

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh pelatihan dan promosi jabatan terhadap semangat kerja karyawan di PT. Bank Mandiri Taspen KC Bandung.

Metode penelitian yang digunakan adalah deskriptif verifikatif. Sampel yang digunakan sebanyak 100 responden. Pengolahan data dilakukan dengan analisis regresi linear berganda, koefisien korelasi, koefisien determinasi dan pengujian hipotesis.

Berdasarkan hasil penelitian dapat disimpulkan bahwa secara parsial, hasil penelitian menunjukkan bahwa variabel Pelatihan berpengaruh terhadap variabel Semangat kerja karyawan. Hasil yang sama menunjukkan bahwa variabel promosi jabatan berpengaruh terhadap variabel Semangat kerja karyawan. Secara simultan, hasil penelitian menunjukkan bahwa Pelatihan dan Promosi jabatan berpengaruh terhadap Semangat kerja karyawan

Kata Kunci: Pelatihan, Promosi jabatan, Semangat kerja karyawan

ABSTRACT

The purpose of this research is to find out and analyze the effect of training and promotion on employee morale at PT. Bank Mandiri Taspen KC Bandung.

The research method used is descriptive verification. The sample used was 100 respondents. Data processing is performed by multiple linear regression analysis, correlation coefficient, determination coefficient and hypothesis testing.

Based on the results of the study it can be concluded that partially, the results of the study showed that the Training variable affected the employee morale variable. The same results indicate that the variable promotion affects the employee morale variable. Simultaneously, the results of the study showed that the position training and promotion affected employee morale

Keywords: Training, Job promotions, Employee morale

