

**HUBUNGAN ANTARA PENDIDIKAN, PELATIHAN
DAN KOMPETENSI DENGAN KESEMPATAN
PROMOSI JABATAN
(SURVEI PADA DINAS KELAIKAN MATERIEL ANGGKATAN LAUT,
JAKARTA DAN SURABAYA TAHUN 2014)**

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Abstrak

Penelitian ini dilakukan untuk menguji hubungan antara pendidikan, pelatihan dan kompetensi dengan promosi jabatan. Hal ini penting mengingat promosi jabatan kurang mempertimbangkan kompetensi jabatan, deskripsi dan spesifikasi pekerjaan. Metode yang digunakan dalam penelitian ini adalah kuantitatif *simetris asosiatif*. Penelitian ini dilakukan di Dinas Kelaikan Materiel Angkatan Laut (Dislaikmatal), Satuan Kelaikan Materiel Wilayah Barat dan Timur (Satlaikmatbar dan Satlaikmattim). Responden yaitu pegawai Dislaikmatal yang berjumlah 125 orang. Instrumen penelitian menggunakan skoring skala Likert. Analisa data menggunakan analisa korelasi, regresi linier sederhana dan regresi linier berganda. Pengolahan data menggunakan *software* SPSS (*Statistical Product and Service Solution*). Hasil penelitian menemukan adanya hubungan signifikan antara pendidikan, pelatihan dan kompetensi dengan promosi jabatan baik secara parsial maupun simultan.

Kata Kunci : Pendidikan, Pelatihan, Kompetensi dan Promosi Jabatan.

**RELATIONSHIP BETWEEN EDUCATION, TRAINING AND
COMPETENCE TO CHANCE PROMOTION POSITION
(SURVEY ON THE NAVY OF MATERIEL WORTHINESS SERVICE,
JAKARTA AND SURABAYA 2014)**

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Abstract

This study was conducted to examine the relationship between education, training and competence of the promotion position. This is important considering the promotion position did not consider the competence position, description and specification work. The method used in this research is quantitative symmetric associative. This research was conducted in the Navy of Materiel Worthiness Service (Dislaikmatal), Force Materiel Worthiness of Western Region and Eastern Region (Satlaikmatbar and Satlaikmattim). Respondents are Dislaikmatal employees totaling 125 people. The research instrument using a Likert scale scoring. Data were analyzed using correlation analysis, simple linear regression and multiple linear regression. Data processing using software SPSS (Statistical Product and Service Solutions). The study found a significant relationship between education, training and competence of the promotion either partially or simultaneously.

Keywords : Education, Training, Competency and Job Promotion.