ABSTRAK

Pada penelitian ini dirumuskan masalah sebagai berikut : (1) Apakah Pelatihan, disiplin kerja dan tingkat pendidikan berpengaruh secara simultan terhadap kinerja karyawan PT. Pusaka Lintas Samudra di Surabaya? (2) Pelatihan, disiplin kerja dan tingkat pendidikan berpengaruh secara parsial terhadap kinerja karyawan PT. Pusaka Lintas Samudra di Surabaya? (3) Variabel manakah diantara variabel Pelatihan, disiplin kerja dan tingkat pendidikan yang berpengaruh dominan terhadap kinerja karyawan PT. Pusaka Lintas Samudra di Surabaya?

Untuk menjawab permasalahan diatas digunakan metode penelitian berikut ; (1) Lokasi penelitian dilakukan di PT. Pusaka Lintas Samudra di Surabaya ; (2) Sample yang diambil sebanyak 86 responden dan metode sampling yang digunakan adalah sample total (total sampling), artinya seluruh populasi kita jadikan sampel ; (3) Identifikasi variabel yaitu dependen variabel (Y) kinerja karyawan , dan independen variabel (X) terdiri dari Pelatihan, disiplin kerja dan tingkat pendidikan ; (4) skala pengukuran menggunakan skala likert; dan (5) metode analisis menggunakan analisis regensi berganda.

Hasil penelitian (1) Pelatihan, disiplin kerja dan tingkat pendidikan berpengaruh secara simultan terhadap kinerja karyawan PT. Pusaka Lintas Samudra di Surabaya ; (2) Pelatihan, disiplin kerja dan tingkat pendidikan berpengaruh secara parsial terhadap kinerja karyawan PT. Pusaka Lintas Samudra di Surabaya (3) Tingkat pendidikan dominan terhadap kinerja karyawan PT. Pusaka Lintas Samudra di Surabaya.

Kata kunci Pelatihan, disiplin kerja dan tingkat pendidikan dan kinerja karyawan

ABSTRACK

In this study the problem was formulated as follows: (1) Does the training, work discipline and education level simultaneously influence the performance of employees of PT. Heritage Samudra in Surabaya? (2) Training, work discipline and education level partially influence the performance of the employees of PT. Heritage Samudra in Surabaya? (3) Which variables among the Training, work discipline and education level variables have a dominant influence on the performance of the employees of PT. Heritage Samudra in Surabaya?

To answer the above problems the following research methods are used; (1) Location of the study conducted at PT. Pusaka Lintas Samudra in Surabaya; (2) The sample taken was 86 respondents and the sampling method used was total sample (total sampling), meaning that our entire population was sampled; (3) Identification of variables, namely dependent variable (Y) employee performance, and independent variable (X) consisting of training, work discipline and education level; (4) the measurement scale uses a Likert scale; and (5) analytical methods using multiple regression analysis.

Research results (1) Training, work discipline and level of education simultaneously influence the performance of employees of PT. Pusaka Lintas Samudra in Surabaya; (2) Training, work discipline and education level partially influence the performance of the employees of PT. Pusaka Lintas Samudra in Surabaya (3) The dominant education level on the performance of the employees of PT. Pusaka Lintas Samudra in Surabaya.

Keywords Training, work discipline and level of education and employee performance