agul employees. Obtaining the coefficient of determination test obtained an adjusted *r square* value of 0.590 or 59.0% which means that training, competence and work environment only explain variations in employee performance variables by 59.0% and the remaining 41% is influenced by other variables outside of this research variable.*

Keywords: Competence. Employee Performance, Training, Work Environment