ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh pelatihan terhadap kinerja karyawan Koperasi Kredit Guru Kelubagolit melalui kopentensi karyawan. Data penelitian ini dikumpulkan melalui kuesioner. Teknik pengambilan sampel menggunakan sampling jenuh (sensus) dengan total sampel sebanyak 41 karyawan. Hasil penelitian menunjukan bahwa pelatihan berpengaruh signifikan terhadap kompetensi karyawan (nilai probabilitas t-hitung (0,001) < *level of significant* (0,05). Kompetensi berpengaruh signifikan terhadap kinerja karyawan (nilai probabilitas t-hitung (0,032) < *Level of significant* (0,05). Pelatihan berpengaruh signifikan terhadap kinerja karyawan (nilai probabilitas t-hitung (0,000) < *Level of significant* (0,05). Berdasarkan hasil sobel test, nilai t-hitung 2,114 > nilai t-tabel 1,684. Hak ini menunjukkan pelatihan berpengaruh terhadap kinerja karyawan melalui kompetensi.

Kata kunci : Kinerja Karyawan, Kompetensi, Pelatihan.

ABSTRACT

This research aims to examine the effect of training on the performance of Koperasi Kredit Guru Kelubalit through employee competencies. The research data was collected through questionnaires. The sampling technique uses saturated sampling (census) with a total sample of 41 employees. The result showed that training had a significant effect on employee competence (t-hitung probability value (0,001) < level of significant (0,05). Competence had a significant effect on employee performance (t-hitung probability value (0,032) < level of significant (0,05) Training has a significant effect on employee performance (t-hitung probability value (0,000) < Level of significant (0,05). Based on the result of the sobel test, the t-value 2,114 > t-value 1,684. Hi this shows the training has an effect on employee performance through competence.

Keywords : Employee Performance, Competence, Training.