

ABSTRAK

Atrila Sapsuha, 2022. Pengaruh Pelatihan Dan Perilaku Kerja Inovatif Terhadap Kinerja Pegawai (Studi Pada Pegawai Di Kantor Kementerian Pekerjaan Umum Dan Perumahan Rakyat Balai Wilayah Sungai Maluku Utara). Ketua Komisi : Zulaiha Husen, Anggota Komisi : Rahmat Sabuhari.

Tujuan penelitian ini adalah : (1) Untuk mengetahui dan menganalisis pengaruh pelatihan terhadap kinerja pegawai. (2) Untuk mengetahui dan menganalisis pengaruh perilaku kerja inovatif terhadap kinerja pegawai. (3) Untuk mengetahui dan menganalisis pengaruh pelatihan dan perilaku kerja inovatif terhadap kinerja pegawai. Jumlah sampel dalam penelitian ini adalah 70 orang pegawai pada kantor kementerian pekerjaan umum dan perumahan rakyat balai wilayah sungai maluku utara. Alat uji analisis menggunakan metode analisis data dengan *SPSS Versi 26* sebagai alat uji statistik.

Hasil penelitian menunjukkan bahwa : (1) Pelatihan berpengaruh positif signifikan terhadap kinerja pegawai. (2) Terdapat Pengaruh positif signifikan perilaku kerja inovatif terhadap kinerja pegawai. (3) Terdapat pengaruh secara simultan positif signifikan pelatihan dan perilaku kerja inovatif terhadap kinerja pegawai pada kantor kementerian pekerjaan umum dan perumahan rakyat balai wilayah sungai maluku utara.

Kata Kunci : Pelatihan, Perilaku Kerja Inovatif Dan Kinerja Pegawai

ABSTRACT

Atrila Sapsuha, 2022. *The Effect of Training and Innovative Work Behavior on Employee Performance (Study on Employees at the Office of the Ministry of Public Works and Public Housing at the North Maluku River Region Hall).* Commission Chairman : Zulaiha Husen, Commission Member : Rahmat Sabuhari.

The aims of this study are: (1) To determine and analyze the effect of training on employee performance. (2) To determine and analyze the effect of innovative work behavior on employee performance. (3) To determine and analyze the effect of training and innovative work behavior on employee performance. The number of samples in this study were 70 employees at the office of the ministry of public works and public housing at the North Maluku River Region. The analytical test tool uses the data analysis method with SPSS Version 26 as a statistical test tool.

The results showed that: (1) Training had a significant positive effect on employee performance. (2) There is a significant positive effect of innovative work behavior on employee performance. (3) There is a significant positive simultaneous effect of training and innovative work behavior on employee performance at the office of the ministry of public works and public housing in the North Maluku River Region Hall.

Keywords: Training, Innovative Work Behavior and Employee Performance