

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Kualitas Sumber Daya Manusia dan Pemanfaatan Teknologi Informasi terhadap Kinerja Pegawai melalui Disiplin Kerja Sebagai Variabel Intervening. Variabel penelitian yaitu Kualitas Sumber Daya Manusia (X_1), Pemanfaatan Teknologi Informasi (X_2), Kinerja Pegawai (Y), dan Disiplin Kerja (Z). Metode pengumpulan data melalui survey dan menyebarkan kuesioner dengan sampel 87 responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis jalur, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji T.

Hasil penelitian menunjukkan a) Bahwa secara parsial terdapat pengaruh positif dan signifikan Kualitas Sumber Daya Manusia terhadap Disiplin Kerja. b) Bahwa secara parsial terdapat pengaruh positif dan signifikan Pemanfaatan Teknologi Informasi terhadap Disiplin Kerja c) Bahwa secara parsial terdapat berpengaruh positif dan signifikan Kualitas Sumber Daya Manusia terhadap Kinerja Pegawai. d) Bahwa secara parsial terdapat pengaruh positif dan signifikan Pemanfaatan Teknologi Informasi terhadap Kinerja Pegawai. e) Bahwa secara parsial terdapat pengaruh positif dan signifikan Disiplin Kerja terhadap Kinerja Pegawai. f) Disiplin Kerja memediasi Kualitas Sumber Daya Manusia terhadap Kinerja Pegawai. g) Disiplin Kerja memediasi Pemanfaatan Teknologi Informasi terhadap Kinerja Pegawai.

Berdasarkan angka Adjust R square persamaan 1 diperoleh sebesar 0,429 atau 42,9%, hal ini menunjukkan bahwa persentase sumbangan Model I variabel independen Kualitas Sumber Daya Manusia (X_1), Pemanfaatan Teknologi Informasi (X_2) terhadap variabel dependen Disiplin Kerja (Y) sebesar 42,9%, sedangkan sisanya sebesar 57,1% dipengaruhi variabel lain yang tidak diteliti. Dan angka Adjust R square persamaan 2 diperoleh sebesar 0,580 atau 58,0%, hal ini menunjukkan bahwa persentase sumbangan Model II variabel independen Kualitas Sumber Daya Manusia (X_1), Pemanfaatan Teknologi Informasi (X_2), dan Kinerja Pegawai (Y) terhadap variabel dependen Disiplin Kerja (Y) sebesar 58,0%, sedangkan sisanya sebesar 42,0% dipengaruhi variabel lain yang tidak diteliti.

Kata kunci : Kualitas Sumber Daya Manusia, Pemanfaatan Teknologi Informasi, Disiplin Kerja, Kinerja Pegawai

ABSTRACT

This study aims to determine how much influence the Quality of Human Resource and Utilization of Information Technology on Employee Performance with Work Discipline as an Intervening Variable. The research variables are Human Resource Management (X1), Utilization of Information Technology (X2), Employee Performance (Y), and Work Discipline (Z). Methods of collecting data through surveys and spreading questionnaires with samples of 87 respondents. The analysis method used is the validity and reliability test, the path analysis, the multiple regression analysis, for the hypothesis test used i.e, T test.

The results of the study showed a) That there are partially positive and significant influences of the Quality of Human Resource of Work Discipline b) That there are partially positive and significant influences of Utilization of Information Technology towards Work Discipline c) That there is partially positive influence and significant Quality of Human Resource towards Employee Performance. d) That in partial there is a positive influence and significant Utilization of Information Technology towards Employee Performance. e) That there are positive and significant influence on the Work Discipline to Employee Performance. f) Work Discipline to publish Quality of Human Resource to Employee Performance. g) Work Discipline to promote Utilization of Information Technology to Employee Performance.

Based on the figure of Adjust R square equation 1 obtained at 0.429 or 42.9%, this indicates that the percentage of donation of Model I to the independent of Quality of Human Resource, Utilization of Information Technology (X_2) against the Work Discipline dependent variable (Y) of 42.9%, while the remaining of 57.1% influenced by other variables not researched. And a figure of Adjust R square equation 2 is obtained at 0.580 or 58.0%, this suggests that the percentage of donation of Model II independent variable Quality of Human Resource (X_1), Utilization of Information Technology (X_2), and Employee Performance (Y) on the dependent variable Work Discipline (Z) amounted to 58.0%, while the remainder of 42,0% is influenced by other variables not studied.

Keywords: *Quality of Human Resource, Utilization of Information Technology, Work Discipline, Employee Performance*