ABSTRAK

PENGARUH PELATIHAN DAN PENGEMBANGAN KARIR TERHADAP KINERJA PEGAWAI RUMAH SAKIT UMUM DAERAH (RSUD) PRINGSEWU

Oleh :

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Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan dan pengembangan karir terhadap kinerja pegawai RSUD Pringsewu. Jenis penelitian yang digunakan adalah penelitian kuantitif dengan metode asosiatif. Sumber data yang digunakan yaitu data primer dan data sekunder. Metode pengumpulan data dalam penelitian ini Studi Kepustakaan (*Library Research*) dan Studi Lapangan (*Field Research*). Populasi dalam penelitian ini seluruh pegawai RSUD Pringsewu berjumlah 556 pegawai. Teknik pengambilan sampel yang digunakan yaitu *purposive sampling* dengan jumlah sampel sebanyak 67 pegawai non medis. Uji persyaratan instrument yang digunakan yaitu uji validitas dan reliabilitas. Uji persyaratan analisis data menggunakan uji normalitas, linieritas dan multikolinieritas. Metode analisis data menggunakan regresi linier berganda dan pengujian hipotesis menggunakan Uji t dan Uji F. Hasil dalam penelitian ini adalah pelatihan dan pengembangan karir berpengaruh terhadap kinerja pegawai RSUD Pringsewu.

Kata Kunci : Pelatihan, Pengembangan Karir Dan Kinerja Pegawai.

ABSTRACT

THE EFFECT OF TRAINING AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE AT THE REGIONAL GENERAL HOSPITAL (RSUD) PRINGSEWU

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The purpose of the study was to evaluate the effect of training and career development on the performance of employees at the Regional General Hospital (RSUD) Pringsewu. The research method used was quantitative with an associative approach. Primary and secondary data were used as data sources, and data collection methods used were literature study and field study. The population of this study consisted of all employees of RSUD Pringsewu, totaling 556 employees. The sampling was done using a purposive sampling method, resulting in a sample size of 67 non-medical employees. The validity and reliability of the instruments are tested to ensure data quality. The data analysis included tests for normality, linearity, and multicollinearity, and multiple linear regression was used for data analysis with hypothesis testing using t-test and F-test. The results of the study indicate that training and career development significantly influence the performance of employees at RSUD Pringsewu.

Keywords: Training, Career Development, Employee Performance.