

ABSTRACT

This study aims to determine how much influence career development and job training have on employee performance with incentives as an intervening variable at the West Pasaman Regency Tourism Office. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires to 50 respondents.

The results of the data analysis concluded that career development has a positive and significant effect on incentives for employees of the West Pasaman Regency Tourism Office. Job training has a positive and significant effect on incentives for employees of the West Pasaman Regency Tourism Office. Career development has a positive and insignificant effect on employee performance at the West Pasaman District Tourism Office employees. Job training has a positive and not significant effect on employee performance at the West Pasaman Regency Tourism Office employees. Incentives have a positive and significant effect on employee performance at the West Pasaman Regency Tourism Office employees. Career development has a positive and significant effect on employee performance through incentives for West Pasaman Regency Tourism Office employees. Job training has a positive and significant effect on employee performance through incentives for employees of the West Pasaman Regency Tourism Office.

Keywords: Career Development, Job Training, Employee Performance, and Incentives

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh pengembangan karir dan pelatihan kerja terhadap kinerja pegawai dengan insentif sebagai variabel intervening pada Dinas Pariwisata Kabupaten Pasaman Barat. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 50 responden.

Hasil analisis data menyimpulkan, pengembangan karir berpengaruh positif dan signifikan terhadap insentif pada pegawai Dinas Pariwisata Kabupaten Pasaman Barat. Pelatihan kerja berpengaruh positif dan signifikan terhadap insentif pada pegawai Dinas Pariwisata Kabupaten Pasaman Barat. Pengembangan karir berpengaruh positif dan tidak signifikan terhadap kinerja pegawai pada pegawai Dinas Pariwisata Kabupaten Pasaman Barat. Pelatihan kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai pada pegawai Dinas Pariwisata Kabupaten Pasaman Barat. Insentif berpengaruh positif dan signifikan terhadap kinerja pegawai pada pegawai Dinas Pariwisata Kabupaten Pasaman Barat. Pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai melalui insentif pada pegawai Dinas Pariwisata Kabupaten Pasaman Barat. Pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai melalui insentif pada pegawai Dinas Pariwisata Kabupaten Pasaman Barat.

Kata Kunci : Pengembangan Karir, Pelatihan Kerja, Kinerja Pegawai, dan Insentif