

ABSTRACT

EFFECT OF CAREER DEVELOPMENT AND TRAINING ON EMPLOYEE PERFORMANCE WITH COMPENSATION AS INTERVENING VARIABLE AT PT. BANK NAGARI

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Keywords: Career Development, Training, Compensation, Employee Performance

This study aims to determine how big the influence of Career Development and Training on Employee Performance through Compensation as an Intervening Variable at PT. Bank Nagari. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0, with a total of 310 respondents.

The results of data analysis concluded, there was a significant effect of Career Development variables on Compensation. There is a significant effect of the Training variable on the Compensation variable. There is no significant effect of Career Development variable on Employee Performance. There is a significant effect of the training variable on employee performance. There is a significant effect of the compensation variable on the Employee Performance variable. The Compensation variable mediates the relationship between the Career Development variable and the Employee Performance variable. The compensation variable does not mediate the relationship between the training variable and the employee performance variable.

ABSTRAK

PENGARUH PENGEMBANGAN KARIR DAN PELATIHAN TERHADAP KINERJA KARYAWAN DENGAN KOMPENSASI SEBAGAI VARIABEL INTERVENING PADA PT. BANK NAGARI

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Kata Kunci: Pengembangan Karir, Pelatihan, Kompensasi, Kinerja Karyawan

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Pengembangan Karir dan Pelatihan terhadap Kinerja Karyawan melalui Kompensasi sebagai Variabel Intervening pada PT. Bank Nagari. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0, dengan jumlah responden sebanyak 310 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh signifikan variabel Pengembangan Karir terhadap Kompensasi. Terdapat pengaruh signifikan variabel Pelatihan terhadap variabel Kompensasi. Tidak terdapat pengaruh signifikan variabel Pengembangan Karir terhadap Kinerja Karyawan. Terdapat pengaruh signifikan variabel Pelatihan terhadap Kinerja Karyawan. Terdapat pengaruh signifikan variabel kompensasi terhadap variabel Kinerja Karyawan. Variabel Kompensasi memediasi hubungan antara variabel Pengembangan Karir dengan variabel Kinerja Karyawan. Variabel Kompensasi tidak memediasi hubungan antara variabel Pelatihan dengan variabel Kinerja Karyawan.