

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh antara variabel pelatihan kerja terhadap peningkatan kompetensi, kapabilitas inovasi dan kinerja sumber daya manusia pada sekolah menengah kejuruan negeri (SMKN) sekota Parepare Provinsi Sulawesi Selatan

Penelitian ini dilakukan khusus kepada guru-guru penjurusan atau guru bidang produktif di SMKN sekota Parepare. Pengumpulan data dilakukan dengan cara menyebarkan kuesioner kepada 98 responden yang menjadi sampel penelitian. Pengambilan sampel menggunakan teknik *proporsional areal random sampling* dengan model analisis Smart PLS (*Partial Least Square*) sebagai alat bantu analisisnya.

Berdasarkan hasil analisis menunjukkan bahwa pelatihan kerja berpengaruh positif signifikan terhadap peningkatan kompetensi dan kapabilitas inovasi. Namun pelatihan kerja tidak berpengaruh signifikan terhadap kinerja sumber daya manusia, kemudian peningkatan kompetensi dan kapabilitas inovasi berdampak positif dan berpengaruh signifikan terhadap kinerja sumber daya manusia. Dengan demikian untuk meningkatkan kinerja sumber daya manusia bisa dilakukan melalui pelatihan kerja dengan meningkatkan kompetensi dan kapabilitas inovasi guru.

Kata Kunci: *Pelatihan Kerja, Peningkatan Kompetensi, Kapabilitas Inovasi dan Kinerja Sumber Daya manusia.*

ABSTRACT

This research aims to examine and analyze the influence of variables job training to increase competency, innovation capabilities and performance of human resources entire of the vocational schools (SMK) in Parepare city, South of Celebes province

This research was conducted particularly to the major productivity teacher entire of vocational schools (SMK) in Parepare city. The data collection is done by questionnaires distributed to 98 people were selected as the sample. The sample collection is using the proportional random sampling area with analysis model Smart PLS (Partial Least Square) as a tool of analysis.

Based the result of analysis showed that the job training have the positive impact and significant influence for the competence enhancement and innovation capability. However, the job training has not significant effect to the performance of human resources. Afterward, competence increase and innovation capabilities have a positive impact and significant effect to the performance of human resources. Thus for improving the performance of human resources through the job training can be done by improving the teacher competence and the innovation capabilities

Keywords: *Job Training, Competence Enhancement, Innovation Capability, and Performance of Human Resource.*