

The Effect of Training and Career Development on Employees Performance of The General Affairs Management and Procurement of the Ministry of Agriculture through *Organizational Citizenship Behavior* as an Intervening Variabel

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Abstract

This research uses a quantitative approach with the aim to find out and prove the influence between training on the performance of employees of the General Bureau and Procurement of the Ministry of Agriculture, knowing and proving the influence between the performance of employees of the General Bureau and Procurement of the Ministry of Agriculture, knowing and proving the influence between training and career development on the performance of employees of the General Bureau and Procurement of the Ministry of Agriculture. *Organizational Citizenship Behavior*. The study used primary data, and the research method included three variabels: dependent variabels (employee performance), independen variabels (training and career development), and mediation variabels (*Organizational Citizenship Behavior*). The population is 220 employees and the sample used as many as 70 people. The sample technique used is a non-probability sampling technique using incidental sampling. The analysis used, namely the validity test, reliability test, determination coefficient test (R²), track coefficient test, t-test and F test. Partially, career development does not have a positive and significant influence on employee performance. Partially, training has no positive and insignificant influence on employee performance through *Organizational Citizenship Behavior*. Partially, career development has no positive and insignificant influence on employee performance through *Organizational Citizenship Behavior*. And simultaneously training and career development affect employee performance through *Organizational Citizenship Behavior* as an intervening variabel.

Keywords : Training, Career Development, *Organizational Citizenship Behavior* and Employee Performance

**Pengaruh Pelatihan dan Pengembangan Karir terhadap Kinerja Pegawai
Biro Umum dan Pengadaan Kementerian Pertanian RI melalui
Organizational Citizenship Behavior sebagai Variabel Intervening**

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Abstrak

Penelitian ini menggunakan pendekatan kuantitatif dengan tujuan untuk mengetahui dan membuktikan pengaruh antara pelatihan terhadap kinerja pegawai Biro Umum dan Pengadaan Kementerian Pertanian RI, mengetahui dan membuktikan pengaruh antara pengembangan karir terhadap kinerja pegawai Biro Umum dan Pengadaan Kementerian Pertanian RI, mengetahui dan membuktikan pengaruh antara pelatihan dan pengembangan karir terhadap kinerja pegawai Biro Umum dan Pengadaan Kementerian Pertanian RI dengan *Organizational Citizenship Behavior*. Penelitian ini menggunakan data primer, dan metode penelitian meliputi tiga variabel : variabel dependen (kinerja pegawai), variabel independen (pelatihan dan pengembangan karir), dan variabel mediasi (*Organizational Citizenship Behavior*). Populasi yang ada sebanyak 220 pegawai dan sampel yang digunakan sebanyak 70 orang. Teknik sampel yang digunakan adalah teknik Non-Probability Sampling dengan menggunakan Insidental Sampling. Analisis yang digunakan, yaitu uji validitas, uji reliabilitas, uji koefisien determinasi (R^2), uji koefisien jalur, uji-t dan uji F. Hasil penelitian menunjukkan bahwa secara parsial pelatihan memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Secara parsial pengembangan karir tidak memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Secara parsial pelatihan tidak memiliki pengaruh positif dan tidak signifikan terhadap kinerja pegawai melalui *Organizational Citizenship Behavior*. Secara parsial pengembangan karir tidak memiliki pengaruh positif dan tidak signifikan terhadap kinerja pegawai melalui *Organizational Citizenship Behavior*. Dan secara simultan pelatihan dan pengembangan karir berpengaruh terhadap kinerja pegawai melalui *Organizational Citizenship Behavior* sebagai variabel intervening.

Kata Kunci : Pelatihan, Pengembangan Karir, *Organizational Citizenship Behavior*, dan Kinerja Pegawai