

ABSTRAK

PENGARUH PELATIHAN DAN PERSEPSI DUKUNGAN ORGANISASI TERHADAP KINERJA DENGAN KOMPETENSI SEBAGAI VARIABEL INTERVENING

(Survey pada pegawai kantor BKPSDM Kota Tasikmalaya)

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Tujuan penelitian ini untuk mengetahui dan menganalisis pelatihan, persepsi dukungan organisasi, kinerja, dan kompetensi pada pegawai di kantor BKPSDM Kota Tasikmalaya serta untuk mengetahui pengaruh langsung dan tidak langsung dari pelatihan dan persepsi dukungan organisasi terhadap kinerja melalui kompetensi pada pegawai di kantor BKPSDM Kota Tasikmalaya. Metode penelitian yang digunakan adalah metode survey dengan pendekatan kuantitatif. Jenis data yang digunakan merupakan data primer dengan teknik pengumpulan data menggunakan metode kuesioner (angket) yang dibagikan kepada responden. Populasi dan sampel dalam penelitian ini sebanyak 51 responden dengan teknik *sampling* jenuh. Alat analisis dalam penelitian ini menggunakan analisis regresi dengan variabel mediasi dan uji sobel. Data dalam penelitian ini diolah menggunakan *software* SPSS versi 22.0. Hasil analisis menunjukkan bahwa : (1) Persepsi dukungan organisasi, kinerja dan kompetensi pada pegawai di Kantor BKPSDM Kota Tasikmalaya berkategori baik secara keseluruhan, namun pelatihan berkategori sangat baik secara keseluruhan, (2) Pelatihan dan persepsi dukungan organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor BKPSDM Kota Tasikmalaya, (3) Pelatihan dan persepsi dukungan organisasi berpengaruh positif dan signifikan terhadap kompetensi pegawai di Kantor BKPSDM Kota Tasikmalaya, (4) Kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor BKPSDM Kota Tasikmalaya, (5) Kompetensi dapat memediasi hubungan pelatihan dan persepsi dukungan organisasi terhadap kinerja pegawai di Kantor BKPSDM Kota Tasikmalaya dengan jenis mediasi parsial.

Kata Kunci : Pelatihan, Persepsi Dukungan Organisasi, Kinerja, Kompetensi

ABSTRACT

THE EFFECT OF TRAINING AND PERCEIVED ORGANIZATIONAL SUPPORT ON PERFORMANCE WITH COMPETENCE AS AN INTERVENING VARIABLE

(Survey on BKPSDM office employees of Tasikmalaya City)

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The purpose of this research was to determine and analyze training, perceived organizational support, performance, and competence in employees at the BKPSDM office of Tasikmalaya City and to determine the direct and indirect effects of training and perceived organizational support on performance through competence in employees at the BKPSDM office of Tasikmalaya City. The research method used is a survey method with a quantitative approach. The type of data used is primary data with data collection techniques using a questionnaire method (questionnaire) distributed to respondents. The population and sample in this study were 51 respondents with saturated sampling technique. The analytical tool in this study uses regression analysis with mediating variables and the sobel test. The data in this study were processed using SPSS version 22.0 software. The results of the analysis show that: (1) Training, perceived organizational support, performance and competence in employees at the BKPSDM Office of Tasikmalaya City are categorized as good overall, (2) Training and perceived organizational support have a positive and significant effect on employee performance at the BKPSDM Office of Tasikmalaya City, (3) Training and perceived organizational support have a positive and significant effect on employee competence at the BKPSDM Office of Tasikmalaya City, (4) Competence has a positive and significant effect on employee performance at the BKPSDM Office of Tasikmalaya City, (5) Competence can mediate the relationship between training and perceived organizational support on employee performance at the BKPSDM Office of Tasikmalaya City with partial mediation type.

Keywords : *Training, Perceived Organizational Support, Performance, Competence*