

Abstrak

Penelitian ini bertujuan untuk mengevaluasi pengaruh efektivitas pelatihan kerja di tempat (On-the-Job Training/OJT) dan tingkat disiplin kerja terhadap peningkatan kompetensi karyawan baru di PT. Matahari Department Store Bangkalan Plaza. Menggunakan pendekatan kuantitatif dan metode survei, sebanyak 86 responden dipilih melalui teknik proportionate stratified random sampling untuk menjamin representativitas. Analisis data dilakukan dengan regresi linier berganda. Hasil uji validitas dan reliabilitas menunjukkan bahwa seluruh instrumen memenuhi kriteria yang diperlukan. Temuan penelitian mengungkapkan bahwa efektivitas OJT dan disiplin kerja berpengaruh positif dan signifikan terhadap kompetensi karyawan, baik secara parsial maupun simultan. Nilai signifikansi variabel sebesar 0,001 dan uji F sebesar 0,000 mendukung kesimpulan tersebut. Koefisien determinasi (R^2) sebesar 0,628 menunjukkan bahwa 62,8% variasi kompetensi dijelaskan oleh kedua variabel tersebut.

Dengan demikian, pelatihan kerja langsung di tempat yang didukung oleh kedisiplinan tinggi terbukti berkontribusi signifikan terhadap pengembangan kompetensi karyawan baru secara optimal dan berkelanjutan.

Kata Kunci: *On the Job Training*, disiplin kerja, kompetensi karyawan, SPSS.

Abstract

This study aims to evaluate the influence of the effectiveness of On-the-Job Training (OJT) and work discipline on the improvement of new employee competencies at PT. Matahari Department Store Bangkalan Plaza branch. Employing a quantitative approach and survey method, 86 respondents were selected using proportionate stratified random sampling to ensure representativeness. Data analysis was conducted using multiple linear regression. The results of the validity and reliability tests indicate that all research instruments meet the required criteria. The findings reveal that both OJT effectiveness and work discipline have a positive and significant impact on employee competency, both partially and simultaneously. The significance values of the variables were 0.001, with an F-test significance value of 0.000, supporting this conclusion. The coefficient of determination (R^2) of 0.628 indicates that 62.8% of the variation in employee competency is explained by the two independent variables. Thus, on-the-job training supported by a high level of discipline significantly contributes to the optimal and sustainable development of new employee competencies

Keywords: On-the-Job Training, work discipline, employee competence, SPSS.