**DAFTAR ISI**

**KATA PENGANTAR............................................................................... i DAFTAR ISI.............................................................................................. iv ABSTRAK ................................................................................................. vii BAB I PENDAHULUAN....................................................................... 1**

1.1 Latar Belakang Masalah............................................................ 1

1.2 Identifikasi Masalah .................................................................. 10

1.3 Batasan Masalah........................................................................ 10

1.4 Rumusan Masalah ..................................................................... 11

1.5 Tujuan Penelitian ...................................................................... 11

1.6 Manfaat Penelitian .................................................................... 12

**BAB II TINJAUAN PUSTAKA............................................................. 13**

2.1 *Training* (Pelatihan) *..................................................................* 13

2.2 *Development* (Pengembangan)*..................................................* 15

2.3 Kompensasi ............................................................................... 18

2.4 Kinerja Pegawai ........................................................................ 22

2.5 Penelitian Terdahulu ................................................................. 26

2.6 Kerangka Konseptual ................................................................ 29

2.7 Hipotesis Penelitian................................................................... 30

**BAB III METODE PENELITIAN ....................................................... 32**

3.1 Desain Penelitian....................................................................... 32

3.2 Populasi dan Sampel Penelitian ................................................ 32

3.3 Lokasi dan Waktu Penelitian .................................................... 34

3.4 Variabel dan Indikator Penelitian.............................................. 35

3.5 Instrumen Penelitian.................................................................. 39

3.6 Teknik Pengumpulan Data........................................................ 40

3.7 Uji Validitas dan Reliabilitas .................................................... 41

3.8 Uji Asumsi Klasik ..................................................................... 44

3.9 Teknik Analisis Data................................................................. 45

**BAB IV HASIL DAN PEMBAHASAN ............................................... 49**

4.1 Gambaran Umum Perusahaan Umum Daerah

(Perumda) Tirtanadi Medan ...................................................... 49

4.2 Visi Misi Perusahaan Umum Daerah

(Perumda) Tirtanadi Medan ...................................................... 53

4.3 Struktur Organisasi Perusahaan Umum Daerah (Perumda) Tirtanadi Medan ........................................................................ 54

4.4 Hasil Penelitian ......................................................................... 55

4.5 Uji Asumsi Klasik ..................................................................... 77

4.6 Analisis Linier Regresi Berganda ............................................. 81

4.7 Uji t (Parsial) ............................................................................. 83

4.8 Uji F (Simultan) ........................................................................ 84

4.9 Koefisien Determinasi............................................................... 85

4.10 Pembahasan ............................................................................. 86

**BAB V KESIMPULAN DAN SARAN ................................................. 89**

5.1 Kesimpulan ............................................................................... 89

5.2 Saran.......................................................................................... 89

**DAFTAR PUSTAKA ................................................................................ 91**

**LAMPIRAN............................................................................................... 94**