

INTISARI

DAMPAK PELATIHAN DAN MOTIVASI SDM TERHADAP KINERJA KARYAWAN PERUSAHAAN PENGOLAHAN MINYAK KELAPA SAWIT PT. INTIBENUA PERKASATAMA RIAU

Saat ini, setiap perusahaan saling berkompetisi untuk meningkatkan performa perusahaan mereka sehingga sumber daya perlu ditelaah apakah sudah mampu memberikan kinerja yang terbaik. PT. Intibenua Perkasatama sebagai salah satu industri penghasil minyak kelapa sawit terkemuka di Provinsi Riau mendorong penulis untuk melakukan penelitian terkait manajemen SDM. Penelitian ini bertujuan untuk: 1) Mengetahui manfaat pelatihan dan tingkat manfaat pelatihan karyawan, 2) Mengetahui tingkat motivasi karyawan, 3) Mengetahui tingkat kinerja karyawan, 4) Mengetahui pengaruh pelatihan, motivasi, pendidikan, masa kerja dan usia terhadap kinerja karyawan. Sampel penelitian adalah Karyawan PT. Intibenua Perkasatama berjumlah 90 orang responden. Teknik pengambilan sampel menggunakan *accidental sampling*. Metode penelitian yang digunakan adalah *expectancy theory*, *rating scale*, dan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa indikator manfaat pelatihan tertinggi adalah menciptakan komunikasi yang terarah, sedangkan indikator manfaat pelatihan terendah adalah memberikan motivasi. Tingkat manfaat pelatihan karyawan PT. Intibenua Perkasatama mayoritas termasuk ke dalam kategori tinggi. Persentase karyawan PT. Intibenua Perkasatama yang termasuk ke dalam tingkat motivasi tinggi adalah 33%, sedangkan mayoritas karyawan PT. Intibenua Perkasatama termasuk ke dalam tingkat kinerja tinggi. Selain itu, diperoleh hasil bahwa pelatihan, motivasi, pendidikan, masa kerja dan usia secara statistik berpengaruh positif terhadap kinerja karyawan.

Kata Kunci : pelatihan, motivasi, kinerja, sumber daya manusia

ABSTRACT

IMPACT OF TRAINING AND MOTIVATION OF HUMAN RESOURCES ON EMPLOYEES' PERFORMANCE OF PALM OIL PROCESSING COMPANY PT. INTIBENUA PERKASATAMA RIAU

Currently, every company is competing with each other to improve their company's performance so that resources need to be evaluated whether they are able to provide the best performance. PT. Intibenua Perkasatama as one of the leading palm oil producing industries in Riau Province encourages the author to conduct research related to HR management. This study aims to: 1) Identify the benefits of training and the level of benefits of employee training, 2) Measure the level of employee motivation, 3) Assess the level of employee performance, 4) Determine the effect of training, motivation, level of education, working tenure and age on employee performance. In this research, 90 respondents were selected by using accidental sampling method. The research method used is expectancy theory, rating scale, and multiple linear regression analysis. The results of the study are 1) Indicator of training benefits was creating targeted communication gets the highest score, while indicator of training benefits was providing motivation gets the lowest score. The level of employee training benefits of PT. The majority of the Intibenua Perkasatama belongs to the high category, 2) Percentage of employees of PT. Intibenua Perkasatama which is included in the high category of motivation is 33%, 3) Conversely, the majority of employees of PT. Intibenua Perkasatama belongs to a high performance level, 4) In addition, the study also shows that training, motivation, level of education, working tenure and age statistically have a positive effect on employee performance.

Keyword : training, motivation, performance, human resources