

## **ABSTRAK**

### **Pengaruh Pelatihan, Rekognisi Dan Kompensasi Terhadap Kinerja Pegawai BRI Bandar Lampung Pasca Pandemi Covid19**

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Kinerja pegawai yang baik dalam industri perbankan dianggap sebagai salah satu indikator kunci untuk kelancaran operasional perusahaan. Bank Rakyat Indonesia Cabang Tanjung Karang Lampung merupakan salah satu Bank di daerah Bandar Lampung yang menghadapi perubahan kinerja pasca terdampak pandemi Covid19. Pasca pandemi Covid19, penilaian karyawan BRI Kantor Cabang Tanjung Karang Lampung dianggap masih memenuhi standar walau terdapat kebijakan penyesuaian target kerja. Tujuan dari penelitian ini adalah untuk menganalisa pengaruh pelatihan, rekognisi dan kompensasi terhadap kinerja karyawan BRI Bandar Lampung pasca pandemi.

Penelitian ini dilakukan menggunakan pendekatan metode kuantitatif dan dianalisis menggunakan model regresi linier berganda. Data yang digunakan didalam penelitian ini didapat dari respon 135 pegawai Bank Rakyat Indonesia Cabang Tanjung Karang Lampung. Hasil yang didapat dari penelitian ini adalah bahwa penelitian ini mendukung hipotesis yaitu variabel pelatihan berpengaruh secara positif dan signifikan terhadap kinerja pegawai Bank Rakyat Indonesia Cabang Tanjung Karang Lampung, variabel rekognisi berpengaruh secara positif dan signifikan terhadap kinerja pegawai Bank Rakyat Indonesia Cabang Tanjung Karang Lampung dan variabel kompensasi berpengaruh secara positif dan signifikan terhadap kinerja pegawai Bank Rakyat Indonesia Cabang Tanjung Karang Lampung.

Implikasi dari penelitian ini ialah disarankan kepada para pengelola Bank Rakyat Indonesia Cabang Tanjung Karang Lampung untuk tetap mempertahankan program pelatihan dan pengembangan yang sudah dijalankan, tetap mempertahankan pemberian pengakuan dan program penghargaan atas hasil kerja pegawai yang sudah dijalankan dan tetap mempertahankan program kompensasi untuk pegawai yang sudah dijalankan selama ini. Selain itu, disarankan kepada pengelola Bank Rakyat Indonesia Cabang Tanjung Karang Lampung untuk memantau bagaimana pegawai menunjukkan sikap kerjanya setiap hari, memberikan regulasi tertulis, memberikan sanksi nyata. serta melatih karyawan untuk membuat prioritas pekerjaan, dan menyiapkan target harian agar fokus menyelesaikan pekerjaan sesuai tenggat waktu.

**Kata Kunci: Pelatihan, Rekognisi, Kompensasi, Kinerja Karyawan**

## **ABSTRACT**

### **The Influence of Training, Recognition and Compensation on the Performance of BRI Bandar Lampung Employees After the Covid19 Pandemic**

**By**

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Good employee performance in the banking industry is considered one of the key indicators for the smooth operation of the company. Bank Rakyat Indonesia Tanjung Karang Lampung Branch is one of the banks in the Bandar Lampung area which is facing a change in performance after being affected by the Covid-19 pandemic. After the Covid19 pandemic, the evaluation of BRI employees at the Tanjung Karang Lampung Branch Office was considered to still meet the standards even though there was a policy of adjusting work targets. The purpose of this study was to analyze the effect of training, recognition, and compensation on the performance of BRI Bandar Lampung employees after the pandemic.

This research was conducted using a quantitative method approach and analyzed using multiple linear regression models. The data used in this study were obtained from the responses of 135 employees of Bank Rakyat Indonesia Tanjung Karang Lampung Branch. The results obtained from this study are that the training variable has a positive and significant effect on the performance of Bank Rakyat Indonesia Tanjung Karang Lampung Branch employees, the recognition variable has a positive and significant effect on the performance of Bank Rakyat Indonesia Tanjung Karang Lampung Branch employees and the compensation variable has a positive and significant effect on the performance of employees of Bank Rakyat Indonesia Tanjung Karang Lampung Branch.

This research implies that it is suggested to the managers of Bank Rakyat Indonesia Tanjung Karang Lampung Branch to maintain the training and development program that has been implemented, to maintain the recognition and reward program for the work of employees who have implemented it and to maintain the compensation program for employees who have already been running all this time. In addition, it is suggested to the management of Bank Rakyat Indonesia Tanjung Karang Lampung Branch to monitor how employees show their work attitude every day, provide written regulations, give real sanctions. as well as train employees to prioritize work, and prepare daily targets to focus on completing work on time.

**Keywords: Training, Recognition, Compensation, Employee Performance**