

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Pelatihan dan Pengembangan Karir terhadap Kinerja Karyawan melalui *Digital Well-being* sebagai variabel intervening pada PT.Semen Padang (Unit Departemen SDM). Penelitian ini terdiri dari dua variabel Independen yaitu Pelatihan dan Pengembangan Karir dan satu dependen yaitu Kinerja Karyawan serta *Digital Well-being* sebagai variabel Interveningnya. Metode pengumpulan data melalui survei dan menyebarkan kuesioner kepada karyawan sebagai responden dengan menggunakan pendekatan kuantitatif. Teknik analisa data yang digunakan adalah Analisis structural Equation Modeling (SEM) Dengan Partial Least Square (PLS) 4.0.

Hasil penelitian menunjukan bahwa terdapat pengaruh positif dan signifikan antara *Digital Well-being* terhadap Kinerja Karyawan pada PT.Semen Padang (Unit Departemen SDM). Terdapat pengaruh positif dan signifikan antara Pelatihan terhadap *Digital Well-being* pada PT.Semen Padang (Unit Departemen SDM). Terdapat pengaruh positif dan tidak signifikan antara Pelatihan terhadap Kinerja Karyawan pada PT.Semen Padang (Unit Departemen SDM). Terdapat pengaruh positif dan tidak signifikan antara Pengembangan Karir terhadap *Digital Well-being* pada PT.Semen Padang (Unit Departemen SDM). Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Kinerja Karyawan pada PT.Semen Padang (Unit Departemen SDM). Pelatihan berpengaruh Positif dan mampu memediasi antara variabel *Digital Well-being* terhadap Kinerja Karyawan. Pengembangan Karir berpengaruh negatif dan tidak memediasi antara variabel *Digital Well-being* terhadap Kinerja Karyawan.

Kata kunci: Pelatihan, Pengembangan Karir, Kinerja Karyawan, *Digital Well-being*.

ABSTRAK

This study aims to determine the effect of Training and Career Development on Employee Performance through Digital Well-being as an intervening variable at PT Semen Padang (HR Department Unit). This study consists of two independent variables, namely Training and Career Development and one dependent, namely Employee Performance and Digital Well-being as the intervening variable. Data collection methods through surveys and distributing questionnaires to employees as respondents using a quantitative approach. The data analysis technique used is Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS) 4.0.

The results showed that there is a positive and significant influence between Digital Well-being on Employee Performance at PT Semen Padang (HR Department Unit). There is a positive and significant influence between Training on Digital Well-being at PT Semen Padang (HR Department Unit). There is a positive and insignificant influence between Training on Employee Performance at PT Semen Padang (HR Department Unit). There is a positive and insignificant influence between Career Development on Digital Well-being at PT Semen Padang (HR Department Unit). There is a positive and significant influence between Career Development on Employee Performance at PT Semen Padang (HR Department Unit). Training has a positive effect and is able to mediate between Digital well-being variables on Employee Performance. Career Development has a negative effect and does not mediate between Digital Well-being variables on Employee Performance.

Keywords: *Training, Career Development, Employee Performance, Digital Well-being.*