

The Effect of Training and Career Development on Employee Performance of BPJS Kesehatan of Parepare City

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Abstract. Training and career development by the company for employees is a tangible manifestation of the commitment of company leaders to build the quality of employee resources so that they have excellent skills in providing services to customers or the community effectively and appropriately, and one of the companies that is committed to providing excellent service to employees users or the public, namely BPJS Kesehatan of Parepare City. In accordance with Law No. 40 of 2004 concerning the National Social Security System and Law of the Republic of Indonesia Number 24 of 2011 concerning the Social Security Administering Body, on January 1, 2014 PT Askes (Persero) changed its institution to BPJS Kesehatan. This change was followed by changes in participants, programs, assets, employee awareness, as well as rights and obligations. BPJS Kesehatan as the organizing body for certain social security for health which is a change from PT Askes (Persero), is expected to provide health insurance benefits for all Indonesian people. In the process, BPJS Kesehatan helps guarantee health by way of health insurance. BPJS Kesehatan insurance is very easy to access with the establishment of extensive hospital cooperation throughout Indonesia. This study aims to analyze the effect of training and career development on the employee performance of BPJS Kesehatan of Parepare City. The sample used in this study. 53 employees of BPJS Kesehatan. Quantitative research methods and data techniques used in this study were observations and questionnaires analyzed by SPSS. The data analysis technique in this study uses multiple linear regression analysis. The results of the study show that (1). Training has a significant positive effect on the employee performance of BPJS Kesehatan of Parepare City. (2). Career development has a significant positive effect on the employee performance of BPJS Kesehatan of Parepare City. (3). Training and career development together have a positive effect and significant to the employee performance of BPJS Kesehatan of Parepare City. So, following up on the findings of this study, BPJS Kesehatan of Parepare City should continue to conduct training and career development for employees in an intense and continuous manner.

Keyword: training, career development, employee performance, and BPJS kesehatan