

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh manajemen sumber daya manusia dan profesionalisme kerja terhadap kinerja pegawai dengan iklim organisasi sebagai variabel intervening di PT. Rajawali Nusindo Cabang Padang. Metode Pengumpulan data data menggunakan kuesioner, dengan sampel 55 responden. Metode analisis data yang digunakan adalah Analisis Regresi Linear Berganda.

Hasil penelitian yang didapatkan Uji T (Uji Parsial) diperoleh manajemen sumber daya manusia, profesionalisme kerja dan iklim organisasi secara parsial berpengaruh signifikan terhadap Kinerja PT. Rajawali Nusindo Cabang Padang.

Berdasarkan hasil uji analisa secara tidak langsung diketahui ada pengaruh positif dan signifikan kepribadian terhadap kinerja setelah dimediasi oleh variabel iklim organisasi. Diketahui bahwa ada pengaruh positif dan signifikan profesionalisme kerja terhadap kinerja setelah dimediasi oleh variabel iklim organisasi.

Kata Kunci: Manajemen Sumber Daya Manusia, Profesionalisme Kerja, Kinerja Pegawai, Iklim Organisasi

ABSTRACT

Tstudy aims to examine how much influence human resource management and work professionalism have on employee performance with organizational climate as an intervening variable at PT. Rajawali Nusindo Padang Branch. Methods Data collection data using a questionnaire, with a sample of 55 respondents. The data analysis method used is Multiple Linear Regression Analysis.

The results obtained by the T-test (Partial Test) obtained that human resource management, work professionalism and organizational climate partially have a significant effect on the performance of PT. Rajawali Nusindo Padang Branch.

Based on the results of the indirect analysis test, it is known that there is a positive and significant influence of personality on performance after being mediated by organizational climate variables. It is known that there is a positive and significant effect of work professionalism on performance after being mediated by organizational climate variables.

Keywords: Human Resource Management, Work Professionalism, Employee Performance, Organizational Climate