

ABSTRAK

PT Adi Sarana Armada merupakan salah satu perusahaan layanan transportasi di Indonesia yang menyediakan layanan transportasi yang mencakup penyewaan kendaraan untuk korporasi, logistik, layanan juru mudi, serta penjualan mobil bekas. Penelitian ini bertujuan untuk mengetahui apakah mutasi karyawan, promosi karyawan dan pelatihan sumber daya manusia berpengaruh terhadap prestasi kerja. Teknik pengumpulan data menggunakan kuesioner dan teknik analisis yang digunakan adalah analisis regresi linier berganda. Populasi yang diamati sebanyak 100 orang dengan jumlah sampel sebanyak 80 orang. Penelitian ini termasuk jenis penelitian kuantitatif dengan pengujian hipotesis. Hasil analisis regresi linier berganda diketahui bahwa pada pengujian F mempunyai nilai $F_{hitung} > F_{tabel}$ ($17,078 > 2,72$). Sehingga diperoleh kesimpulan bahwa secara bersama-sama ada pengaruh yang positif signifikan antara mutasi, promosi dan pelatihan SDM terhadap prestasi kerja di PT Adi Sarana Armada (ASSA Rent) Tbk Surabaya. Pada pengujian T untuk variabel mutasi karyawan diketahui nilai t_{hitung} sebesar 2,565, promosi karyawan sebesar 2,833 dan pelatihan sumber daya manusia sebesar 3,021. Ini berarti bahwa variabel mutasi karyawan, promosi karyawan dan pelatihan sumber daya manusia secara parsial berpengaruh positif signifikan terhadap prestasi kerja di PT Adi Sarana Armada (ASSA Rent) Tbk Surabaya. Nilai koefisien beta tertinggi adalah pelatihan sumber daya manusia sebesar 0,301 yang berarti mempunyai pengaruh paling dominan dibandingkan variabel lainnya terhadap prestasi kerja. Nilai koefisien determinasi (R^2) sebesar 0,403 menunjukkan bahwa besar sumbangan dari variabel mutasi karyawan (X_1), promosi karyawan (X_2), pelatihan sumber daya manusia (X_3) terhadap prestasi kerja (Y) sebesar 40,3% berarti prestasi kerja karyawan dipengaruhi oleh ke tiga variabel independent yaitu mutasi karyawan, promosi karyawan dan pelatihan SDM.

Kata Kunci : Mutasi Karyawan, Promosi Karyawan, Pelatihan Sumber Daya Manusia, Prestasi Kerja.

ABSTRACT

PT. Adi Sarana Armada is the one of the transportation service companies in Indonesia that provide transportation services include vehicle rental for corporations, logistics, driver service and used car sales. This research aims to determine whether employee transfers, employee promotions and human resource training have an effect on work performance. The data collection technique used a questionnaire and the analysis technique used was multiple linear regression analysis. The population observed was 100 people with a total sample of 80 people. This research is a type of quantitative research with hypothesis testing. The results of multiple linear regression analysis show that the F test has a calculated F value $> F$ table ($17.078 > 2.72$). So that it can be concluded that together there is a significant positive effect between mutation, promotion and HR training on work performance at PT Adi Sarana Armada (ASSA Rent) Tbk Surabaya. In the T-test for the employee mutation variable, it is known that the tcount value is 2.565, employee promotion is 2.833 and human resource training is 3.021. This means that the variables of employee mutation, employee promotion and human resource training partially have a significant positive effect on work performance at PT Adi Sarana Armada (ASSA Rent) Tbk Surabaya. The highest beta coefficient value is human resource training of 0.301 which means it has the most dominant influence compared to other variables on work performance. The value of the coefficient of determination (R^2) of 0.403 indicates that the large contribution of the employee mutation variable (X_1), employee promotion (X_2), human resource training (X_3) to work performance (Y) of 40.3% means that employee performance is influenced by to three independent variables, namely employee mutation, employee promotion and HR training.

Keywords : employee transfer, employee promotion, human resource training, job performance