

# Pengaruh Training, Career Development Dan Performance Management Terhadap Employee Competencies, Employee Performance Dan Organizational Capability = The Influence Of Training, Career Development And Performance Management On Employee Competencies, Employee Performance And Organizational Capability

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## Abstrak

Tujuan penelitian ini adalah untuk menguji dan menganalisis pengaruh training, career development dan performance management terhadap employee competencies, employee performance dan organizational capability. Penelitian ini dilakukan pada Lembaga Negara yang Independen yang berperan sebagai Lembaga Regulator Industri Keuangan Indonesia. Teknik pengumpulan data dilakukan dengan menyebarkan kuesioner. Sebelum disebarkan, kuesioner penelitian telah diuji validitas dan reliabilitas menggunakan SPSS. Jumlah responden adalah 445 pegawai. Pengolahan data untuk membuktikan hipotesis menggunakan metode Structural Equation Model (SEM) Lisrel 8.80. Berdasarkan hasil penelitian menunjukkan bahwa training dan performance management berpengaruh signifikan dan positif terhadap employee competencies, career development tidak berpengaruh signifikan terhadap employee competencies, employee competencies berpengaruh signifikan dan positif terhadap employee performance, employee performance berpengaruh signifikan dan positif terhadap organizational capability.

.....The objectives of this research are to examine and analyze the effect of training, career development and performance management on employee competencies, employee performance and organizational capability. This research was conducted at an Independent State Institution that acts as a Regulatory Agency for the Indonesian Financial Industry. The data collection technique was done by distributing questionnaires. Before being distributed, the research questionnaire had been tested for validity and reliability using SPSS. The number of respondents was 445 employees. Data processing to prove the hypothesis using the Lisrel 8.80 Structural Equation Model (SEM) method. The results show that training and performance management had a significant and positive effect on employee competencies, career development had no significant effect on employee competencies, employee competencies had a significant and positive effect on employee performance, employee performance had a significant and positive effect on organizational capability.