

## ABSTRAK

Saat ini perusahaan dituntut untuk lebih profesional dan mampu bersaing secara global. Untuk itu, perusahaan membutuhkan sumber daya manusia yang memiliki kompetensi yang memadai. Salah satu cara untuk meningkatkan kompetensi karyawan yaitu pelatihan. Oleh karena itu tujuan yang akan dicapai dalam penelitian ini adalah untuk mengetahui bagaimana pelatihan karyawan LPP RRI Bandung, bagaimana kompetensi karyawan LPP RRI Bandung dan bagaimana pengaruh variabel tujuan dan sasaran pelatihan, kualitas pelatih, materi pelatihan, metode pelatihan dan peserta pelatihan terhadap kompetensi karyawan LPP RRI Bandung, baik secara simultan maupun parsial.

Metode dalam penelitian ini menggunakan pendekatan deskriptif dan verifikatif. Unit analisis dalam penelitian ini sebanyak 114 karyawan sebagai sampel dengan teknik penarikan sampel menggunakan sampling jenuh. Teknik pengumpulan data menggunakan wawancara kuesioner dan dokumentasi. Metode analisis menggunakan analisis jalur, koefisien determinasi, uji f dan uji t dengan menggunakan program SPSS.

Hasil penelitian ini menunjukkan bahwa variabel tujuan dan sasaran pelatihan, kualitas pelatih, materi pelatihan, metode pelatihan dan peserta pelatihan berpengaruh terhadap kompetensi karyawan LPP RRI Bandung, baik secara simultan maupun parsial. Pada pengujian koefisien determinasi memberikan arti bahwa variasi kompetensi karyawan LPP RRI Bandung dapat dijelaskan oleh tujuan dan sasaran pelatihan ( $X_1$ ), kualitas pelatih ( $X_2$ ), materi pelatihan ( $X_3$ ), metode pelatihan ( $X_4$ ) dan peserta pelatihan ( $X_5$ ) sebesar 93,3% sedangkan 6,7% dijelaskan oleh variabel lain yang tidak dianalisis dalam model

Berdasarkan hasil pelatihan yang dinilai sangat baik dan berpengaruh signifikan terhadap kompetensi karyawan LPP RRI Bandung, seharusnya pelatihan bisa dilaksanakan secara berkala dan kontinu sehingga karyawan yang membutuhkan pelatihan dapat berkesempatan untuk mengikuti pelatihan. Selain itu, disarankan untuk lebih mengoptimalkan identifikasi kebutuhan pelatihan, agar program pelatihan bisa efektif dan tepat sasaran serta lebih efisiensi dalam alokasi dana program pelatihan.

Kata Kunci: Pelatihan, Kompetensi Karyawan

## ABSTRACT

Nowadays, the company is required to be more professional and has to be able to compete globally. As a result, the company needs the human resources with sufficient competence. One way to improve the competence is by training. The purpose of this study is to know how the dimension of training such as training goals and objectives, the quality of the trainers, training materials, training method and the trainee of LPP RRI Bandung, how the competence of employees of LPP RRI Bandung and the influence of the variables such as, training goals and objectives, the quality of the trainers, training materials, training method and the trainee itself to the competence of the employees of LPP RRI Bandung, either simultaneously or partially.

The method which has been used was the descriptive and verification approaches. The unit analysis in this study consists of 114 employees in the sample by using a sampling technique *sensus sampling*. The technique of collecting data which have been used were interviews, questionnaires and documentation. The methods of analysis were path analysis, coefficient of determination, *f* test and *t* test using SPSS program.

The results of this study indicate that the variables such as training goals and objectives of the training, the quality of trainers, training materials, training method and trainee effect on competent employees LPP RRI Bandung, either simultaneously or partially. In the coefficient testing of determination gives the sense that variations competent employees LPP RRI Bandung can be explained by the training goals and objectives ( $X_1$ ), quality of trainers ( $X_2$ ), training material ( $X_3$ ), training methods ( $X_4$ ) and trainees ( $X_5$ ) at 93.3%, while 6.7% is explained by other variables that were not analyzed in model

Based on the results of the training were rated excellent and significant effect on the competence of employees of LPP RRI Bandung, training should be conducted at regular intervals and continuous so that employees who need training can have the opportunity to attend the training. In addition, it is suggested to should optimize the identification of training needs further, so that training programs can be effective and well-targeted and more efficient in the allocation of training funds.

*Keywords: Training, Employee Competence*