

## **ABSTRACT**

*The development of science and technology which is progressing from time to time makes competition in work is more increasing, so, that each institution or agency is required to have resources that have high performance. This study aims to prove that there is an influence between education and training on employee performance in hospitals with the literature review approach. The results at Hospital X are that there has been a decline in performance trends over the past three years due to lack of analysis and planning regarding employee education and training. Based on a review of the literature review, there are 8 factors that can positively and significantly improve employee performance including (1) Education and Training, (2) Motivation, (3) Leadership, (4) Job Satisfaction, (5) Work Experience, (6) ) Compensation (7) Organizational Commitment, (8) Work Ability. The conclusion of this Review Literature is that education and training have proven to have positive and significant effects on employee performance in hospitals.*

**Keywords:** *Training, Education, Performance*

## ABSTRAK

Perkembangan ilmu pengetahuan dan teknologi yang semakin maju dari masa ke masa membuat persaingan dalam pekerjaan semakin meningkat, sehingga setiap lembaga atau instansi dituntut untuk memiliki sumber daya yang memiliki kinerja yang tinggi. Penelitian ini bertujuan membuktikan bahwa terdapat pengaruh antara pendidikan dan pelatihan terhadap kinerja karyawan di rumah sakit dengan metode pendekatan *literatur review*. Hasil di Rumah Sakit X yaitu terdapat penurunan tren kinerja selama tiga tahun terakhir dikarenakan kurangnya analisis dan perencanaan mengenai pendidikan dan pelatihan karyawan. Berdasarkan kajian terhadap *literatur review* terdapat 8 faktor yang secara positif dan signifikan dapat meningkatkan kinerja karyawan diantaranya yaitu (1) Pendidikan dan Pelatihan, (2) Motivasi, (3) Kepemimpinan, (4) Kepuasan Kerja, (5) Pengalaman Kerja, (6) Kompensasi (7) Komitmen Organisasi, (8) Kemampuan Kerja. Kesimpulan dari *Literatur Review* ini adalah pendidikan dan pelatihan terbukti berpengaruh positif dan signifikan terhadap kinerja karyawan di rumah sakit.

Kata kunci : Pelatihan, Pendidikan, Kinerja