

ABSTRAK

Habie Purwokusumo P. (01619220017)

PENGARUH *EMPLOYEE COMPETENCE*, *EMPLOYEE TRAINING*, *HR DEVELOPMENT* TERHADAP *EMPLOYEE PERFORMANCE* YANG DIMEDIASI OLEH *EMPLOYEE PERFORMANCE* DI PERUSAHAAN ASURANSI X

(xiv + 110 halaman; 33 tabel; 4 gambar; 6 lampiran)

Di tengah era persaingan yang semakin sengit, sumber daya manusia (SDM) memegang peran vital dalam keberhasilan perusahaan. Peningkatan *employee performance* sangat bergantung pada kompetensi, pelatihan, dan pengembangan SDM. *Work culture* yang positif juga berkontribusi signifikan terhadap *employee performance*. Perusahaan Asuransi X, yang menghadapi tantangan dalam mencapai target kinerja, berkomitmen untuk menaikkan kualitas SDM melalui program persiapan dan pengembangan. Penelitian ini memiliki tujuan untuk mengkaji dampak dari *employee competence*, *employee training*, dan *human resource development* terhadap *employee performance* melalui *work culture* di Perusahaan Asuransi X. Penelitian ini menerapkan metode kuantitatif dengan fokus pada unit analisis berupa karyawan tetap di Perusahaan Asuransi X. Data diperoleh melalui kuesioner daring yang diisi oleh 136 karyawan tetap. Analisis data dilakukan dengan metode *Partial Least Square Structural Equation Modelling* (PLS-SEM). Hasil penelitian menyatakan bahwa *employee competence*, *employee training*, *human resource development*, dan *work culture* memiliki dampak signifikan dan positif kepada *employee performance*. Dengan fokus pada peningkatan *competence*, *HR development*, *training*, dan *work culture* perusahaan yang baik, perusahaan dapat memastikan bahwa karyawan siap menghadapi tantangan yang ada dan memberikan kontribusi maksimal terhadap pencapaian tujuan organisasi

Keywords: *Employee performance, employee competence, employee training, work culture, HR development.*

Referensi: 73 (1980-2024)

ABSTRACT

Habie Purwokusumo P. (01619220017)

THE IMPACT OF EMPLOYEE COMPETENCE, EMPLOYEE TRAINING, HR DEVELOPMENT ON EMPLOYEE PERFORMANCE MEDIATED BY EMPLOYEE PERFORMANCE IN INSURANCE COMPANY X

(xiv + 110 pages; 33 tables; 4 figures; 6 appendices)

In an era of increasingly fierce competition, human resources (HR) are crucial to a company's success. Competence, training, and HR development are important elements in improving employee performance. A positive work culture also significantly contributes to employee performance. Insurance Company X, facing challenges in meeting performance targets, is committed to improving HR quality through training and cultivation. Through Insurance Company X's work culture, the purpose of this study is to inspect how employee competence, employee training, and human resource development affect employee performance. The permanent employees of Insurance Company X serve as the unit of analysis in this quantitative study. Data were obtained through an online questionnaire filled out by 136 permanent employees. Data analysis was conducted using the Partial Least Square Structural Equation Modeling (PLS-SEM) method. The results of the study stated that employee competence, employee training, human resource development, work culture have a significant and positive impact on employee performance. By focusing on improving competence, HR development, training, and a good company work culture, the company can ensure that employees are ready to face existing challenges and provide maximum contribution to achieving organizational goals.

Keywords: *Employee performance, employee competence, employee training, work culture, HR development.*

References: 73 (1980-2024)