

ABSTRAK

Aldi Khoiroh Hasibuan NPM : 71190312053, Pengaruh Pelatihan Dan Lingkungan Kerja Terhadap Kinerja Pegawai Di Badan Penelitian Dan Pengembangan (BALITBANG) Provinsi Sumatera Utara, Dibimbing oleh : Yusrita .S.E.,M.M sebagai Pembimbing I, dan Syafrizal.S.E.,M.M sebagai Pembimbing II, Skripsi : 2023

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh Pelatihan dan Lingkungan Kerja terhadap Kinerja pegawai di Badan Penelitian dan Pengembangan Prov, Sumatera Utara.

Metode analisis yang digunakan dalam penelitian ini yaitu metode analisis deskriptif kuantitatif. Populasi pada penelitian ini berjumlah 53 orang pegawai di Badan Penelitian dan Pengembangan Prov, Sumatera Utara. Alat analisis yang digunakan adalah analisis faktor dengan menggunakan alat bantu IBM SPSS Versi 25.0.

Hasil penelitian menunjukkan bahwa Variabel Pelatihan berpengaruh positif dan signifikan terhadap kinerja pegawai di Badan Penelitian dan Pengembangan Prov. Sumatera Utara, dan Variabel Lingkungan Kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Badan Penelitian dan Pengembangan Prov, Sumatera Utara. Dan Variabel Pelatihan dan Lingkungan Kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Badan Penelitian dan Pengembangan Prov, Sumatera Utara. diketahui nilai $F_{hitung} > F_{tabel}$ ($701.903 > 3.18$) dan nilai signifikansi $0,000 < 0,05$, sehingga H_0 ditolak dan H_1 diterima. Artinya variabel kepuasan kerja dan beban kerja secara simultan atau bersama-sama berpengaruh positif dan signifikan terhadap kinerja pegawai di BALITBANG Prov, Sumatera Utara.

Kata Kunci : Pelatihan dan Lingkungan Kerja, Kinerja

ABSTRACT

Aldi Khoiroh Hasibuan NPM : 71190312053, *The Influence of Training and Work Environment on Employee Performance at the Research and Development Agency (BALITBANG) of North Sumatra Province, Supervised by: Yusrita .S.E.,M.M as Advisor I, and Syafrizal.S.E.,M.M as Advisor II, Thesis : 2023*

This study aims to determine and analyze the effect of training and work environment on employee performance at the Prov Research and Development Agency, North Sumatra.

The analytical method used in this study is a quantitative descriptive analysis method. The population in this study amounted to 53 employees at the Prov Research and Development Agency, North Sumatra. The analytical tool used is factor analysis using IBM SPSS Version 25.0.

The results of the study show that the Training Variable has a positive and significant effect on employee performance at the Prov. Research and Development Agency, North Sumatra, and Work Environment Variables have a positive and significant effect on employee performance at the Prov Research and Development Agency, North Sumatra. And the Variables of Training and Work Environment have a positive and significant effect on employee performance at the Prov Research and Development Agency, North Sumatra. it is known that the value of $F_{count} > F_{table}$ ($701,903 > 3.18$) and a significance value of $0.000 < 0.05$, so that H_0 is rejected and H_1 is accepted. This means that the variables of job satisfaction and workload simultaneously or jointly have a positive and significant effect on employee performance at BALITBANG Prov, North Sumatra.

Keywords: Training and Work Environment, Performance