

ABSTRAK

Anita Teresia Ningrum, 17101155310111, jurusan manajemen tahun 2017, Pengaruh Pengaruh Kualitas Sumber Daya Manusia, Pengawasan dan Rotasi Kerja Terhadap Kinerja Karyawan PT Incasi Raya Pangian Kabupaten Dharmasraya , dibawah bimbingan Ibu Vivi Nila Sari, S.E., M.M dan Ibu Marta Widian Sari, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Kualitas Sumber Daya Manusia ,Pengawasan dan Rotasi Kerja Terhadap Kinerja Karyawan. Metode yang digunakan adalah Structur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 100 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif yang signifikan antara variabel Kualitas sumber daya manusia berpengaruh positif dan signifikan terhadap kinerja karyawan.Pengawasan berpengaruh positif dan signifikan terhadap kinerja karyawan.Rotasi kerja berpengaruh positif dan signifikan terhadap Kinerja.Kualitas sumber daya manusia, pengawasan dan rotasi kerja berpengaruh secara bersama-sama terhadap Kinerja karyawan. Kontribusi variable Kualitas sumberdaya manusia, Pengawasan dan Rotasi kerja Selebihnya dipengaruhi oleh variabel lain diluar penelitian ini

Kata Kunci : Kualitas Sumber Daya Manusia, Pengawasan dan Rotasi Kerja

ABSTRACT

Anita Teresia Ningrum, 17101155310111, majoring in management in 2017, The Influence of the Effect of Human Resource Quality, Supervision and Work Rotation on Employee Performance of PT Incasi Raya Pangian, Dharmasraya Regency, under the guidance of Mrs. Vivi Nila Sari, SE,MM and Mrs. Marta Widian Sari, SE, MM

This study aims to determine how much influence the quality of human resources, supervision and work rotation on employee performance. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires as many as 100 respondents.

The quality of human resources has a positive and significant effect on employee performance Supervision has a positive and significant effect on employee performance. Work rotation has a positive and significant effect on employee performance. The quality of human resources, supervision and work rotation jointly influence employee performance Contribution of the variable quality of human resources, supervision and work rotation has a positive effect. The rest is influenced by other variables outside of this study.

Keywords: Quality of Human Resources, Supervision and Work Rotation