

ABSTRAK**PENGARUH PELATIHAN TERHADAP KINERJA KARYAWAN
DENGAN GAJI, KETERLIBATAN KERJA, DAN MOTIVASI
KERJA SEBAGAI VARIABEL MEDIASI
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Tujuan dari penelitian ini adalah menguji pengaruh pelatihan pada kinerja karyawan yang dimediasi oleh gaji, keterlibatan kerja, dan motivasi kerja. Sampel dalam penelitian ini adalah karyawan Larissa Aesthetic Centre Surakarta, jumlahnya adalah 95 orang. Instrumen pada penelitian ini adalah penyebaran kuesioner. Hasil pengujian hipotesis menggunakan analisis regresi, untuk mengetahui apakah gaji, keterlibatan kerja, dan motivasi kerja memediasi pelatihan dan kinerja karyawan. Hasil penelitian ini menunjukkan bahwa pelatihan berpengaruh terhadap kinerja karyawan. Gaji, keterlibatan kerja, dan motivasi kerja berpengaruh terhadap kinerja karyawan. Variabel gaji memediasi parsial hubungan antara pelatihan dan kinerja karyawan. Variabel keterlibatan kerja memediasi parsial hubungan antara pelatihan dan kinerja karyawan. Variabel motivasi kerja memediasi parsial hubungan antara pelatihan dan kinerja karyawan.

Kata kunci: kinerja karyawan, gaji, keterlibatan kerja, motivasi kerja, pelatihan.

ABSTRACT

**IMPACT OF TRAINING ON EMPLOYEE PERFORMANCE
WITH SALARY, WORK INVOLVEMENT, AND WORK MOTIVATION
AS VARIABLE MEDIATION
(A Study on Employee Larissa Aesthetic Centre Branch Gajah Mada
Surakarta)**

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The purpose of this study was to test the effect of training on employee performance is mediated by salary, job involvement, and motivation. The sample in this study were employees Larissa Aesthetic Centre Surakarta, the number is 95 people. Instruments in this study are questionnaires. Results of hypothesis testing using regression analysis, to determine whether the salary, job involvement, and motivation mediate training and employee performance. These results indicate that the effect of training on employee performance. Wages, work engagement and work motivation influence on employee performance. Variable salary partially mediated the relationship between training and employee performance. Variable work engagement partially mediated the relationship between training and employee performance. Work motivation partially mediated the relationship between training and employee performance.

Keywords : employee performance, salary, job involvement, work motivation, training.