

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Perceived Support For Competency Development dan Employee Participation In Competency Development terhadap Perceived Employability dan Performance pada Tenaga Kependidikan Politeknik Perkapalan Negeri Surabaya dengan responden berjumlah 105 karyawan. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik analisis yang digunakan yaitu analisis jalur (path analysis) dengan pengolahan data berbasis software SmartPLS.

Berdasarkan hasil penelitian menyatakan bahwa Perceived Support For Competency Development tidak berpengaruh terhadap Perceived Employability, Employee Participation In Competency Development berpengaruh secara positif dan signifikan terhadap Perceived Employability, Perceived Employability berpengaruh secara positif dan signifikan terhadap Performance, Perceived Support For Competency Development berpengaruh secara positif dan signifikan terhadap Performance, Employee Participation In Competency Development berpengaruh secara negatif dan signifikan terhadap Performance.

Kata Kunci : Perceived Support For Competency Development, Employee Participation In Competency Development, Perceived Employability Performance

ABSTRACT

This study aims to determine the effect of Perceived Support For Competency Development and Employee Participation in Competency Development on Perceived Employability and Performance in the Shipbuilding Institute of Polytechnic Surabaya with 105 respondents. This research uses a quantitative approach with the analysis technique used, namely path analysis with SmartPLS software-based data processing.

Based on the results of the study states that Perceived Support For Competency Development does not affect Perceived Employability, Employee Participation In Competency Development has a positive and significant effect on Perceived Employability, Perceived Employability has a positive and significant effect on Performance, Perceived Support For Competency Development has positive and significant effect. on Performance, Employee Participation In Competency Development has a negative and significant effect on Performance.

Keywords: Perceived Support For Competency Development, Employee Participation In Competency Development, Perceived Employability Performance