

## ABSTRAK

Maghfira Maulani, 16101155310267, Jurusan Manajemen, 2020, "Pengaruh Masa Kerja Dan Tingkat Pendidikan Terhadap Kompetensi Karyawan Dengan Competency Based Training Sebagai Variabel Intervening Pada PT. United Tractors Tbk Cabang Padang dibawah bimbingan Pembimbing I Bapak Dr. Muhammad Ridwan,SE,MM dan Pembimbing II Ibu Marta Widian Sari, SE, MM.

Tujuan penelitian ini untuk mengetahui Pengaruh Masa Kerja Dan Tingkat Pendidikan Terhadap Kompetensi Karyawan Dengan Competency Based Training Sebagai Variabel Intervening Pada PT. United Tractors Tbk Cabang Padang, baik secara persial maupun bersama-sama, Sampel dalam penelitian ini adalah sebanyak 45 orang Karyawan pada PT Andalan Mitra Prestasi Padang. Metode analisis data menggunakan analisis regresi berganda dan path analysis dengan aplikasi SPSS.

Berdasarkan hasil penelitian, maka didapatkan temuan sebagai berikut : Variabel masa kerja mempunyai pengaruh positif dan signifikansi terhadap *competency based training*, variabel tingkat pendidikan mempunyai pengaruh positif dan signifikansi terhadap *competency based training*, variabel masa kerja mempunyai pengaruh positif dan signifikansi terhadap kompetensi karyawan, variabel tingkat pendidikan mempunyai pengaruh positif dan signifikansi terhadap kompetensi karyawan, variabel *competency based training* mempunyai pengaruh positif dan signifikansi terhadap kompetensi karyawan, variabel masa kerja dan tingkat pendidikan secara simultan mempunyai pengaruh positif dan signifikansi terhadap *competency based training*, variabel masa kerja dan tingkat pendidikan secara simultan mempunyai pengaruh positif dan signifikansi terhadap kompetensi karyawan, variabel masa kerja, tingkat pendidikan dan *competency based training* secara simultan mempunyai pengaruh positif dan signifikansi terhadap kompetensi karyawan, variabel *competency based training* mempengaruhi antara variabel masa kerja terhadap kompetensi karyawan dan variabel *competency based training* mempengaruhi antara variabel tingkat pendidikan terhadap kompetensi karyawan.

**Kata Kunci : Masa Kerja, Tingkat Pendidikan Terhadap Kompetensi Karyawan dan Competency Based Training**



## ABSTRACT

*Maghfira Maulani, 16101155310267, Department of Management, 2020, "The Influence of Service Period and Level of Education on Employee Competencies with Competency Based Training as Intervening Variables at PT. United Tractors Tbk, Padang Branch under the guidance of Advisor I, Mr. Dr. Muhammad Ridwan, SE, MM and Second Advisor, Mrs. Marta Widian Sari, SE, MM.*

*The purpose of this study was to determine the effect of tenure and education level on employee competencies with competency based training as an intervening variable at PT. United Tractors Tbk Padang Branch, both partially and collectively, the sample in this study were 45 employees at PT Andalan Mitra Prestasi Padang. The data analysis method used multiple regression analysis and path analysis with the SPSS application.*

*Based on the research results, the following findings were found: The tenure variable has a positive and significant influence on competency based training, the education level variable has a positive and significant influence on competency based training, the tenure variable has a positive and significant influence on employee competence, the level variable education has a positive and significant influence on employee competency, the competency based training variable has a positive and significant influence on employee competence, the variables of tenure and education level simultaneously have a positive and significant influence on competency based training, the variable length of service and education level simultaneously have positive and significant influence on employee competence, tenure variables, education level and competency based training simultaneously have a positive and significant influence on competency employee tension, the competency based training variable affects between the tenure variable on the employee competency and the competency based training variable affects between the education level variable on the employee competency*

***Keywords: Work Period, Education Level of Employee Competence and Competency Based Training***