

## ABSTRAK

Sosy Findra, 2018422068, Pasca Sarjana Magister Manajemen Tahun 2020. Pengaruh Budaya Kerja, Pendidikan & Pelatihan Dan Etos Kerja Terhadap Kinerja Pegawai pada Dinas Kearsipan Dan Perpustakaan Provinsi Sumatera Barat, dibawah Bimbingan Bapak Prof. Dr. Anoesyirwan Moeins. M.M., M.Sc dan Dr. Yulismi, SE.,M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh budaya kerja, pendidikan & pelatihan dan etos kerja secara parsial dan simultan terhadap kinerja pegawai pada Dinas Kearsipan Dan Perpustakaan Provinsi Sumatera Barat.

Variabel Penelitian budaya kerja ( $X_1$ ), pendidikan & pelatihan ( $X_2$ ), etos kerja ( $X_3$ ) dan kinerja pegawai ( $Y$ ), pengumpulan data melalui survei dan mengedarkan kuesioner metode analisis adalah uji validitas dan uji reliabilitas, analisis regresi berganda, uji hipotesis digunakan uji t dan uji f.

Dari hasil analisis regresi didapatkan persamaan  $Y = 1,467 + 0,259X_1 + 0,432X_2 + 0,168X_3$  maka berdasarkan uji parsial (uji t) diperoleh (a) Budaya Kerja secara parsial berpengaruh positif dan signifikan terhadap Kinerja Pegawai, (b) Pendidikan & Pelatihan secara parsial berpengaruh positif dan signifikan terhadap Kinerja Pegawai, (c) Etos secara parsial berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Kemudian berdasarkan uji hipotesis secara bersama-sama (uji F) dapat diketahui bahwa Budaya Kerja, Pendidikan & Pelatihan dan Etos Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Dan berdasarkan uji koefisien Determinasi ( $A_{justed R^2}$ ) yakni sebesar 0,596 atau 59,60%, hal ini menunjukkan bahwa besarnya persentase kontribusi variabel Budaya Kerja, Pendidikan & Pelatihan dan Etos Kerja terhadap variabel kinerja menunjukkan pengaruh dan selebihnya dipengaruhi variabel lain.

Akhirnya penulis menyarankan agar pihak Dinas Kearsipan Dan Perpustakaan Provinsi Sumatera Barat perlu mempertahankan variabel Pendidikan & Pelatihan karena yang paling dominan, dan lebih fokus untuk memperbaiki variabel Budaya Kerja Dan Etos Kerja.

**Kata Kunci :** *Budaya Kerja, Pendidikan & Pelatihan, Etos Kerja, Kinerja*

## ABSTRACTS

Sosy Findra, 2018422068, Pasca of Master of Magister of Year Management 2020. The Influence Work Culture, Education & Training And Work Ethos To Officer Performance On Duty Archives And Library of Province West Sumatra, Advisor By, Mr Prof. Dr. Anoesyirwan Moeins. M.M., M.Sc dan Dr. Yulasmi, SE.,M.M.

This research aim to to know how big cultural influence Work Culture, education & training and Work Ethos by parsial and simultan to officer performance On Duty Archives And Library of Province West Sumatra.

Cultural Variable research Work Culture ( X1), education & training ( X2), work ethos ( X3) And officer performance ( Y), data collecting of through/ passing survey and circularize the Qetionnaire of method analyse is validity test and test the reliability, analyse the doubled regression, test the hypothesis used by test t and test F.

From result analyse the regresi got by equation  $Y = 1,467 + 0,259X_1 + 0,432X_2 + 0,168X_3$  hence pursuant to test parsial ( test t) obtained ( a) Culture Work by parsial have an effect on positive and significant to Officer Performance, ( b) Education & Training by parsial have an effect on positive and significant to Officer Performance, (c) Ethos by parsial have an effect on positive and significant to Officer Performance. Later;Then pursuant to test hipotesis by together ( test F) knowable that Culture Work the, Education & Training And Work Ethos to have an effect on positive and significant to Officer Performance. And pursuant to test of coefficient Determinasi ( Ajusted  $R^2$ ) namely equal to 0,596 or 59,60%, this matter indicate that the level of Cultural variable contribution percentage Work Cultre, Education & Training And Work Ethos to performance variable show the influence and rest influenced by the other;dissimilar variable.

Finally writer suggest that the party On Duty Archives And Library of Province of West Sumatra require to maintain the Education variable & Training of because most dominant, and more focus to improve;repair the Cultural variable Work Cultre And Work Ethos.

**Key Word** : Work Culture, Education & Training, Work Ethos, Officer Performance