

Pengaruh Pelatihan Kerja Terhadap Kinerja Karyawan Yang DiMediasi Kemampuan Kerja

“ CV. Mega Lestari Plasindo Jombang ”

ABSTRAK

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Penelitian ini dilatar belakangi oleh kinerja karyawan pada CV. Mega Lestari Plasindo Jombang. Tujuan penelitian ini untuk mengetahui pelatihan Kerja dapat memberikan dampak terhadap peningkatan kinerja karyawan melalui kemampuan kerja. Sampel dalam penelitian ini adalah 58 karyawan bagian produksi CV. Mega Lestari Plasindo Jombang pada tahun 2020 dengan menggunakan non probability sampling. Analisis yang digunakan meliputi uji validitas, uji realibilitas, analisis path, uji sobel, uji t dan koefisien determinan, dengan menggunakan software komputer *sps* 16. Hasil penelitian menunjukkan bahwa pelatihan kerja berpengaruh positif terhadap kinerja karyawan dan variabel kemampuan kerja mampu memediasi pelatihan kerja terhadap kinerja karyawan.

Kata Kunci : Pelatihan Kerja, Kemampuan Kerja, Kinerja Karyawan.

Effect of Job Training on Employee Performance Mediated by Job Ability

"CV. Mega Lestari Plasindo Jombang"

ABSTRACT

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This research is motivated by the performance of employees at CV. Mega Lestari Plasindo Jombang. The purpose of this research is to see that job training can have an impact on improving employee performance through job abilities. The sample in this study were 58 employees of the production section of CV. Mega Lestari Plasindo Jombang in 2020 by using a non probability sampling technique. The analysis used includes validity test, reliability test, path analysis, sobel test, t test and determinant coefficient, using spss 16 computer software. The results show that job training has a positive effect on employee performance and job ability variables are able to mediate job training. on employee performance.

Keywords: Job Training, Job Ability, Employee Performance.