

PENGARUH KERJASAMA TIM DAN LOYALITAS TERHADAP KINERJA PEGAWAI PADA BADAN KESATUAN BANGSA DAN POLITIK KABUPATEN SLEMAN

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Abstrak

Penelitian ini menguji pengaruh kerjasama tim dan loyalitas kerja terhadap kinerja pegawai pada Badan Kesatuan Bangsa dan Politik Kabupaten Sleman. Populasi penelitian yaitu seluruh pegawai PNS dan *non* PNS yang bekerja di Badan Kesatuan Bangsa dan Politik Kabupaten Sleman. Pengambilan sampel menggunakan metode purposive sampling yaitu berdasarkan kriteria tertentu, dimana pegawai yang dipilih sebanyak 37 pegawai PNS dan *non* PNS yang menjabat bukan sebagai atasan. Data penelitian menggunakan data primer dan data sekunder dengan melakukan observasi, wawancara dan melakukan pembagian kuesioner kepada responden untuk melihat persepsi mengenai kerjasama tim dan loyalitas kerja, serta melihat persepsi atasan untuk melihat penilaian kinerja pegawai. Variabel yang digunakan pada penelitian ini adalah variabel independen yaitu kerjasama tim (X1) dan loyalitas kerja (X2), dan variabel kinerja pegawai (Y). Metode analisis menggunakan analisis regresi linier berganda. Secara statistik parsial menunjukkan bahwa variabel kerjasama tim memiliki nilai t hitung sebesar $2,916 > 1,691$ dan nilai *sig* $0,006 < 0,05$, yang berarti kerjasama tim berpengaruh signifikan positif terhadap kinerja pegawai, sehingga Ha1 diterima. Selain itu, variabel loyalitas kerja memiliki nilai t hitung sebesar $2,423 > 1,691$ dan nilai *sig* $0,021 < 0,05$, yang berarti bahwa loyalitas kerja berpengaruh signifikan positif terhadap kinerja pegawai, sehingga Ha2 diterima. Secara statistik simultan menunjukkan bahwa nilai F hitung sebesar $6,762 > 3,27$ dan nilai *sig* sebesar $0,003 < 0,05$, yang berarti kerjasama tim dan loyalitas kerja secara bersama-sama berpengaruh signifikan positif terhadap kinerja pegawai, sehingga Ha3 diterima. Sedangkan secara statistik determinasi menunjukkan bahwa nilai *Adjusted R Square* sebesar 0,242 yang berarti variasi variabel kerjasama tim dan loyalitas kerja terhadap kinerja pegawai sebesar 24,2%. Sedangkan sisanya 75,8% dipengaruhi variabel lain.

Kata Kunci: *Kerjasama Tim, Loyalitas Kerja, dan Kinerja Pegawai.*

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**THE EFFECT OF TEAMWORK AND LOYALTY
ON EMPLOYEE PERFORMANCE IN THE NATIONAL AND POLITICAL
UNITY AGENCY OF SLEMAN REGENCY**

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Abstract

This study examines the effect of teamwork and job loyalty on employee performance at the Sleman Regency Political and National Unity Agency. The study population was all civil servants and non civil servants who worked in the National Unity and Political Body of Sleman Regency. Sampling using purposive sampling method, which is based on certain criteria, in which 37 employees are selected as civil servants and non civil servants who are not as superiors. The research data uses primary data and secondary data by conducting observations, interviews and distributing questionnaires to respondents to see perceptions of teamwork and work loyalty, and to see the perceptions of superiors to see employee performance assessments. The variables used in this study are independent variables, namely teamwork (X1) and job loyalty (X2), and employee performance variables (Y). The method of analysis uses multiple linear regression analysis. Statistically, partially shows that the variable teamwork has a t value of 2,916 > 1,691 and a sig value of 0,006 < 0,05, which means that teamwork has a significant positive effect on employee performance, so that Ha1 is accepted. In addition, the job loyalty variable has a t value of 2,423 > 1,691 and a sig value of 0,021 < 0,05, which means that job loyalty has a significant positive effect on employee performance, so Ha2 is accepted. Simultaneously statistically shows that the calculated F value is 6,762 > 3,27 and the sig value is 0,003 < 0,05, which means teamwork and work loyalty together have a significant positive effect on employee performance, so that Ha3 is accepted. Meanwhile, statistically the determination shows that the value of Adjusted R Square is 0,242, which means that the variable variation of teamwork and job loyalty to employee performance is 24,2%. While the remaining 75,8% is influenced by other variables.

Keywords: *Teamwork, Work Loyalty, and Employee Performance.*