

## ABSTRAK

Penelitian Ini Bertujuan Untuk Menguji Seberapa Besar Pengaruh Program Pelatihan Dan Pengalaman Kerja Terhadap Kinerja Karyawan Dengan Pengembangan Karir Sebagai Variabel Intervening Pada Karyawan CV. Pagaruyung Padang. Metode Pengumpulan Data Melalui Survey Dan mengedarkan kuisisioner dengan sampel 57 responden yang di dapat jumlah karyawan sebanyak 96 orang. Teknik pengambilan sampel yaitu menggunakan *non probability* sampling. Metode analisis yang digunakan adalah analisis korelasi, regresi linear berganda menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Program Pelatihan Dan Pengalaman Kerja secara parsial berpengaruh signifikan terhadap Pengembangan Karir, diperoleh Program Pelatihan, Pengalaman Kerja dan Pengembangan Karir secara parsial berpengaruh signifikan terhadap Kinerja Karyawan.

Kontibusi sumbangan variabel Program Pelatihan dan Pengalaman Kerja terhadap Pengembangan Karir adalah sebesar 64,7%. Sedangkan sisanya adalah sebesar 35,3% dipengaruhi oleh variabel lain di luar penelitian ini. Kontibusi sumbangan variabel Program Pelatihan, Pengalaman Kerja dan Pengembangan Karir terhadap Kinerja karyawan adalah sebesar 58,9%. Sedangkan sisanya adalah sebesar 41,1% dipengaruhi oleh variabel lain di luar penelitian ini.

**Kata kunci : Program Pelatihan, Pengalaman Kerja, Pengembangan Karir,  
Kinerja Karyawan**

### **ABSTRACT**

*This study aims to test how much influence the training program and work experience have on employee performance with career development as an intervening variable for employees of CV. Pagaruyung Padang. Methods of data collection through surveys and distributing questionnaires with a sample of 57 respondents who got the number of employees as many as 96 people. The sampling technique is using non probability sampling. The analytical method used is correlation analysis, multiple linear regression using SPSS 21.*

*The results of the research obtained based on the partial test (t test) showed that the training program and work experience partially had a significant effect on career development, it was found that the training program, work experience and career development partially had a significant effect on employee performance.*

*The contribution of the Training Program and Work Experience variable contribution to Career Development was 64.7%. While the remaining 35.3% is influenced by other variables outside this study. The contribution of the training program, work experience and career development variable contribution to employee performance was 58.9%. While the rest is 41.1% influenced by other variables outside this study.*

**Keywords:** *Training Program, Work Experience, Career Development, Employee Performance*