

ABSTRACT

THE EFFECT OF JOB TRAINING AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE IN MANDIRI SHARIA BANK BANDAR LAMPUNG

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Job training and career development have an important role to improve the performance of employees for improving human resources with higher quality. The purpose of the study was to determine the effect of job training and career development on employee performance in Bank Syariah Mandiri Bandar Lampung. The type of study used quantitative research. Sources of data in this study used primary data. Test requirements in this study used Validity Test and Reliability Test. Test of Data Analysis Requirements used Normality Test and Linearity Test. The data analysis method in this study used multiple regression analysis and hypothesis testing using t test and f test. Hypothesis testing showed that the effect of job training on employee performance with t value was 2,973, the effect of career development on employee performance with t value was 3,284, the effect of job training and career development on employee performance with f value was 8,850. Thus the hypothesis in this study showed that training and career development simultaneously affected employee performance in Bank Syariah Mandiri Bandar Lampung, training partially had a positive effect on employee performance in Bank Syariah Mandiri Bandar Lampung. Furthermore, Career development partially had a positive and significant effect on employee performance in Bank Syariah Mandiri Bandar Lampung.

Keywords: Job Training, Career Development, Employee Performance