

ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisis pencapaian prestasi kerja karyawan melalui *soft skill training*, *human capital skill* dan pengembangan karier yang dimoderasi oleh pengawasan. Populasi dari penelitian ini adalah seluruh karyawan PT. Brantas Abipraya Persero yang berjumlah 150 karyawan. Metode pengambilan sampel menggunakan metode *purposive sampling* dengan jumlah sampel 109 karyawan. Jumlah sampel yang dapat diolah berjumlah 100 karyawan. Metode Analisis data menggunakan PLS

Hasil pengujian hipotesis menunjukkan bahwa *soft skill training* berpengaruh positif signifikan terhadap *human capital skill*. *Soft skill training* berpengaruh positif signifikan terhadap pengembangan karier. *Soft skill training* berpengaruh positif signifikan terhadap prestasi kerja. *Human capital skill* berpengaruh positif signifikan terhadap prestasi kerja. Pengembangan karier berpengaruh positif signifikan terhadap prestasi kerja.

Hasil uji moderasi menemukan bahwa pengawasan mampu menguatkan pengaruh *soft skill training* terhadap prestasi kerja, semakin tinggi pengawasan maka akan menguatkan pengaruh *soft skill training* terhadap prestasi kerja.

Kata kunci: *Soft skill training*, *human capital skill*, pengembangan karier, pengawasan dan prestasi kerja

ABSTRACT

The purpose of this study is to analyze employee performance achievements through soft skills training, human capital skills and career development moderated by supervision. The population of this study is all employees of PT. Brantas Abipraya Persero, amounting to 150 employees. The sampling method uses a purposive sampling method with a sample of 109 employees. The number of samples that can be processed is 100 employees. The method of data analysis uses PLS

Hypothesis testing results show that soft skill training has a significant positive effect on human capital skills. Soft skill training has a significant positive effect on career development. Soft skill training has a significant positive effect on work performance. Human capital skills have a significant positive effect on work performance. Career development has a significant positive effect on work performance.

The moderation test results found that supervision is able to strengthen the effect of soft skills training on work performance, the higher the supervision will strengthen the effect of soft skills training on work performance.

Keywords: Soft skills training, human capital skills, career development, supervision and work performance