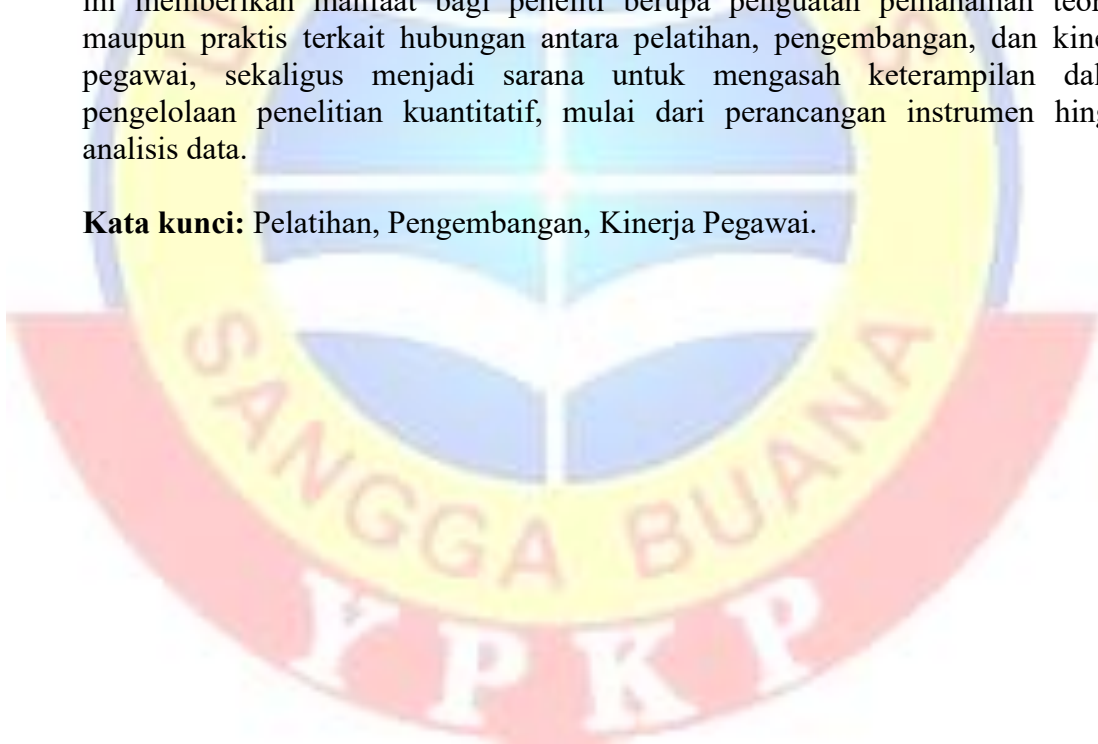


ABSTRAK

Pengelolaan sumber daya manusia (SDM) merupakan elemen strategis yang menentukan keberhasilan organisasi, termasuk institusi pendidikan, dengan memastikan pegawai memiliki kompetensi yang sesuai untuk menghadapi tantangan yang terus berkembang. Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan dan pengembangan terhadap kinerja pegawai dengan menggunakan pendekatan kuantitatif. Sampel penelitian berjumlah 92 pegawai yang dipilih melalui teknik propability sampling. Data dikumpulkan menggunakan kuesioner berskala Likert dan dianalisis dengan regresi linier berganda.

Hasil penelitian menunjukkan bahwa pelatihan dan pengembangan, baik secara parsial maupun simultan, berpengaruh signifikan terhadap kinerja pegawai. Temuan ini mengindikasikan bahwa manajemen perlu mengoptimalkan desain pelatihan sesuai kebutuhan serta melaksanakan program pengembangan berkelanjutan guna meningkatkan kinerja secara keseluruhan. Selain itu, penelitian ini memberikan manfaat bagi peneliti berupa penguatan pemahaman teoritis maupun praktis terkait hubungan antara pelatihan, pengembangan, dan kinerja pegawai, sekaligus menjadi sarana untuk mengasah keterampilan dalam pengelolaan penelitian kuantitatif, mulai dari perancangan instrumen hingga analisis data.

Kata kunci: Pelatihan, Pengembangan, Kinerja Pegawai.



ABSTRAK

Human resource management (HRM) is a strategic element that determines organizational success, including in educational institutions, by ensuring that employees possess the competencies required to face evolving challenges. This study aims to analyze the effect of training and development on employee performance using a quantitative approach. The research sample consisted of 92 employees selected through propability sampling. Data were collected using a Likert-scale questionnaire and analyzed with multiple linear regression.

The results show that training and development, both partially and simultaneously, have a positive and significant effect on employee performance. These findings indicate that management needs to optimize training designs tailored to organizational needs and implement continuous development programs to enhance overall performance. In addition, this study provides benefits for the researcher in terms of strengthening theoretical and practical understanding of the relationship between training, development, and employee performance, while also serving as a means to refine skills in managing quantitative research, from instrument design to data analysis.

Keywords: Training, Development, Employee Performance.

