

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh masa kerja dan tingkat pendidikan terhadap kompetensi karyawan dengan *competency based training* sebagai variabel intervening. Penelitian ini tergolong penelitian yang bersifat deskriptif. Populasi dalam penelitian ini adalah seluruh karyawan PT. United Tractors Tbk Cabang Padang . Metode pengumpulan data melalui survey dan menyebarkan kuisisioner, dengan sampel 45 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa variabel masa kerja tidak berpengaruh positif dan signifikan terhadap *competency based training*, tingkat pendidikan berpengaruh positif dan signifikan terhadap *competency based training*, masa kerja tidak berpengaruh positif dan signifikan terhadap kompetensi karyawan, tingkat pendidikan tidak berpengaruh positif dan signifikan terhadap kompetensi karyawan, *competency based training* berpengaruh positif dan signifikan terhadap kompetensi karyawan, masa kerja tidak di intervening oleh *competency based training* terhadap kompetensi karyawan, tingkat pendidikan di intervening oleh *competency based training* terhadap kompetensi karyawan.

Kata Kunci: Masa Kerja, Tingkat Pendidikan, Kompetensi karyawan, *Competency Based Training*

ABSTRACT

This study aims to determine how much influence the tenure and education level have on employee competency with competency based training as an intervening variable. This research is classified as a descriptive research. The population in this study were all employees of PT. United Tractors Tbk Padang Branch. Methods of data collection through surveys and distributing questionnaires, with a sample of 45 respondents. The analytical method used is multiple linear regression analysis.

The results showed that the tenure variable did not have a positive and significant effect on competency based training, education level had a positive and significant effect on competency based training, tenure had no positive and significant effect on employee competence, education level had no positive and significant effect on employee competence. competency based training has a positive and significant effect on employee competencies, tenure is not intervened by competency based training on employee competencies, education level is intervened by competency based training on employee competencies.

Keywords: Work period, education level, employee competency, competency based training