

RINGKASAN

Penelitian ini bertujuan untuk mengkaji peran ganda *supervisor support*, baik sebagai prediktor langsung maupun sebagai variabel moderator, dalam hubungan antara *in-house training* (IHT) dan kinerja karyawan. Penelitian dilakukan di Kantor Wilayah Direktorat Jenderal Perbendaharaan Provinsi Jawa Tengah, yang secara rutin melaksanakan program pelatihan internal sebagai bagian dari strategi pengembangan sumber daya manusia. Dengan menggunakan pendekatan kuantitatif dan instrumen berupa kuesioner terstruktur, data dikumpulkan dari 44 responden dari total populasi sebanyak 68 pegawai. Analisis data dilakukan dengan metode regresi linier berganda dan *Moderated Regression Analysis* (MRA) menggunakan perangkat lunak SPSS. Hasil penelitian menunjukkan bahwa *in-house training* berpengaruh positif terhadap kinerja karyawan, sementara *supervisor support* tidak berpengaruh positif terhadap kinerja karyawan. Namun demikian, penelitian ini mengidentifikasi dukungan supervisor sebagai faktor moderator yang signifikan dalam memperkuat hubungan antara pelatihan internal dan kinerja karyawan. Temuan ini menekankan pentingnya menciptakan lingkungan supervisi yang suportif untuk memaksimalkan manfaat program pelatihan, yang pada akhirnya dapat meningkatkan kinerja organisasi secara keseluruhan.

Kata Kunci : *In House Training, Supervisor Support, Kinerja Karyawan*

SUMMARY

This study aims to examine the dual role of supervisor support, both as a direct predictor and as a moderating variable, in the relationship between in-house training (IHT) and employee performance. The research was conducted at the Regional Office of the Directorate General of Treasury in Central Java, which regularly implements internal training programs as part of its human resource development strategy. Using a quantitative approach and a structured questionnaire as the research instrument, data were collected from 44 respondents out of a total population of 68 employees. Data analysis was carried out using multiple linear regression and Moderated Regression Analysis (MRA) with the help of SPSS software. The results show that in-house training has a positive effect on employee performance, while supervisor support does not have a direct positive effect. However, this study identifies supervisor support as a significant moderating factor that strengthens the relationship between internal training and employee performance. These findings highlight the importance of creating a supportive supervisory environment to maximize the benefits of training programs, ultimately leading to improved organizational performance.

Keywords : *In House Training, Supervisor Support, Employee Performance*