

ABSTRAK

Dilakukan riset ini bertujuan mengetahui “Pengaruh Kompetensi SDM, Pelatihan, dan Promosi Jabatan terhadap Kinerja Karyawan UPT Balai Latihan Kerja Surabaya. Pendekatan kuantitatif deskriptif adalah suatu pengujian yang digunakan serta melalui pengujian hipotesis. Sampel yang digunakan berjumlah 50 responden menggunakan teknik *non-probability sampling*. Sampel tersebut terdiri dari karyawan UPT Balai Latihan Kerja Surabaya kemudian data diambil menggunakan kuesioner. Berdasarkan hasil uji-t dan uji-F, nilai signifikansi kompetensi SDM (X_1) sebesar 0.001, pelatihan (X_2) sebesar 0.788, dan promosi jabatan (X_3) sebesar 0.029 serta nilai signifikansi uji-F sebesar 0.000. Dari hasil analisis dapat disimpulkan bahwa kompetensi SDM (X_1) berpengaruh positif dan signifikan terhadap kinerja karyawan UPT Balai Latihan Kerja Surabaya, Pelatihan (X_2) tidak berpengaruh terhadap kinerja karyawan UPT Balai Latihan Kerja Surabaya, dan promosi jabatan (X_3) berpengaruh positif dan signifikan terhadap kinerja karyawan UPT Balai Latihan Kerja Surabaya. Hal ini berarti kompetensi SDM, Pelatihan, dan Promosi jabatan secara simultan berpengaruh terhadap kinerja karyawan UPT Balai Latihan Kerja Surabaya.

Kata kunci : Kinerja, Kompetensi SDM, Pelatihan, dan Promosi Jabatan.

ABSTRACT

This exploration was done fully intent on knowing "The Influence Of Human Resource Competence, Training, And Position Promotion On Employee Performance Of UPT Balai Training Job Surabaya. Graphic quantitative methodology is a test utilized and through theory testing. This study involves 50 respondents as an example utilizing a non-likelihood inspecting method. The example comprises of workers of the UPT Job Training Center Surabaya then the date was taken utilizing a survey. In light of the consequences of the t-test and F-test ,the importance worth of Human Resource competence(X1) is 0.001 ,preparing (X2) is 0.788,and advancement (X3) is 0.029 and the importance worth of the F-test is 0.000.From the aftereffects of the examination, it very well may be reasoned that Human Resource capability (X1) meaningfully affects the exhibition of workers UPT Job Training Center Surabaya ,preparing (X2) significantly affects the presentation representatives of UPT Job Training Center Surabaya. This implies that the skill of HR, preparing, and advancements at the same time influence the exhibition of the representatives of the surabaya work preparing focus.

Keywords : *Perfomance,Human Resourch Competence ,Training ,And Position Promotion.*