The Effect of Training, Supervision, and Work Discipline on Employee Performance of PT Bank DKI Permata Hijau Branch, South Jakarta

By

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Abstract

This study is a quantitative study designed to determine the effect of training, supervision, and work discipline on employee performance. The sample used was permanent employees of PT Bank DKI Permata Hijau Branch, South Jakarta, and researchers used a sample of 73 employees. This research uses probability sampling technique in sampling & sampling method is random sampling. Data collection is done through google form. The analysis technology adopts the inference analysis method, which is carried out through IBM SPSS Statistics 23 in the data processing process & the significance level is 0.05 (5%). The test results are (1) training has a significant effect on employee performance, (2) supervision has a significant effect on employee performance, and (3) work discipline has a significant effect on employee performance (4) training, supervision, and work discipline have a significant effect on employee performance. together. The results of this study, employee performance is determined as much as 89% by training, supervision & work discipline.

Keywords: Training, Supervision, Work Discipline, And Employee Performance

Pengaruh Pelatihan, Pengawasan, dan Disiplin Kerja Terhadap Kinerja Karyawan
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Abstrak

Penelitian ini merupakan penelitian kuantitatif dirancang untuk mengetahui pengaruh pelatihan, pengawasan, dan disiplin kerja terhadap kinerja pegawai. Sampel yang digunakan adalah pegawai tetap PT Bank DKI Cabang Permata Hijau Jakarta Selatan, dan peneliti menggunakan sampel sebanyak 73 pegawai. Penelitian ini memakai teknik *probability sampling* dalam pengambilan sampel & metode pengambilan sampel random sampling. Pengumpulan data dilakukan melalui *google form*. Teknologi analisis mengadopsi metode analisis inferensi, yang dilakukan melalui *IBM SPSS Statistics 23* dalam proses pengolahan data & tingkat signifikansi 0,05 (5%). Hasil pengujian adalah (1) pelatihan berpengaruh signifikan terhadap kinerja karyawan, (2) pengawasan berpengaruh signifikan terhadap kinerja karyawan, dan (3) disiplin kerja berpengaruh signifikan terhadap kinerja karyawan (4) pelatihan, pengawasan, dan disiplin kerja mempunyai pengaruh signifikan terhadap kinerja karyawan secara bersama-sama. Hasil penelitian ini, kinerja karyawan ditentukan sebanyak 89% oleh pelatihan, pengawasan & disiplin kerja.

Kata kunci: Pelatihan, Pengawasan, Disiplin Kerja, Dan Kinerja Karyawan