

## ABSTRAK

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**PENGARUH PELATIHAN DAN PENGEMBANGAN, PENGEMBANGAN KARIR, SERTA KOMITMEN ORGANISASI TERHADAP KINERJA KERYAWAN DI REGION 9 PT SARI COFFEE INDONESIA**

(xviii + 207 halaman: 12 gambar; 17 tabel: 4 lampiran)

Persaingan yang ketat di industri makanan dan minuman di Indonesia menuntut perusahaan untuk terus meningkatkan kualitas layanan dan produk. *Pelatihan dan pengembangan, dan pengembangan karir* karyawan berperan krusial dalam meningkatkan *kinerja kerja* karyawan agar tetap kompetitif, namun sering kali kurang terintegrasi dengan *komitmen organisasi*, sehingga efektivitasnya belum maksimal. Oleh karena itu, penelitian ini bertujuan untuk menganalisis efek mediasi *komitmen organisasi* dalam hubungannya antara *pelatihan dan pengembangan, pengembangan karir, serta kinerja karyawan* di PT. Sari Coffee Indonesia Region 9. Data dikumpulkan melalui survei yang melibatkan 129 karyawan divisi operasional dengan menyebarkan kuesioner secara online melalui *Google Forms*. Penelitian ini merupakan penelitian kuantitatif, dengan metode pengumpulan data *non-probability sampling* dengan teknik *convenience sampling* dan menggunakan skala 5 likert. Metode analisis mencakup *statistik deskriptif*, pengukuran dan pemodelan struktural menggunakan software SmartPLS 4.0. Hasil penelitian menunjukkan adanya korelasi signifikan antara *pelatihan dan pengembangan* serta *pengembangan karir* dengan *kinerja karyawan*. Selain itu, *Komitmen organisasi* juga memiliki pengaruh positif dan signifikan untuk memediasi hubungan antara *pelatihan dan pengembangan, serta pengembangan karir* dengan *kinerja karyawan*. Temuan ini menunjukkan pentingnya kebijakan manajerial yang mendukung peningkatan *komitmen organisasi* dan *kinerja karyawan*, serta penyediaan fasilitas yang memadai untuk *pengembangan karir dan pelatihan*.

Referensi: 23 (2019-2024)

**Kata Kunci:** Industri Makanan dan Minuman, Praktik Sumber Daya Manusia, Pelatihan dan Pengembangan, Komitmen Organisasi, Kinerja Karyawan

## ABSTRACT

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### **THE INFLUENCE OF TRAINING AND DEVELOPMENT, CAREER DEVELOPMENT, AND ORGANIZATIONAL COMMITMENT ON JOB PERFORMANCE AT REGION 9 PT SARI COFFEE INDONESIA**

(xviii + 207 pages; 12 figures; 17 tables; 4 appendices)

The intense competition in the food and beverage industry in Indonesia requires companies to continually improve service and product quality. Employee training and development, as well as career development, play a crucial role in enhancing employee performance to maintain competitiveness. However, these aspects are often not integrated with organizational commitment, limiting their effectiveness. Therefore, this study aims to analyze the mediating effect of organizational commitment in the relationship between training and development, career development, and employee performance at PT. Sari Coffee Indonesia Region 9. Data were collected through a survey involving 129 employees from the operations division, using an online questionnaire distributed via Google Forms. This is a quantitative study, with non-probability sampling using a convenience sampling technique and employing a 5-point Likert scale. The analysis method includes descriptive statistics, measurement, and structural modeling using SmartPLS 4.0 software. The results show a significant correlation between training and development, career development, and employee performance. Additionally, organizational commitment also has a positive and significant effect in mediating the relationship between training and development, career development, and employee performance. These findings highlight the importance of managerial policies that support the enhancement of organizational commitment and employee performance, as well as providing adequate facilities for career development and training.

Reference: 23 (2019-2024)

*Keywords : F&b industry, HR practices, Training and development, Organizational commitment, Work performance.*