

ABSTRAK

Khaidir Ali Daulay, 20174220--, Pascasarjana Magister Manajemen, Tahun 2019, Pengaruh kualitas sumber daya manusia, motivasi kerja dan lingkungan kerja terhadap kinerja Sekretariat Daerah Sijunjung, di bawah bimbingan bapak Prof. Dr. Ismuhadjar, SE, MM dan bapak Dr. Yulasmi, SE, MM

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Kualitas sumber daya manusia, Motivasi kerja, Lingkungan kerja, secara bersama-sama dan parsial terhadap kinerja. Variabel penelitian yaitu kualitas sumber daya manusia (X_1), motivasi kerja (X_2), lingkungan kerja (X_3), dan kinerja (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Dari hasil analisis regresi didapat persamaan $Y = 8,175 + 0,393 X_1 + 0,112 X_2 + 0,221 X_3$, maka berdasarkan uji parsial (Uji t) diperoleh: (a) kualitas sumber daya manusia berpengaruh positif dan signifikan terhadap kinerja. (b) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja. (c) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja. Kemudian berdasarkan uji hipotesis secara bersama-sama (Uji F) dapat diketahui bahwa kualitas sumber daya manusia, motivasi kerja, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja. Dan berdasarkan uji koefisien Determinasi (R^2) yakni sebesar 0,652 atau 65,2%, hal ini menunjukkan bahwa besarnya persentase kontribusi variabel kualitas sumber daya manusia, motivasi kerja, dan lingkungan kerja terhadap variabel kinerja menunjukkan pengaruh dan selebihnya dipengaruhi variabel lain.

Akhirnya penulis menyarankan agar pihak Sekretariat Daerah Sijunjung dapat memperhatikan dan meningkatkan dalam hal kualitas sumber daya manusia, motivasi kerja, dan lingkungan kerja terhadap Kinerja agar dapat meningkatkan Kinerja

Kata Kunci : Kualitas sumber daya manusia, Motivasi kerja, Lingkungan kerja, dan Kinerja

ABSTRACT

Khaidir Ali Daulay, 20174220--, Postgraduate Masters in Management, 2019, The influence of the quality of human resources, work motivation and work environment on the performance of the Sijunjung Regional Secretariat, under the guidance of Mr. Prof. Dr. Ismuhadjar, SE, MM and Mr. Dr. Yulasmi, SE, MM

This study aims to determine how much influence the quality of human resources, work motivation, work environment, together and partially on performance. The research variables are the quality of human resources (X1), work motivation (X2), work environment (X3), and performance (Y). The method of collecting data through surveys and distributing questionnaires. The analytical method used is the validity and reliability test, multiple regression analysis, to test the hypothesis used is the t test and F test.

From the regression analysis results obtained by the equation $Y = 8.17 + 0.393 X1 + 0.112 X2 + 0.221 X3$, then based on the partial test (t test) obtained: (a) the quality of human resources has a positive and significant effect on performance. (b) work motivation has a positive and significant effect on performance. (c) the work environment has a positive and significant effect on performance. Then based on the joint hypothesis test (Test F) it can be seen that the quality of human resources, work motivation, and work environment has a positive and significant effect on performance. And based on the coefficient of determination (R²) test that is equal to 0.652 or 65.2%, this shows that the large percentage of the contribution of the variable quality of human resources, work motivation, and work environment to the performance variable shows the effect and the rest is influenced by other variables.

Finally, the authors suggest that the Sijunjung Regional Secretariat can pay attention and improve in terms of the quality of human resources, work motivation, and work environment on performance in order to improve performance

Keywords: Quality of human resources, work motivation, work environment, and performance