

ABSTRAK

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“PENGARUH PROGRAM PELATIHAN DAN PENGEMBANGAN KARIR TERHADAP KINERJA KARYAWAN YANG DIMEDIASI OLEH KOMITMEN ORGANISASI PADA KARYAWAN PT GASTRO GIZI SARANA”

(xi + 88 Halaman: 9 Gambar; 25 Tabel)

Penelitian ini mengkaji pengaruh program pelatihan dan pengembangan karir terhadap kinerja karyawan PT Gastro Gizi Sarana, perusahaan penyedia peralatan dapur komersial di Indonesia. Penelitian melibatkan 175 karyawan dengan metode kuantitatif, menggunakan *non-probability sampling* dan skala Likert 5 poin. Data dianalisis dengan metode *Structural Equation Modeling* (SEM PLS) melalui Smart PLS 4.0. Hasil menunjukkan bahwa pelatihan dan pengembangan karir memiliki pengaruh positif terhadap kinerja karyawan melalui komitmen organisasi sebagai mediator. Namun, terdapat beberapa hipotesis tidak didukung. Penelitian ini bertujuan memperjelas pentingnya pelatihan, pengembangan karir, dan peran komitmen organisasi dalam meningkatkan kinerja karyawan.

Kata Kunci: Program Pelatihan, Pengembangan Karir, Kinerja Karyawan, Komitmen Organisasi

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ABSTRACT

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"THE EFFECT OF TRAINING AND CAREER DEVELOPMENT PROGRAMS ON EMPLOYEE PERFORMANCE MEDIATED BY ORGANIZATIONAL COMMITMENT TO EMPLOYEES OF PT GASTRO GIZI SARANA"

(xi + 88 Pages; 9 Pictures; 25 Tables)

This study examines the effect of training and career development programs on employee performance at PT Gastro Gizi Sarana, a provider of commercial kitchen equipment in Indonesia. The research involved 175 employees using a quantitative method, non-probability sampling, and a 5-point Likert scale. Data were analyzed using Structural Equation Modeling (SEM PLS) with Smart PLS 4.0. The results show that training and career development positively influence employee performance through organizational commitment as a mediator. However, some hypotheses were not supported. This study aims to clarify the importance of training, career development, and the role of organizational commitment in enhancing employee performance.

Keywords: Training Development, Career Development, Employee Performance, Organizational Commitment

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