ABSTRAK

Pelaksanaan Pendidikan dan Pelatihan dan penilaian Prestasi Kerja ini memberikan pengaruh penting bagi kinerja Pegawai Negeri Sipil di Kabupaten Banyuwangi. Dengan melaksanakan diklat Pegawai Negeri Sipil dapat mengembangkan kompetensi diri sehingga dapat menikmati promosi jabatan dan dapat meningkatkan kinerja mereka dalam melayani masyarakat Kabupaten Banyuwangi. Adapun penilaian prestasi kerja adalah tolak ukur kecapaian kinerja Pegawai Negeri Sipil yang membuat Pegawai Negeri Sipil dapat berpacu dalam meningkatkan kinerjanya. Penelitian ini dimaksudkan untuk menguji variable pendidikan dan pelatihan dan penilaian prestasi kerja terhadap promosi jabatan dan kinerja Pegawai Negeri Sipil kabupaten Banyuwangi. Populasi penelitian ini ada Pegawai Negeri Sipil Kabupaten Banyuwangi dengan sampel sebanyak 384 Orang, Penetapan sampel dengan metode solvin. Hasil penelitian ini menyatakan bahwa variable diklat berpengaruh positif dan signifikan terhadap promosi jabatan Pegawai Negeri Sipil di kabupaten Banyuwangi, variable diklat berpengaruh positif dan signifikan terhadap kinerja Pegawai Negeri Sipil di kabupaten Banyuwangi, variable Penilaian prestasi kerja berpengaruh positif dan signifikan terhadap promosi jabatan Pegawai Negeri Sipil di kabupaten Banyuwangi, variable Penilaian prestasi kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai Negeri Sipil di kabupaten Banyuwangi dan variable promosi jabatan berpengaruh positif dan signifikan terhadap Kinerja Pegawai Negeri Sipil di kabupaten Banyuwangi baik itu secara langsung maupun tidak langsung.

Key words: diklat, Penilaian Prestasi kerja, Kinerja, Promosi Jabatan

ABSTRACT

The implementation of Education and Training and Job Performance appraisal has an important influence on the performance of Civil Servants in Banyuwangi Regency. By carrying out the training for Civil Servants, they can develop self-competence so that they can enjoy promotion and can improve their performance in serving the people of Banyuwangi Regency. The work performance appraisal is a measure of the performance achievement of Civil Servants which enables Civil Servants to race in improving their performance. This study is intended to test the education and training variables and work performance appraisal on promotion and performance of the Banyuwangi District Civil Servants. The population of this research is the Civil Servants of Banyuwangi Regency with a sample of 384 people. The sample is determined by using the solvin method. The results of this study state that the variable of education and training has a positive and significant effect on the promotion of civil servants in Banyuwangi district, the variable of education and training has a positive and significant effect on the performance of civil servants in the district of Banyuwangi, the variable of performance appraisal has a positive and significant effect on the promotion of civil servants in Banyuwangi district, the variable performance appraisal has a positive and significant effect on the performance of civil servants in Banyuwangi district and the variable of job promotion has a positive and significant effect on the performance of civil servants in Banyuwangi district, both directly and indirectly.

Key words: training, work performance appraisal, performance, job promotion