

PENGARUH *EDUCATION AND TRAINING*, *CAREER DEVELOPMENT*, DAN
JOB SATISFACTION TERHADAP *EMPLOYEE PERFORMANCE* PADA
KANTOR BALAI BESAR PENGAWAS OBAT DAN MAKANAN
SURABAYA

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ABSTRAK

Penelitian ini bertujuan untuk membuktikan pengaruh *education and training*, *career development*, dan *job satisfaction* terhadap *employee performance* pada kantor Balai Besar Pengawas Obat dan Makanan Surabaya. Obyek penelitian ini adalah karyawan (ASN) pada Balai Besar Pengawas Obat dan Makanan Surabaya karena kinerja karyawannya tidak hanya berhubungan dengan *stakeholdernya* yaitu para pelaku usaha tetapi juga berhubungan erat dengan jaminan keamanan produk untuk kesehatan masyarakat.

Jenis penelitian ini termasuk *basic research* dan menggunakan pendekatan penelitian secara kuantitatif. Pengambilan data responden dilakukan melalui kuesioner *online*. Responden yang digunakan dalam penelitian ini berjumlah 112 orang ASN. Analisis dalam penelitian ini adalah regresi linear berganda yaitu untuk mengetahui pengaruh *education and training*, *career development*, dan *job satisfaction* terhadap *employee performance*.

Hasil penelitian ini menunjukkan *education and training*, *career development*, dan *job satisfaction* berpengaruh secara simultan terhadap *employee performanc* pada kantor Balai Besar Pengawas Obat dan Makanan Surabaya. Sedangkan secara parsial hasil penelitian ini menunjukkan adanya pengaruh positif dan signifikan dari *education and training* terhadap *employee performance* ditunjukkan dengan nilai t hitung 2.443 lebih besar dari t tabel. Hasil serupa juga ditunjukkan variabel *job satisfaction* yang menunjukkan pengaruh positif dan signifikan terhadap *employee performance* ditunjukkan dengan nilai t hitung 4.848 lebih besar dari t tabel. Namun pada variabel *career development* menunjukkan tidak mempengaruhi secara signifikan terhadap *employee performance* ditunjukkan dengan nilai t hitung 1.034 lebih kecil dari t tabel.

Kata Kunci : *Career Development*, *Education and Training*, *Employee Performance*, *Job Satisfaction*

*THE INFLUENCE OF EDUCATION AND TRAINING, CAREER
DEVELOPMENT, AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE
AT NATIONAL DRUG AND FOOD CONTROL OFFICE OF SURABAYA*

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ABSTRACT

This study aims to prove the effect of education and training, career development, and job satisfaction on employee performance at the at National Drug and Food Control Office of Surabaya. The object of this research is the employee (ASN) at National Drug and Food Control Office of Surabaya because the employee's performance is not only related to its stakeholders or just businessmen but also closely related to product safety guarantees for public health.

This type of research includes basic research and uses a quantitative research approach. Data retrieval of respondents was done through an online questionnaire. The respondents used in this study were 112. The analysis in this study is multiple linear regression that is to determine the effect of education and training, career development, and job satisfaction on employee performance.

The results of this study indicate education and training, career development, and job satisfaction simultaneously influence employee performance at National drug and Food Control Office of Surabaya. While partially the results of this study indicate that there is a positive and significant influence of education and training on employee performance indicated by the t value of $2.443 > t$ table. Similar results were also shown by job satisfaction variables that showed a positive and significant effect on employee performance, indicated by the t value of $4.848 > t$ table. But the career development variable showed no significant effect on employee performance indicated by the t value of $1.034 < t$ table.

Keywords : Career Development, Education and Training, Employee Performance, Job Satisfaction