

ABSTRACT

THE EFFECT OF EMPLOYEE PLACEMENT, TRAINING AND CAREER ON EMPLOYEE PERFORMANCE IN THE DEPARTMENT OF LIVESTOCK, ANIMAL HEALTH AND FISHERIES CIANJUR DISTRICT

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The purpose of this study was to identify and analyze the effect of placement, training and employee career on employee performance in the Department of Livestock, Animal Health and Fisheries of Cianjur Regency. The research method used is a survey method. Data collection techniques using interviews, questionnaires and documentation studies. The sampling technique in this study used the census method with a sample size of 55 respondents. The analysis technique used in this study is multiple linear regression analysis. Based on the research results, it is known that placement is included in the good category, training is included in the good category, employee career is included in the good category and the performance of employees of the Cianjur Regency Livestock, Animal Health and Fisheries Office is included in the good category. Simultaneously it can be concluded that placement, training and employee careers affect employee performance. Partially placement has a significant effect on employee performance, partially training has a significant effect on employee performance, and partially employee career has a significant effect on employee performance in the Department of Animal Husbandry, Animal Health and Fisheries, Cianjur Regency.

Keywords: *Placement, Training, Employee Career, Employee Performance*

ABSTAK

PENGARUH PENEMPATAN, PELATIHAN DAN KARIR PEGAWAI TERHADAP KINERJA PEGAWAI DI DINAS PETERNAKAN, KESEHATAN HEWAN DAN PERIKANAN KABUPATEN CIANJUR

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Tujuan dari penelitian ini untuk mengetahui dan menganalisa pengaruh penempatan, pelatihan dan karir pegawai terhadap kinerja pegawai di Dinas Peternakan, Kesehatan Hewan dan Perikanan Kabupaten Cianjur. Metode penelitian yang digunakan adalah metode survey. Teknik pengumpulan data menggunakan wawancara, kuesioner dan studi dokumentasi. Teknik pengambilan sampel pada penelitian ini menggunakan metode sensus dengan ukuran sampel 55 responden. Teknik analisis yang digunakan dalam penelitian ini adalah analisis regresi linier berganda. Berdasarkan hasil penelitian diketahui bahwa penempatan termasuk pada kategori baik, pelatihan termasuk pada kategori baik, karir pegawai termasuk pada kategori baik dan kinerja pegawai Dinas Peternakan, Kesehatan Hewan dan Perikanan Kabupaten Cianjur termasuk pada kategori baik. Secara simultan dapat disimpulkan bahwa penempatan, pelatihan dan karir pegawai berpengaruh terhadap kinerja pegawai. Secara parsial penempatan berpengaruh signifikan terhadap kinerja pegawai, secara parsial pelatihan berpengaruh signifikan terhadap kinerja pegawai, dan secara parsial karir pegawai berpengaruh signifikan terhadap kinerja pegawai di Dinas Peternakan, Kesehatan Hewan dan Perikanan Kabupaten Cianjur.

Kata Kunci: Penempatan, Pelatihan, Karir Pegawai, Kinerja Pegawai