

Pengaruh on the job training dan reward terhadap kinerja karyawan (studi pada karyawan tetap non manajerial di outlet restoran Baso Ino) = The Impact of on the job training and reward on employee performance (a study on permanent employees non managerial level at Baso Ino restaurant)

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh dari on-the-job training dan reward terhadap kinerja karyawan. Variabel on-the-job training diukur menggunakan konsep transfer of training (Noe, 2005), reward diukur berdasarkan referensi jurnal oleh (Gohari, et al, 2013), dan kinerja karyawan diukur menggunakan konsep performance evaluation oleh (Bernardin & Russell, 2003). Penelitian ini menggunakan pendekatan kuantitatif. Data penelitian dikumpulkan melalui survey yang dilakukan kepada 81 karyawan tetap non-manajerial di 7 outlet restoran Baso INO dengan menggunakan teknik total sampling. Penelitian ini menggunakan analisis regresi berganda dan koefisien determinasi (r^2) untuk menguji pengaruh di antara variabel yang dijadikan objek penelitian secara simultan maupun secara parsial. Hasil analisis regresi berganda menunjukkan bahwa 32,1% kinerja karyawan tetap non manajerial di 7 outlet restoran Baso INO dipengaruhi oleh on-the-job training dan reward. Pada penelitian ini ditemukan bahwa on-the-job training dan reward memiliki pengaruh secara simultan dan parsial terhadap kinerja karyawan tetap non-manajerial di 7 outlet restoran Baso INO.

This study aims to examine the effect of on-the-job training and reward on employee performance. On-the-job training was measured using transfer of training concept according to (Noe, 2005). Reward was measured by reference of journal which has been researched by (Gohari, et al. 2013). Employee performance was measured using performance evaluation concept according to (Bernardin & Russell, 2003). This research used a quantitative approach. Data was collected through survey and the number of sample is 81 permanent employee level non-managerial at Baso INO Restaurant. Variables were measured using multiple regression analysis and coefficient of determination analysis. The result shows that 32,1% of permanent employee non-managerial level at Baso INO Restaurant influenced by on-the-job training and reward. This study found that both transfer ability of on-the-job training and reward (intrinsic and extrinsic) have an affect for simultaneous and partial on the performance of permanent employee non-managerial level at Baso INO Restaurant.