

PENGARUH PELATIHAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI PADA PERUM DAMRI KANTOR CABANG YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan kerja dan motivasi kerja secara parsial dan simultan terhadap kinerja pegawai pada Perum Damri Kantor Cabang Yogyakarta. Jenis penelitian menggunakan metode kuantitatif dengan menggunakan program *Statistical Package for the Social Scienses (SPSS)* window versi 22. Metode perolehan data dengan menggunakan kuesioner dan wawancara. Sampel yang digunakan adalah sebanyak 48 orang pegawai Perum Damri Kantor Cabang Yogyakarta. Pengujian yang digunakan adalah uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, analisis regresi linier berganda, uji statistik t, uji statistik F dan koefisien determinasi. Berdasarkan hasil uji t variabel pelatihan kerja diketahui bahwa pelatihan kerja memiliki t_{hitung} sebesar 3,102 dan t_{tabel} sebesar 2,014 dengan nilai signifikansi sebesar 0,003, maka dapat disimpulkan terdapat pengaruh positif signifikan variabel pelatihan kerja terhadap kinerja pegawai Perum Damri Kantor Cabang Yogyakarta. Berdasarkan hasil uji t variabel motivasi kerja diketahui bahwa motivasi kerja memiliki t_{hitung} sebesar 3,661 dan t_{tabel} sebesar 2,014 dengan nilai signifikansi sebesar 0,001, maka dapat disimpulkan terdapat pengaruh positif signifikan variabel motivasi kerja terhadap kinerja pegawai Perum Damri Kantor Cabang Yogyakarta. Berdasarkan hasil uji F diperoleh nilai F sebesar 38,412 dengan nilai signifikansi sebesar 0,000, maka dapat disimpulkan terdapat pengaruh signifikan pelatihan kerja dan motivasi kerja secara simultan terhadap kinerja pegawai Perum Damri Kantor Cabang Yogyakarta. Berdasarkan hasil koefisien determinasi diperoleh hasil sebesar 0,614. Hal tersebut berarti sebesar 61,4% dari variabel pelatihan kerja dan motivasi kerja mempengaruhi variabel kinerja pegawai, sedangkan sisanya 38,6% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci: *Pelatihan Kerja, Motivasi Kerja, Kinerja Pegawai*

**THE EFFECT OF WORK TRAINING AND WORK MOTIVATION
ON EMPLOYEE PERFORMANCE AT PERUM DAMRI, YOGYAKARTA
BRANCH OFFICE**

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Abstract

This study aims to determine the effect of job training and work motivation partially and simultaneously on employee performance at Perum Damri Yogyakarta Branch Office. This type of research uses quantitative methods using the Statistical Package for the Social Sciences (SPSS) window version 22 program. Methods of data collection using questionnaires and interviews. The sample used was 48 employees of Perum Damri Yogyakarta Branch Office. The test used is the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, t statistical test, F statistical test and the coefficient of determination. Based on the results of the t test of the job training variable, it is known that job training has a tcount of 3.102 and a t table of 2.014 with a significance value of 0.003, it can be concluded that there is a significant positive influence on job training variables on the performance of employees of Perum Damri Yogyakarta Branch Office. Based on the results of the t test of the work motivation variable, it is known that work motivation has a tcount of 3.661 and a t table of 2.014 with a significance value of 0.001, it can be concluded that there is a significant positive effect of work motivation on the performance of employees of Perum Damri Yogyakarta Branch Office. Based on the results of the F test, it is obtained that the F value is 38.412 with a significance value of 0.000, it can be concluded that there is a significant effect of job training and work motivation simultaneously on the performance of employees of Perum Damri Yogyakarta Branch Office. Based on the results of the coefficient of determination, the result is 0.614. This means that 61.4% of job training and work motivation variables affect employee performance variables, while the remaining 38.6% is influenced by other variables not examined in this study.

Keywords: *Job Training, Work Motivation, Employee Performance*

