

**ANALISIS PENGARUH *PEOPLE DEVELOPMENT* TERHADAP
KINERJA KARYAWAN DENGAN VARIABEL MEDIASI MOTIVASI
KERJA PADA PT. INDOFOOD SUKSES MAKMUR BOGASARI FLOUR
MILLS**

INTISARI

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Karyawan merupakan asset penggerak utama berjalannya kegiatan perusahaan. Dalam upaya meningkatkan kinerja karyawan, perusahaan harus mampu memberikan pengembangan dan motivasi kepada karyawannya agar mereka merasa terdorong untuk melaksanakan tugasnya dengan maksimal sehingga meningkatkan kinerja secara keseluruhan. Penelitian ini bertujuan untuk menganalisis pengaruh *people development* terhadap kinerja karyawan dengan variable mediasi motivasi kerja pada PT. Indofood Sukses Makmur Divisi Bogasari Flour Mills. Populasi dalam penelitian ini adalah karyawan PT. ISM BFM yang telah mengikuti program *people development* dengan masa bekerja minimal 1 tahun. Pengambilan sample dengan teknik *purposive sampling* diperoleh sampel sebanyak 106 responden. Metode pengumpulan data menggunakan kuesioner. Metode analisis data menggunakan metode analisis jalur dengan *SPSS for Windows*. Hasil penelitian menunjukkan bahwa 1) Diperoleh 0,261 koefisien pengaruh positif *people development* (X) terhadap kinerja karyawan (Y). 2) Diperoleh 0,530 koefisien pengaruh positif *people development* (X) terhadap motivasi kerja (Z). 3) Diperoleh 0,631 koefisien pengaruh positif motivasi kerja (Z) terhadap kinerja karyawan (Y). 4) Terdapat peranan mediasi secara parsial motivasi kerja dalam pengaruh *people development* terhadap kinerja karyawan.

Kata Kunci : *People Development*, Motivasi, Kinerja

**ANALYSIS OF THE EFFECT OF PEOPLE DEVELOPMENT ON
EMPLOYEE PERFORMANCE WITH THE MEDIATING VARIABLE OF
WORK MOTIVATION AT PT. INDOFOOD SUKSES MAKMUR
BOGASARI FLOUR MILLS**

ABSTRACT

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Employees are the main driving asset for the running of company activities. In an effort to improve employee performance, companies must be able to provide development and motivation to their employees so that they feel encouraged to carry out their duties optimally so as to improve overall performance. This study aims to analyze the effect of people development on employee performance with the mediating variable of work motivation at PT Indofood Sukses Makmur Bogasari Flour Mills Division. The population in this study were employees of PT ISM BFM who had participated in the people development program with a minimum working period of 1 year. Sampling with purposive sampling technique obtained a sample of 106 respondents. The data collection method uses a questionnaire. The data analysis method uses the path analysis method with SPSS for Windows. The results showed that 1) Obtained 0.261 coefficient of positive influence of people development (X) on employee performance (Y). 2) Obtained 0.530 coefficient of positive influence of people development (X) on work motivation (Z). 3) Obtained 0.631 coefficient of positive influence of work motivation (Z) on employee performance (Y). 4) There is a partial mediating role of work motivation in the influence of people development on employee performance.

Keywords: People Development, Motivation, Performance



Analisis Pengaruh People Development terhadap Kinerja Karyawan dengan Variabel Mediasi Motivasi Kerja pada PT. Indofood Sukses Makmur Bogasari Flour Mills
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