

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh program pelatihan dan pengembangan karir terhadap kinerja personel TNI AL Puspenerbal Juanda Surabaya dengan profesionalisme sebagai intervening. Penelitian ini menggunakan metode deskriptif kuantitatif. Populasi dalam penelitian ini adalah personel TNI AL Puspenerbal Skadron 100 Juanda Surabaya sebanyak 82 orang yang diambil secara sensus atau *total sampling*. Metode analisis dan pengujian hipotesis menggunakan uji Variance-based SEN atau Partial Least Square (SEM-PLS) dengan program WARP-PLS. Hasil penelitian menyatakan bahwa program pelatihan dan pengembangan karir berpengaruh signifikan terhadap profesionalisme. Program pelatihan tidak berpengaruh signifikan terhadap kinerja personel. Pengembangan karir berpengaruh signifikan terhadap kinerja personel. Profesionalisme berpengaruh signifikan terhadap kinerja personel. Program pelatihan dan pengembangan karir berpengaruh signifikan terhadap kinerja personel, dimediasi oleh profesionalisme. Penelitian ini mencoba menguji model yang berkaitan dengan kinerja sumber daya manusia dengan melibatkan program pelatihan, pengembangan karir, dan profesionalisme sebagai intervening.

Kata Kunci: Program Pelatihan; Pengembangan Karir; Profesionalisme; dan Kinerja Personel



ABSTRACT

This research aims to examine the effect of training program and career development on personnel performance of Puspenerbal (Naval Air Command) Juanda Surabaya with professionalism as an intervening. This research used descriptive quantitative method. The population in this study was personnel of the Puspenerbal (Naval Air Command) Skuadron 100 Juanda Surabaya amount 82 personnel taken using total sampling. Analysis method and hypothesis testing is using Variance-based SEM or Partial Least Square (SEM-PLS) testing with the Warp-PLS program. Results of the research state that training program and career development has significant effect on the professionalism. Training program has insignificant effect on the personnel performance. Career development has significant effect on the personnel performance. Professionalism has significant effect on the personnel performance. Training program and career development has significant effect on the personnel performance, mediated by professionalism. This research tries to test a model related to human resources performance by involving training program, career development, and professionalism as intervening.

Keywords: *Training Program; Career Development; Professionalism; and Personnel Performance*

