

PENGARUH PENDIDIKAN PELATIHAN TERHADAP PRESTASI KERJA KARYAWAN PT PERTAMINA (PERSERO) UNIT PEMASARAN IV SEMARANG

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Abstract

PT Pertamina (Persero) IVth Unit Marketing of Semarang is one of the Ownership (BUMN), which active in Fuel Oil and Non Fuel Oil, especially in distribution area including Province Central Java region and branch D.I Yogyakarta. Problems that exist in PT Pertamina Semarang is labour capacity of employees only make 5% increase from previous year although they have followed training education program. Benefit of training education program is to create qualified employees. Existence of training education program given by company expected all labour capacity of employees can mount. Education of training also very needed by employees that they earn to adapt to new job environment especially to all employees which is just accepted to work, changes of technology, and also education of useful training to innovate ability they which have previously.

This research is done to get picture concerning influence of education of training to all labour capacity employees of PT Pertamina (Persero) IVth Unit Marketing of Semarang as effort to give idea contribution to PT Pertamina (Persero) IVth Unit Marketing of Semarang so that employees can get high labour capacity after them follow training education program. Population of research amount to 498 employees of PT Pertamina (Persero) IVth Unit Marketing of Semarang which have followed training education program in the year 2005 with 10 % storey level of significant. The sample the used to amount of 83 people by using method of Simple Random Sampling. Analysis Data use test of regression simple, test of t, and coefficient of determines.

Result of research express that influence of education of training to low labour capacity and there are relation which is significant equal to 8,4%.The hypothesizing that accepted there are influence which are positive among education of training to labour capacity where $t \text{ count } (2,732) > t \text{ of tables } (1,989)$.

PT Pertamina (Persero) IVth Unit Marketing of Semarang in making training education program expected pursuant to requirement and aspiration employee,so that employees interest and motivated to follow the program, by following training education program can improve their labour capacity and also their career success in the future.

Key word : training education, changes of technology, aspiration employee.