

ABSTRAK

Skripsi dengan judul “Pengaruh Audit Sumber Daya Manusia Terhadap Kinerja Pegawai Di Kantor Imigrasi Kelas II Non-TPI Blitar” ini ditulis oleh Eki Pristia, NIM. 17403163007, Jurusan Akuntansi Syariah, Fakultas Ekonomi dan Bisnis Islam, Institut Agama Islam Negeri Tulungagung, Pembimbing Sri Dwi Estiningrum, S.E. Ak., M.M., C.A.

Penelitian ini dilatarbelakangi oleh adanya kinerja pegawai dalam suatu instansi dipengaruhi oleh sumber daya manusia. Kinerja dari pegawai dapat dilihat dari audit sumber daya manusia yang menekankan penilaian terhadap segala aktivitas yang dilakukan sumber daya manusia agar berjalan sesuai dengan yang diharapkan. Maka dari itu peneliti menghubungkan audit sumber daya manusia dengan kinerja pegawai Kantor Imigrasi Kelas II Non-TPI Blitar.

Rumusan masalah dari penelitian ini adalah (1) Apakah audit atas perolehan sumber daya manusia berpengaruh terhadap kinerja pegawai di Kantor Imigrasi Kelas II Non-TPI Blitar ? (2) Apakah audit atas pengelolaan sumber daya manusia berpengaruh terhadap kinerja pegawai di Kantor Imigrasi Kelas II Non-TPI Blitar? (3) Apakah audit atas pengurangan sumber daya manusia terhadap kinerja pegawai di Kantor Imigrasi Kelas II Non-TPI Blitar? (4) Apakah audit atas perolehan, pengelolaan, dan pengurangan sumber daya manusia secara bersama-sama berpengaruh terhadap kinerja pegawai di Kantor Imigrasi Kelas II Non-TPI Blitar?

Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian asosiatif. Data yang digunakan adalah data primer, dimana pengumpulan data dalam penelitian ini menggunakan metode angket atau kuesioner dengan jumlah sampel sebanyak 48 responden, yaitu seluruh pegawai Kantor Imigrasi Kelas II Non-TPI Blitar. Metode analisis data yang digunakan adalah analisis regresi linier berganda untuk membuktikan hipotesis penelitian.

Hasil penelitian dengan alat bantu SPSS 22.0 dapat disimpulkan bahwa (1) Audit atas perolehan sumber daya manusia berpengaruh positif dan signifikan terhadap kinerja pegawai. (2) Audit atas pengelolaan sumber daya manusia berpengaruh negatif dan tidak signifikan terhadap kinerja pegawai. (3) Audit atas pengurangan sumber daya manusia berpengaruh positif dan signifikan terhadap kinerja pegawai. (4) audit atas perolehan, pengelolaan, dan pengurangan sumber daya manusia secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja pegawai Kantor Imigrasi Kelas II Non-TPI Blitar.

Kata Kunci: *Audit, Sumber Daya Manusia, Kinerja.*

ABSTRACT

The thesis with the title "The Influence of Human Resources Audit on Employee Performance in Class II Immigration Offices Non-TPI Blitar" was written by Eki Pristia, NIM. 17403163007, Department of Sharia Accounting, Faculty of Islamic Economics and Business, Tulungagung State Islamic Institute, advisor Sri Dwi Estiningrum, S.E. Ak., M.M., C.A.

This research is motivated by the existence employee performance in an agency is influenced by human resources. The performance of employees can be seen from the human resources audit which emphasizes the assessment of all activities carried out by human resources so that they run as expected. Therefore, researchers link the audit of human resources with the performance of the Immigration Office Class II Non-TPI Blitar employees.

The problem formulation of this research is (1) Does the audit of the acquisition of human resources affect the performance of employees in the Class II Immigration Office Non-TPI Blitar? (2) Does the audit of human resource management affect the performance of employees in the Class II Immigration Office of Non-TPI Blitar? (3) What is the audit of the reduction of human resources on the performance of employees at the Class II Immigration Office of Non-TPI Blitar? (4) Does the audit of the acquisition, management, and reduction of human resources simultaneously affect the performance of employees in the Class II Immigration Office of Non-TPI Blitar?

This study uses a quantitative approach with a associative type of research. The data used is primary data, where data collection in this study uses a questionnaire or questionnaire method with a sample of 48 respondents, namely all employees of the Class II Immigration Office of Non-TPI Blitar. The data analysis method used is multiple linear regression analysis to prove the research hypothesis.

The results of the study using the SPSS 22.0 tool can be concluded that (1) Audit of the acquisition of human resources has a positive and significant effect on employee performance. (2) Audit of human resource management has a negative and insignificant effect on employee performance. (3) The audit of reducing human resources has a positive and significant effect on employee performance. (4) the audit of the acquisition, management, and reduction of human resources together has a positive and significant impact on the performance of the Class II Non-TPI Blitar Immigration Office employees.

Keywords: Audit, Human Resources, Performance.