ABSTRAK

PENGARUH SUMBER DAYA INSANI DAN FASILITAS TERHADAP KINERJA KARYAWAN DI BANK SUMUT SYARIAH CABANG MEDAN RINGROAD

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Penelitian ini bertujuan untuk mengetahui pengaruh sumber daya insani dan fasilitas terhadap kinerja karyawan di Bank Sumut Syariah Cabang Medan Rongroad, Sampel Populasi dalam penelitian ini adalah karyawan Bank Sumut Syariah Cabang Medan Ringroad 30 orang, sedangkan teknik pengumpulan data menggunakan Angket (*Kuesioner*). Teknik analisis data mengumpulkan uji normalitas , uji linearitas serta analisis regresi linear berganda dan uji hipotesis yaitu uji parsial (uji-t), uji simultan (uji-F), serta koefisien determinasi.

Berdasarkan hasil analisis data dengan menggunakan program SPSS 16.0, diperoleh hipotesis penelitian yang menggunakan pengujian regresi linear berganda. Artinya jika nilai konstanta yang berarti, jika variabel X1 dan X2 sama dengan nol. Nilai koefisien regresi X1 menunjukkan apabila X1 mengalami kenaikan sebesar 100% maka akan meningkatkan hasil belajar sebesar 8,2%. Nilai koefisien regresi X2 menunjukkan apabila X2 mengalami kenaikan sebesar 100% maka akan meningkatkan sumber daya insani. Hasil penelitian uji hipotesis yang menggunakan uji-t fasilitas diperoleh nilai thitung > ttabel dengan probabilitas Sig. Hasil uji hipotesis uji-t sumber daya insani diperoleh nilai thitung > ttabel dengan probabilitas Sig. Hasil uji simultan (uji F) diperoleh nilai signifikan. Jika dibandingkan nilai nilai Fhitung dengan Ftabel. Hasil koefisien determinasi (R2) terdapat nilai Rsquare atau sama artinya bahwa Sumber daya insani dan fasilitas mampu untuk menjelaskan kinerja karyawan di Bank Sumut Syariah Cabang Medan Ringroad.

Kata Kunci: Sumber Daya Insani, Fasilitas dan Kinerja Karyawan

ABSTRACT

THE EFFECT OF HUMAN RESOURCES AND FACILITIES ON EMPLOYEE PERFORMANCE AT BANK SUMUT SHARIA BRANCH RINGROAD FIELD

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This study aims to determine the effect of human resources and facilities on employee performance at Bank Sumut Syariah Medan Rongroad Branch. The sample population in this study was 30 employees of Bank Sumut Syariah Medan Ringroad Branch, while the data collection technique used a questionnaire (questionnaire). Data analysis techniques collect normality test, linearity test and multiple linear regression analysis and hypothesis testing, namely partial test (t-test), simultaneous test (F-test), and the coefficient of determination.

Based on the results of data analysis using the SPSS 16.0 program, the research hypothesis that uses multiple linear regression testing. This means that if the constant, which means that if the variables X1 and X2 are equal to zero, then Y. X1 regression coefficient value indicates if X1 has increased by 100% it will increase learning outcomes. X2 regression coefficient value indicates if X2 has increased by 100% it will increase human resources. The results of the hypothesis test using the facility t-test obtained the value of tcount > ttable, with a probability. The results of the hypothesis test of human resources t-test obtained that the value of tcount > ttable with a probability. The results of the simultaneous test (F test) obtained a significant. If we compare the value of Fcount with Ftable, the result. The result of the coefficient of determination (R2) shows that the Rsquare meaning that human resources and facilities are able to explain the performance of employees at Bank Sumut Syariah Medan Ringroad Branch.

Keywords: Human Resources, Facilities and Employee Performance