

ABSTRAK

HERYANTO TOLULU, NIM 931 410 149. Pengaruh Program Pelatihan Terhadap Kinerja Pegawai Pada Kantor Dinas Pekerjaan Umum dan Kimpraswil Kota Gorontalo. Dibawah bimbingan Bapak Drs. Maha Atma Kadji, M.Si. selaku pembimbing I dan Bapak Dr. Ismet Sulila, SE, M.Si. selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh program pelatihan terhadap kinerja pegawai pada kantor Dinas Pekerjaan Umum dan Kimpraswil Kota Gorontalo. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan menggunakan dua Variabel yaitu Variabel Program Pelatihan (X) dan Variabel Kinerja Pegawai (Y). Data dianalisis menggunakan Regresi Linear sederhana.

Berdasarkan hasil penelitian maka dapat di ambil kesimpulan bahwa terdapat pengaruh yang signifikan antara program pelatihan terhadap kinerja pegawai pada kantor Dinas Pekerjaan Umum dan Kimpraswil Kota Gorontalo. Dengan hasil uji diperoleh persamaan regresi linear yaitu $Y=0,262+1,045X$ dan pengujian hipotesis ini diperoleh nilai $t_{hitung} = 12,388$, dengan menggunakan batas signifikan $\alpha = 0,05$ didapat $t_{tabel (95\% ; 33-1-1)}$ sebesar 2,039. Dari hasil tersebut maka kriteria pengujian yaitu $t_{hitung} > t_{tabel}$ atau $P_{value} < \alpha$ yang artinya H_0 ditolak dan H_1 diterima. Dengan demikian hipotesis uji t Variabel Program Pelatihan memiliki pengaruh signifikan terhadap Kinerja Pegawai dan Koefisien Determinasi sebesar 0,832 atau 83,2%, serta sisanya 16,8% dipengaruhi oleh faktor lain yang tidak diuji dalam penelitian ini seperti faktor Disiplin Kerja, Motivasi kerja dan Kompensasi. Dari hasil tersebut untuk itu perlu adanya evaluasi setiap bulanya oleh pemimpin terhadap kinerja pegawai guna dalam pelaksanaan program pelatihan yang dapat dilaksanakan secara optimal.

Kata Kunci : Program Pelatihan, Kinerja Pegawai

ABSTRACT

HERYANTO TOLULU, Student ID 931 410 149. *The Effect of Training Program toward Employee's Performance at Department of Public Work and Settlement and Regional Infrastructure of Gorontalo City.* It was supervised by Drs. Maha Atma Kadji, M.Si as the principal supervisor and Dr. Ismet Sulila, SE, M.Si as the co-supervisor.

The research was to investigate the effect of training program toward employee's performance at Public Work and Settlement and Regional Infrastructure of Gorontalo City. The method of research was quantitative research. It used two variables consisted of training program (X) and employee's performance (Y). The data were analyzed through simple linear regression.

Based on the research result, it can be concluded that there was a significant influence of training program toward employee's performance at Public Work and Settlement and Regional Infrastructure of Gorontalo City. The result of measurement gained the linear regression equation as $Y=0,262+1,045X$. Meanwhile, the hypothesis test result gained the value of $t_{count} = 12,388$, at significance level $\alpha = 0,05$, it gained the value of $t_{table (95\% : 33-1-1)}$ as 2, 039. Based on the result, then the criteria of test was $t_{count} > t_{table}$ or $P_{value} < \alpha$, means that H_0 was rejected and H_1 was accepted. Thus, the hypothesis of t test of training program variable had significant effect toward employee's performance. The value of determination coefficient as 0,832 or 83,2%, while the rest as 16,8% was influenced by other factors which were not tested in this research such as work discipline, work motivation and compensation factor. It is suggested that there should be annually evaluation by the leader toward employee's performance so that the implementation of training program can be implemented optimally.

Keywords: *Training Program, Employee's Performance*

