

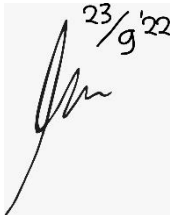
**UPAYA PELATIHAN DAN PENGEMBANGAN SUMBER DAYA
MANUSIA UNTUK MENINGKATKAN KINERJA KARYAWAN
CV SEKAR GAYO COFFEE ACEH**

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Abstrak

Penelitian ini dilakukan di CV Sekar Gayo *Coffee*, Aceh. Penelitian ini bertujuan untuk mengetahui bagaimana upaya pelatihan dan pengembangan sumber daya manusia di CV Sekar Gayo *Coffee*. Metode penelitian ini menggunakan metode *kualitatif deskriptif* dengan data primer yang diperoleh secara langsung melalui metode wawancara dan observasi di CV Sekar Gayo *Coffee*. Langkah-langkah analisis kualitatif dilakukan dengan empat tahapan, yaitu pengumpulan data, reduksi data, display data, dan pengambilan kesimpulan. Hasil penelitian ini menunjukkan bahwa upaya pelatihan dan pengembangan sumber daya manusia di CV Sekar Gayo *Coffee* adalah dengan memberikan upaya *On The Job Training, Demonstration, Job Rotation and Planned Progression*, dan *Coaching and Conselling*. Upaya yang telah dilakukan oleh perusahaan membawakan dampak baik kepada karyawan, dan sangat membantu karyawan dalam mengembangkan kemampuannya serta diterapkan dalam pekerjaannya.

Kata Kunci : *Pelatihan, Pengembangan Sumber Daya Manusia, Kinerja*



***HUMAN RESOURCES TRAINING AND DEVELOPMENT EFFORTS TO
INCREASE EMPLOYEE PERFORMANCE CV SEKAR GAYO COFFEE,
ACEH***

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Abstract

This research was conducted at CV Sekar Gayo Coffee, Aceh. This study aims to determine how the efforts of training and human resource development at CV Sekar Gayo Coffee. This research method uses descriptive qualitative methods with primary data obtained directly through interviews and observations at CV Sekar Gayo Coffee. The steps of qualitative analysis are carried out in four stages, namely data collection, data reduction, data display, and conclusion drawing. The results of this study indicate that the efforts to train and develop human resources at CV Sekar Gayo Coffee are done by providing On The Job Training, Demonstration, Job Rotation and Planned Progression, and Coaching and Counseling efforts. The efforts that have been made by the company have a good impact on employees, and greatly assist employees in developing their abilities and applying them in their work.

Keywords: *Training, Human Resource Development, Performance*