

## **ABSTRAK**

### **ANALISIS HUBUNGAN PERSEPSI PROGRAM PELATIHAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA DENGAN KINERJA KARYAWAN**

Studi Kasus pada Karyawan Divisi Produksi Departemen Assembling  
PT Nagasakti Paramashoes Industry (NASA) di Tangerang

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Tujuan dari penelitian ini adalah: 1) untuk mengetahui persepsi karyawan terhadap pelaksanaan program pelatihan dan pengembangan Sumber Daya Manusia. 2) untuk mengetahui persepsi karyawan terhadap kinerja setelah mengikuti program pelatihan dan pengembangan Sumber Daya Manusia. 3) untuk mengetahui hubungan antara persepsi karyawan terhadap pelaksanaan program pelatihan dan pengembangan Sumber Daya Manusia dengan persepsi kinerja karyawan setelah mengikuti program pelatihan dan pengembangan Sumber Daya Manusia. Penelitian ini berupa studi kasus pada PT Nagasakti Paramashoes Industry (NASA) di Tangerang.

Dalam penelitian ini sampel yang diambil berjumlah 30 orang karyawan pada Divisi Produksi Departemen Assembling. Teknik pengumpulan data yang digunakan adalah observasi, kuesioner, dokumentasi dan wawancara. Sedang teknik analisis data yang digunakan adalah: 1) metode Tabulasi Data. 2) korelasi Rank Spearman.

Berdasarkan hasil penelitian menunjukkan bahwa: 1) persepsi karyawan terhadap pelaksanaan program pelatihan dan pengembangan Sumber Daya Manusia adalah setuju dan sangat setuju. 2) persepsi karyawan terhadap kinerja setelah mengikuti program pelatihan dan pengembangan Sumber Daya Manusia adalah setuju dan sangat setuju. 3) ada hubungan positif dan signifikan antara persepsi karyawan terhadap pelaksanaan program pelatihan dan pengembangan Sumber Daya Manusia dengan persepsi kinerja karyawan setelah mengikuti program pelatihan dan pengembangan Sumber Daya Manusia.

## **ABSTRACT**

# **THE ANALYSIS OF CORRELATION BETWEEN THE PERCEPTION TO TRAINING PROGRAM AND HUMAN RESOURCES DEVELOPMENT TOWARD THE EMPLOYEE PERFORMANCE**

A Case study on the employees at Assembling Departement of Production Division  
PT Nagasaki Paramashoes Industry (NASA) in Tangerang

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The objectives of this research were: to find out 1) the employee perception towards training program implementation and human resources development. 2) the employee perception towards work rate after following the training program implementation and human resources development. 3) the correlation between employee perception towards training program implementation human resources development and the employee performance after following the training program and human resources development. This research is a case study on PT Nagasaki Paramashoes Industry (NASA) in Tangerang.

The sample on this research were 30 employees at the assembling departement of production division. The data collecting technique were observation, documentation, questionnaire and interview. The data analysis technique were : 1) Data Tabulation Method. 2) Spearman Rank Correlation.

The research results were: 1) the employee perceptions towards training program implementation and human resources development were agree and strongly agree. 2) the employee perceptions towards work rate after following the training program and human resources development were agree and strongly agree. 3) there was positive and significant correlation between employee perception and training program implementation and human resources development and the employee performance after following the training program and human resources development program.