

Abstrak

Suryati Jena, 02041411126. Pengaruh Pelatihan dan Motivasi Kerja Terhadap Kinerja Pegawai di Dinas Pendidikan Kota Ternate. Pembimbing I: Dr. Adnan Rajak, SE., M.Si. Pembimbing II: Ruslan A. Kamis, SE., M.M.

Penelitian ini bertujuan untuk menganalisis dan menjelaskan pengaruh parsial dan simultan variabel pelatihan, variabel motivasi kerja, dan variabel kinerja pegawai di Dinas Pendidikan Kota Ternate. Sampel penelitian yang digunakan sebanyak 40 responden dengan data yang diperoleh melalui penyebaran kuesioner. Penelitian ini menggunakan pendekatan kuantitatif dengan metode analisis regresi linier berganda yang diolah menggunakan program SPSS 24 for Windows.

Hasil analisis statistik deskriptif diketahui bahwa hasil jawaban responden dengan frekuensi terbanyak variabel pelatihan adalah setuju, variabel motivasi kerja adalah setuju, variabel kinerja pegawai adalah setuju. Hasil pengujian hipotesis diketahui $\text{Sig.}t \leq \alpha$ ($0,012 \leq 0,05$) untuk pelatihan terhadap kinerja pegawai dan $\text{Sig.}t \leq \alpha$ ($0,045 \leq 0,05$) untuk motivasi kerja terhadap kinerja pegawai, ini menunjukkan bahwa secara parsial variabel pelatihan dan variabel motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Pendidikan Kota Ternate. dan diketahui $\text{Sig.} F \leq \alpha$ ($0,001 \leq 0,05$) menunjukkan bahwa secara simultan variabel pelatihan dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Pendidikan Kota Ternate.

Kata Kunci : Pelatihan, Motivasi Kerja, dan Kinerja Pegawai

Abstract

Suryati Jena, 02041411126. *Effect of training and work motivation on the performance of employees at the Education office in Ternate City. Supervisor I: Dr. Adnan Rajak, SE., M.Si. Supervisor II: Ruslan A. Kamis, SE., M.M.*

This study aims to analyze and explain the effects of partial and simultaneous training variables, work motivation variables, and employee performance variables in Ternate City Education Office. The research sample used was 40 respondents with data obtained through questionnaires. This study uses a quantitative approach with multiple linear regression analysis methods that are processed using SPSS 24 for Windows.

The results of descriptive statistical analysis showed that the results of respondents' answers with the highest frequency of training variables agreed, the work motivation variable was agreed, the employee performance variable was agreed. The results of hypothesis testing are known to $\text{Sig. } t \leq \alpha$ ($0.0125 \leq 0.05$) for training on employee performance and $\text{Sig. } t \leq \alpha$ ($0.045 \leq 0.05$) for work motivation on employee performance, this indicates that partially training variables and variables work motivation has a positive and significant effect on employee performance in the Ternate City Education Office. and known $\text{Sig. } F \leq \alpha$ ($0.001 \leq 0.05$) shows that simultaneously the training and work motivation variables have a positive and significant effect on the performance of employees in the Ternate City Education Office.

Keywords: Training, Work Motivation, and Employee Performance