

RELATIONSHIP BETWEEN TRAINING, JOB PERFORMANCE AND CAREER DEVELOPMENT WORK EXPERIENCE WITH CIVIL SERVANT (PNS) IN THE OFFICE OF NAVAL RESEARCH AND DEVELOPMENT (DISLITBANGAL).

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Abstract

This research was conducted to test the hypothetical that there is a relationship between independent variables with the dependent variable. The independent variables namely training (X1), performance (X2), and work experience (X3) and career development (Y) as the dependent variable. Analysis of the data using a Likert scoring models are filled by the respondents, namely civil servants Dislitbangal totaling 83 people. The entire data processing and analysis was performed using the software Statistical Product and Service Solutions (SPSS). The results of the study there were significant correlation between training (X1), performance (X2), and work experience (X3) either partially or simultaneously with career development (Y) civil servants in Dislitbangal. Partially, career development training variable with a correlation coefficient of 0.742 and determinant coefficient of 55%. At the 5% significance level of 9.952 t_{count} training > t_{table} of 1,990. The correlation coefficient performance with 0,383 career development and determination of 14.6%. At the 5% significance level t_{count} job performance of 3.727 > t_{table} of 1.990, while the correlation coefficient with the work experience for 0,568 career development, and determination of 32.3%. At the 5% significance level t_{count} work experience at 6.205 > 1.990 t_{table} . Simultaneously, the magnitude of determination of 67%. And the correlation coefficient training, work performance and work experience together with career development for 0826 and the hypothesis test showed the value of F at 56.383 > F table = 2.27. Significance value of 0.000 < 0.05 significance level. Regression equation $Y = -15,441 + 0,648 X_1 + 0,385 X_2 + 0,198 X_3$.

Keywords: Training, Job Performance, Work Experience and Career Development.

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