ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *job description*, pengalaman kerja, pelaksanaan pelatihan dan pengembangan secara parsial maupun simultan terhadap prestasi kerja. Jenis penelitian deskriptif kuantitatif dengan desain penelitian kausal. Populasi didalam penelitian ini adalah seluruh karyawan bank mandiri Jember sebanyak 42 responden. Hasil penelitian ini membuktikan bahwa *job description*, pengalaman kerja, pelaksanaan pelatihan dan pengembangan secara parsial maupun simultan berpengaruh signifikan terhadap prestasi kerja. Semua variabel independen memiliki nilai koefisien regresi positif, artinya semakin tinggi *job description*, pengalaman kerja, pelaksanaan pelatihan dan pengembangan maka prestasi kerja akan semakin meningkat. Analisis koefisien determinasi menunjukan bahwa bahwa 70,7% prestasi kerja dipengaruhi oleh *job description*, pengalaman kerja, pelaksanaan pelatihan dan pengembangan. Sedangkan sisanya 29,3% dipengaruhi oleh variabel lain diluar model atau persamaan, seperti kompensasi, semangat kerja, dan lain – lain.

Kata kunci: *job description*, pengalaman kerja, pelaksanaan pelatihan dan pengembangan dan prestasi kerja

ABSTRACT

This study aims to analyze the effect of job description, work experience, training and development partially or simultaneously to work performance. Quantitative descriptive research type with causal research design. The population in this research is all employees of independent bank Jember as much as 42 respondents. The results of this study prove that job description, work experience, training and development activities partially or simultaneously have a significant effect on work performance. All independent variables have a positive regression coefficient value, meaning that the higher the job description, work experience, the implementation of training and development, the work performance will increase. The coefficient of determination analysis shows that 70.7% work performance is influenced by job description, work experience, training and development. While the remaining 29.3% is influenced by other variables outside the model or equation, such as compensation, morale, and others.

Keywords: job description, work experience, training implementation and development and job performance