

ABSTRAK

Skripsi dengan judul “Pengaruh Pendidikan dan Pelatihan Kerja Terhadap Kinerja Karyawan Dinas Perindustrian dan Perdagangan Kabupaten Tulungagung” ini ditulis oleh Siti Bidayati, NIM.17402153100, pembimbing Ahmad Budiman, M.S.I.

Penelitian ini dilatar belakangi oleh peran strategis Sumber Daya Manusia (SDM) yang ikut terlibat dalam pelaksanaan fungsi-fungsi suatu organisasi. Berhasil atau gagalnya pelaksanaan fungsi-fungsi tersebut sangat bergantung pada sejauh mana kualitas sumber daya manusianya. Untuk mewujudkan Sumber Daya Manusia (SDM) yang berkualitas pembinaan dan pengembangan sumber daya manusia, khususnya pendidikan dan pelatihan suatu organisasi penting dilakukan. Pendidikan dan pelatihan tersebut untuk meningkatkan ketrampilan dan pengetahuan karyawan demi tercapainya kinerja yang diharapkan. Dengan kinerja karyawan yang tinggi diharapkan dapat memberi sumbangan yang sangat berarti bagi kinerja dan kemajuan organisasi.

Permasalahan dirumuskan oleh peneliti dalam 3 pertanyaan: (1) Apakah ada pengaruh pendidikan terhadap kinerja karyawan Dinas Perindustrian Dan Perdagangan Kabupaten Tulungagung, (2) Apakah ada pengaruh pelatihan kerja terhadap kinerja karyawan Dinas Perindustrian Dan Perdagangan Kabupaten Tulungagung, (3) Apakah ada pengaruh pendidikan dan pelatihan kerja secara bersama-sama terhadap kinerja karyawan Dinas Perindustrian Dan Perdagangan Kabupaten Tulungagung. Tujuan dalam penelitian ini adalah: (1) untuk menguji signifikansi pengaruh pendidikan terhadap kinerja karyawan Dinas Perindustrian Dan Perdagangan Kabupaten Tulungagung, (2) untuk menguji signifikansi pengaruh pelatihan kerja terhadap kinerja karyawan Dinas Perindustrian Dan Perdagangan Kabupaten Tulungagung, (3) untuk menguji signifikansi pengaruh pendidikan dan pelatihan kerja secara bersama-sama terhadap kinerja karyawan Dinas Perindustrian Dan Perdagangan Kabupaten Tulungagung.

Pendekatan yang digunakan adalah kuantitatif dengan jenis asosiatif. Teknik pengambilan data menggunakan kuesioner, teknik pengambilan sampel menggunakan sampling jenuh, skala pengukuran yang digunakan yaitu skala likert, teknik analisis data menggunakan uji validitas, uji reabilitas, uji asumsi klasik, uji regresi linear berganda, uji hipotesis, dan koefisien determinasi. Jumlah sampel yang digunakan dalam penelitian ini sebanyak 40 responden yaitu karyawan di Dinas Perindustrian dan Perdagangan Kabupaten Tulungagung. Selanjutnya data diolah melalui SPSS 16.

Hasil penelitian menunjukkan bahwa secara parsial (1) pendidikan berpengaruh positif dan signifikan terhadap kinerja karyawan (2) pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (3) secara simultan pendidikan dan pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Dinas Perindustrian dan Perdagangan Kabupaten Tulungagung.

Kata Kunci: Pendidikan, Pelatihan Kerja, Kinerja Karyawan.

ABSTRACT

Thesis entitled "The Effect of Education and Job Training on the Employee Performance of the Department of Industry and Trade of Tulungagung Regency" was written by Siti Bidayati, NIM.17402153100, Advisor: Ahmad Budiman's, M.S.I.

This research is motivated by the strategic role of Human Resources (HR) who are involved in implementing the functions of an organization. The success or failure of these functions depends on the quality of the human resources. To realize quality Human Resources (HR), fostering and developing human resources, especially education and training of an organization is important. Education and training is to improve the skills and knowledge of employees in order to achieve expected performance. With high employee performance, it is expected to contribute significantly to the performance and progress of the organization.

The problem was formulated by researchers in 3 questions: (1) Whether there is any educational influence on the performance of employees of the Department of Industry and Trade of Tulungagung Regency, (2) Whether there is any influence on job training on the performance of Tulungagung District Office of Industry and Trade, (3) Whether there is any educational influence and work training together on the performance of employees of the Department of Industry and Trade of Tulungagung Regency. The objectives of this study were: (1) to examine the significance of the influence of education on the performance of employees of the Department of Industry and Trade of Tulungagung Regency, (2) to test the significance of the effect of job training on the performance of the Department of Industry and Trade in Tulungagung, (3) to test the significance joint work education and training on the performance of employees of the Department of Industry and Trade of Tulungagung Regency.

The type of research used is quantitative with associative types. Data collection techniques using questionnaires, sampling techniques using saturated sampling, the measurement scale used is the Likert scale, data analysis techniques using validity test, reliability test, classic assumption test, multiple linear regression test, hypothesis test, and coefficient of determination. The number of samples used in this study were 40 respondents namely employees at the Department of Industry and Trade of Tulungagung Regency. Then the data is processed through SPSS 16.

The results showed that partially (1) education had a positive and significant effect on employee performance (2) job training had a positive and significant effect on employee performance (3) simultaneously education and job training had a positive and significant effect on the performance of the employees of the Department of Industry and Trade of Tulungagung Regency.

Keywords: Education, Job Training, Employee Performance.