

RINGKASAN/SUMMARY

PENGARUH PELATIHAN KERJA, KOMPETENSI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA BANK JATIM KANTOR CABANG SYARIAH KEDIRI

RINGKASAN

Penelitian ini bertujuan untuk menganalisis dampak dari pelatihan kerja, kompetensi, dan disiplin kerja terhadap kinerja karyawan di Bank Jatim, Kantor Cabang Syariah Kediri. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif, karena data yang dikumpulkan berupa angka yang dianalisis menggunakan pendekatan statistik, serta memenuhi prinsip-prinsip ilmiah seperti konkret, objektif, terukur, rasional, dan sistematis. Penelitian ini melibatkan populasi sebanyak 93 karyawan, dengan sampel penelitian sejumlah 75 responden yang diambil dari karyawan di Bank Jatim, Kantor Cabang Syariah Kediri. Teknik pengumpulan data mencakup kuesioner, observasi, dan wawancara. Data dianalisis menggunakan uji validitas dan reliabilitas, uji asumsi klasik, regresi linier berganda, uji t untuk signifikansi parsial, uji f untuk signifikansi simultan, serta koefisien determinasi.

Hasil penelitian ini menunjukkan beberapa temuan kunci: (1) Pelatihan kerja memiliki pengaruh yang signifikan terhadap kinerja karyawan, dengan nilai thitung sebesar 2,947 yang lebih besar dari ttabel 1,66671 dan nilai signifikansi 0,004. Oleh karena itu, hipotesis H1 diterima, menegaskan adanya pengaruh positif pelatihan kerja terhadap kinerja karyawan di Bank Jatim, Kantor Cabang Syariah Kediri. (2) Kompetensi juga terbukti berpengaruh secara signifikan terhadap kinerja karyawan, yang dibuktikan oleh nilai thitung sebesar 2,554 yang lebih besar dari ttabel 1,66571 dan nilai signifikansi 0,013. Hipotesis H2 diterima, menunjukkan bahwa kompetensi mempengaruhi kinerja karyawan di Bank Jatim, Kantor Cabang Syariah Kediri. (3) Disiplin kerja memiliki pengaruh signifikan terhadap kinerja karyawan, dengan nilai thitung sebesar 2,034 yang lebih besar dari ttabel 1,66571 dan nilai signifikansi 0,035. Oleh karena itu, hipotesis H3 diterima, mengindikasikan bahwa disiplin kerja berdampak pada kinerja karyawan di Bank Jatim, Kantor Cabang Syariah Kediri.

Kata kunci: Pelatihan kerja, kompetensi, disiplin kerja, kinerja karyawan.

THE INFLUENCE OF JOB TRAINING, COMPETENCY AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT BANK JATIM BRANCH OFFICE SYARIAH KEDIRI

SUMMARY

This study aims to analyze the impact of job training, competence, and work discipline on employee performance at Bank Jatim, Kediri Sharia Branch Office. employees at Bank Jatim, Kediri Syariah Branch Office. The method used in this study is a quantitative method, because the data collected is in the form of numbers that are analyzed using a statistical approach, and meets the requirements of this study. in the form of numbers that are analyzed using a statistical approach, as well as meeting scientific principles such as concrete, objective, measurable, rational, and systematic. systematic. This study involved a population of 93 employees, with research sample of 75 respondents taken from employees at Bank Jatim, Kediri Sharia Branch Office. Jatim, Kediri Sharia Branch Office. Data collection techniques include questionnaires, observations, and interviews. Data were analyzed using validity and reliability, classical assumption test, multiple linear regression, t test for partial significance, f test for simultaneous significance, and coefficient of variance. partial significance, f test for simultaneous significance, and the coefficient of determination. determination.

The results of this study indicate several key findings: (1) Job training has a significant influence on employee performance, with a tcount value of 2.947 which is greater than the ttable 1.66671 and a significance value of 0.004. Therefore, the hypothesis H1 is accepted, confirming the positive effect of job training on employee performance at Bank Jatim, Kediri Sharia Branch Office. (2) Competence is also proven to have a significant effect on employee performance, as evidenced by the tcount value of 2.554 which is greater than the ttable 1.66571 and a significance value of 0.013. Hypothesis H2 is accepted, indicating that competence affects employee performance at Bank Jatim, Kediri Syariah Branch Office. (3) Work discipline has a significant effect on employee performance, with a tcount value of 2.034 which is greater than the t table 1.66571 and a significance value of 0.035. Therefore, hypothesis H3 is accepted, indicating that work discipline has an impact on employee performance at Bank Jatim, Kediri Islamic Branch Office.

Keywords: Job training, competency, work discipline, employee performance.