

ABSTRACT

Analysis of the Influence of Job Training and Career Development on Employee Performance: A Study at the Department of Population and Civil Registration of Bandar Lampung City Based on Performance Theory

By

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This study aims to examine the analysis of the influence of job training and career development on employee performance: a study at the Department of Population and Civil Registration of Bandar Lampung City based on performance theory. This research is a causal study intended to identify, understand, and analyze cause-and-effect relationships between two or more interrelated variables. The data sources of this study consist of primary and secondary data. The primary data were collected through questionnaires using a Likert scale. The research employed Purposive Sampling resulting in a total of 60 employees of the Department of Population and Civil Registration of Bandar Lampung City. The data analysis method used in this study was multiple linear regression analysis. The results of the hypothesis testing indicate that Job Training (X1) has a significant effect on Employee Performance (Y). Career Development (X2) has a significant effect on Employee Performance (Y). Furthermore, Job Training (X1) and Career Development (X2) simultaneously have a significant effect on Employee Performance (Y).

Keywords: Job Training, Career Development, Employee Performance