

ABSTRACT

Employee performance is a key indicator in assessing the effectiveness of the implementation of government functions, especially in providing professional, responsive and accountable public services. In order to improve the effectiveness and efficiency of services to the community, local governments are required to organise training and career development programmes that are not only a formality but are able to encourage real changes in competence. This study aims to analyse the extent of the influence of training and career development on the performance of Civil Servants in the Pariaman.

The research approach used is quantitative, with data collection methods through distributing questionnaires. The population of this study were employees in the Pariaman City government agency. Sampling was carried out using probability sampling techniques using a cluster random sampling model, which allows each group of employees to have the same opportunity to be selected as respondents. By using the Slovin formula, 295 respondents were obtained. To analyse the data, this study adopted Structural Equation Modeling (SEM) - Partial Least Square (PLS) technique.

The results show that training has a significant effect on employee performance, as indicated by the T-statistic value of 5.579, far exceeding the T-table value of 1.968. This finding indicates that the more intensive and quality training that employees participate in, the higher the contribution to improving their performance. Similarly, the career development variable is seen to have a positive influence on performance with a T-statistic value of 2.193, which also exceeds the critical T-table value. This strengthens the argument that clear and structured career development opportunities can motivate employees to work more optimally. The combined analysis also shows that training and career development simultaneously contribute significantly to improving employee performance in Pariaman City. Thus, both factors can be used as priority strategies in human resource management policies in the government sector.

Keywords: Training, Career Development and Performance