

ABSTRAK

Delly Mardianti, jurusan manajemen tahun 2017, Pelatihan dan Pengembangan Karir Pengaruhnya Terhadap Prestasi Kerja dengan Mediasi Kepuasan Kerja. Penelitian ini dilakukan pada Departemen SDM dan Umum di PT. Semen Padang dibawah dosen pembimbing IbuVivi Nila Sari, S.E., M.M dan Ibu Marta Widian Sari, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pelatihan dan Pengembangan Karir Pengaruhnya Terhadap Prestasi Kerja Dengan Mediasi Kepuasan Kerja pada Departemen SDM dan Umum di PT. Semen Padang. metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0 dengan menyebarkan kuesioner sebanyak 66 responen dan kuesioner yang kembali sebanyak 50 kuesioner.

Hasil analisis data menyimpulkan, terdapat pengaruh positif dan signifikan antara variabel Pelatihan terhadap variabel Kepuasan Kerja. Terdapat pengaruh Positif dan signifikan variabel Pengembangan Karir terhadap variabel Kepuasan Kerja. Terdapat pengaruh positif tapi tidak signifikan antara variabel Pelatihan terhadap variabel Prestasi Kerja. Terdapat pengaruh negatif dan tidak signifikan antara variabel Pengembangan Karir terhadap variabel Prestasi Kerja. Terdapat pengaruh positif dan signifikan variabel Kepuasan Kerja terhadap variabel Prestasi Kerja. Terdapat pengaruh positif dan signifikan variabel Pelatihan terhadap variabel Prestasi Kerja melalui variabel Kepuasan Kerja. Terdapat pengaruh positif dan signifikan variabel Pengembangan Karir terhadap variabel Prestasi Kerja melalui Kepuasan Kerja.

Kata Kunci : Pelatihan, Pengembangan Karir, Prestasi Kerja, Kepuasan Kerja

ABSTRACT

Delly Mardianti, majoring in management in 2017, Training and Career Development Effect on Job Performance by Mediating Job Satisfaction. This research was conducted at the Department of Human Resources and General Affairs at PT. Semen Padang under the supervisory lecturer, Mrs. Vivi Nila Sari, S.E., M.M and Mrs. Marta Widian Sari, S.E., M.M.

This study aims to determine the effect of training and career development on job performance by mediating job satisfaction in the Human Resources and General Affairs Department at PT. Semen Padang. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0 with 66 questionnaires and 50 questionnaires returned.

The results of the data analysis concluded that there was a positive and significant influence between the training variable on the job satisfaction variable. The positive and significant influence of the Career Development variable on the Job Satisfaction variable. Positive but insignificant effect between the training variable on the job performance variable. The effect of negative and insignificant influence between Career Development variables on Job Performance variables. There is a positive and significant influence of the Job Satisfaction variable on the Job Performance variable. There is a positive and significant influence on the Training variable on the Job Performance variable through the Job Satisfaction variable. The positive and significant influence of the Career Development variable on the Job Performance variable through Job Satisfaction.

Keywords: *Training, Career Development, Job Performance, Job Satisfaction*