

ABSTRAK

Vivi Vitria Efendi, No.BP 16101155310360, Manajemen Fakultas Ekonomi dan Bisnis (2020), Pengaruh *Soft Skill*, Komitmen Organisasi Dan Pengembangan Karir Terhadap Kinerja Karyawan Dengan Kualitas Pelatihan Sebagai Variabel Moderating Pada PT. TelukLuas Kota Padang, dibawah bimbingan Bapak Dr.Muhammad Ridwan SE,MM, dan Bapak Vicky Brama Kumbara SE, MM Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *soft skill*, Komitmen Organisasi dan Pengembangan Karir Terhadap Kinerja karyawan Dengan Kualitas Pelatihan. Metode pengumpulan data melalui survey dan mengedarkan kuisioner, dengan sampel 62 responden yang di dapat dengan rumus slovin pada populasi karyawan yang bekerja pada PT.Teluk Luas Kota Padang sebanyak 156 orang. Teknik pengambilan sampel yaitu menggunakan non probability sampling dengan purposive sampling. Metode analisis yang digunakan adalah Analisis deskriptif, analisis kualitatif, analisis kuantitatif, analisis Korelasi dan *Moderated Regression Analysis* (MRA) menggunakan SPSS 21.

Hasil penelitian Berdasarkan Hasil pengujian ini menunjukkan bahwa variabel *soft skill* diperoleh t_{hitung} sebesar 3,726 dan t_{tabel} sebesar 2,00247 yaitu ($0,376 < 2,00247$) dengan tingkat signifikansi $0,000 < 0,05$ maka dapat disimpulkan bahwa H_0 diterima dan H_1 diterima. Hasil penelitian ini sejalan dengan penelitian Ana rokhayati, Roni kambara dan Mahdani Ibrahim (2017) *Soft skill* terbukti berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Dan juga hasil Berdasarkan Hasil pengujian ini menunjukkan bahwa variable pengembangan karir diperoleh t_{hitung} sebesar 5,016 dan t_{tabel} sebesar 2,00247 ($5,016 > 2,00247$) dengan tingkat signifikansi $0,000 < 0,05$ maka dapat disimpulkan bahwa H_0 diterima dan H_3 diterima. Hasil penelitian ini sejalan dengan penelitian Tandaju Christian, Daniell Rosalin (2018) pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci : *Soft Skill*, Komitmen Organisasi, Pengembangan Karir, Kualitas Pelatihan

ABSTRACT

*Vivi Vitria Efendi, No.BP 16101155310360, Management of the Faculty of Economics and Business (2020), Influence of Soft Skills, Organizational Commitment and Career Development on Employee Performance with Training Quality as a Moderating Variable in PT. Teluk Luas Kota Padang, under the guidance of Dr.Muhammad Ridwan SE, MM, and Mr Vicky Brama Kumbara SE, MM*This study aims to examine how much influence soft skills, organizational commitment and career development on employee performance with quality training. The method of collecting data through surveys and distributing questionnaires, with a sample of 62 respondents who obtained the Slovin formula in the population of employees who work at PT. Teluk Luas Padang City as many as 156 people. The sampling technique is using non probability sampling with purposive sampling. The analytical method used is descriptive analysis, qualitative analysis, quantitative analysis, Correlation analysis and Moderated Regression Analysis (MRA) using SPSS 21.

Results of the study Based on the results of this test showed that the soft skill variable was obtained tcount of 3.726 and ttable of 2.00247 namely (0.376 <2.00247) with a significance level of 0.000 <0.05, it can be concluded that H0 was accepted and H1 was accepted. The results of this study are in line with the research of Ana rokhayati, Roni kambara and Mahdani Ibrahim (2017) Soft skills proved to have a positive and significant effect on employee performance.

And also the results based on the results of this test indicate that the career development variable is obtained tcount of 5.016 and ttable of 2.00247 (5.016 > 2.00247) with a significance level of 0.000 <0.05, it can be concluded that H0 is accepted and H3 is accepted. The results of this study are in line with research Tandaju Christian, Daniel I Rosalin (2018) career development has a positive and significant effect on employee performance.

Keywords: Soft Skill, Organizational Commitment, Career Development, Training Quality