

PENGARUH PELATIHAN KERJA DAN BUDAYA KERJA TERHADAP KINERJA PEGAWAI DINAS TENAGA KERJA DAN TRANSMIGRASI DIY

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Abstrak

Penelitian ini bertujuan untuk mengetahui Pengaruh Pelatihan Kerja dan Budaya Kerja Terhadap Kinerja Pegawai Dinas Tenaga Kerja dan Transmigrasi DIY. Pelatihan kerja adalah suatu proses pendidikan jangka pendek yang mempengaruhi prosedur sistkematis dan terorganisir dimana pegawai non manajerial mempelajari dan keterampilan teknis dalam tujuan terbatas. Populasi dalam penelitian ini adalah seluruh pegawai Dinas Tenaga Kerja dan Transmigrasi DIY, dan sampel yang diteliti sebanyak 53 responden. Teknik pengumpulan data menggunakan kuesioner dengan menggunakan skala *likert* yang dimodifikasi. Metode analisa data yang digunakan adalah analisa regresi linier berganda yang diolah dengan bantuan aplikasi program SPSS dengan taraf signifikan 0,05. Pengujian statistik yang digunakan adalah analisis uji validitas, uji realibilitas, uji normalitas, uji multikolinieritas, uji heterokedastisitas, uji regresi linier berganda, uji t, uji f, dan uji koefesien determinasi. Hasil penelitian diperoleh kesimpulan sebagai berikut: Pelatihan Kerja (X1) mempunyai pengaruh positif dan signifikan terhadap Kinerja Pegawai (Y) yang ditunjukkan dengan nilai $b_1 = 0,285$, nilai thitung = 2,196 dan P value = 0,033. Budaya kerja (X2) mempunyai pengaruh yang positif dan signifikan terhadap Kinerja Pegawai (Y) yang ditunjukkan dengan nilai $b_2 = 0,367$, nilai thitung = 2,828 dan P value 0,007. Pelatihan Kerja (X1) dan Budaya Kerja (X2) secara simultan mempunyai pengaruh yang positif dan signifikan terhadap Kinerja Pegawai (Y) yang ditunjukkan dengan nilai Fhitung = 10,903, nilai P value = 0,000, dan nilai *Adjusted R²* sebesar 0,0,276. Ini berarti sebesar 27,6% Kinerja Pegawai (Y) dipengaruhi oleh pelatihan kerja (X1) dan budaya kerja (X2). Sedangkan sisanya 72,4% dipengaruhi oleh faktor lain yang tidak dijelaskan dalam penelitian ini.

Kata Kunci : *Pelatihan Kerja, Budaya Kerja, Kinerja Pegawai.*

**THE EFFECT OF JOB TRAINING AND WORK CULTURE ON THE
EMPLOYEES PERFORMANCE AT DINAS TENAGA KERJA DAN
TRANSMIGRASI DIY**

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Abstract

This study aims to know the effect of Training and Work Culture on Employee Performance at Dinas Tenaga Kerja dan Transmigrasi DIY. Job training is a short-term educational process that affects the systematic and organized procedure whereby non-managerial employees learn a technical skills within a limited purpose. Work culture is a pattern of basic assumptions invented, discovered, or developed by certain groups as learning to cope with problems of external adaptation and internal integrase that occur within a company or organization. Performance is the task achievement, where employees in the work should be in accordance with the work program of the organization to demonstrate the level of organization work in achieving the vision, mission, and goals of the organization. The population in this study were all employees at Dinas Tenaga Kerja dan Transmigrasi DIY, and the sample studied as many as 53 respondents. The data collection technique uses a questionnaire using modified Likert scale. Data analysis method used is multiple linear regression analysis which were processed with the help of application of SPSS with significance level of 0.05. Statistical test used is the analysis of validity, reliability, normality test, multicollinearity, heterocedasticity test, multiple linear regression, t test, F test, and test of coefficient of determination. The conclusion is as follows: Training (X_1) has a positive and significant impact on employee performance (Y) which is indicated by the value of $b_1 = 0.285$, the value of $t = 2.196$ and P value = 0.033. Work culture (X_2) has a positive and significant influence on employee performance (Y) which is indicated by the value $b_2 = 0,367$, the value of $t = 2.828$ and P value of 0.007. Job Training (X_1) and Work Culture (X_2) simultaneously have a positive and significant influence on employee performance (Y) which is indicated by the value of $F = 10.903$, P value = 0.000, and the value of R^2 Adjusted of 0.276. This means that 27,6% Performance Officer (Y) is affected by the job training (X_1) and the work culture (X_2). While the remaining 72,4% is influenced by other factors not described in this study.

Keywords : *Job Training, Culture Work, Employee Performance.*