

## ABSTRAK

**M. Ardisansyah Putra, NPM : 71190312064, Pengaruh Kualitas Sumber Daya Manusia dan Motivasi Kerja Terhadap Kinerja Pegawai di Badan Penelitian dan Pengembangan Provinsi Sumatera Utara, Dibimbing oleh Dr. Hj. Nilawati Nasti. S.E., M.M Sebagai Dosen Pembimbing I, dan Syafrizal. S.E.,M.M Sebagai Dosen Pembimbing II, Skripsi : 2023**

Penelitian ini berjudul Pengaruh Kualitas Sumber Daya Manusia dan Motivasi Kerja Terhadap Kinerja Pegawai di Badan Penelitian dan Pengembangan Provinsi Sumatera Utara. Adapun rumusan masalah pada penelitian adalah bagaimana pengaruh Kualitas Sumber Daya Manusia dan Motivasi Kerja Terhadap Kinerja Pegawai di Badan Penelitian dan Pengembangan Provinsi Sumatera Utara, penelitian ini bertujuan untuk mengetahui bagaimana Pengaruh Kualitas Sumber Daya Manusia dan Motivasi Kerja Terhadap Kinerja Pegawai di Badan Penelitian dan Pengembangan Provinsi Sumatera Utara.

Populasi dalam penelitian adalah seluruh pegawai di Badan Penelitian dan Pengembangan Provinsi Sumatera Utara. Teknik penarikan sampel yang digunakan adalah metode total sampling. Jumlah sampel dalam penelitian ini berjumlah 53 orang. Teknik analisis yang digunakan yaitu dengan metode deskriptif dan metode kuantitatif. Data primer pada penelitian ini diperoleh dengan menyebarkan kuesioner, pengukurannya menggunakan skala likert dan di olah secara statistik dengan menggunakan program SPSS (*Statistical Program For Social Schedule*) Versi 22. Pengujian yang dilakukan yaitu uji validitas, uji realibilitas, dan uji asumsi klasik. Uji asumsi klasik terdiri dari uji normalitas, uji multikolinearitas, uji heteroskedastisitas, dan uji regresi linear berganda. Pengujian hipotesis yang digunakan dalam penelitian ini yaitu uji t, uji F, dan uji determinasi ( $R^2$ ).

Berdasarkan pengujian secara parsial diketahui bahwa Kualitas Sumber Daya Manusia berpengaruh positif dan signifikan terhadap kinerja pegawai di Badan Penelitian dan Pengembangan Provinsi Sumatera Utara dan Motivasi Kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Badan Penelitian dan Pengembangan Provinsi Sumatera Utara. Secara simultan Kualitas Sumber Daya Manusia dan Motivasi Kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Badan Penelitian dan Pengembangan Provinsi Sumatera Utara.

**Kata kunci : Kualitas SDM, Motivasi Kerja, Kinerja Pegawai**

## ABSTRACT

**M. Ardisansyah Putra, NPM : 71190312064, The Influence of the Quality of Human Resources and Work Motivation on Employee Performance in the Research and Development Agency of North Sumatra Province, Supervised by Dr. Hj. Nilawati Nasti. S.E., M.M as Supervisor I, and Syafrizal. S.E.,M.M As Advisor II, Thesis : 2023**

This study is entitled The Effect of Human Resource Quality and Work Motivation on Employee Performance in the Research and Development Agency of North Sumatra Province. The formulation of the problem in this research is how the influence of the quality of human resources and work motivation on employee performance in the Research and Development Agency of North Sumatra Province, this study aims to find out how the influence of the quality of human resources and work motivation on employee performance in the provincial research and development agency North Sumatra.

The population in the study were all employees at the Research and Development Agency of North Sumatra Province. The sampling technique used is the total sampling method. The number of samples in this study amounted to 53 people. The analysis technique used is descriptive method and quantitative method. The primary data in this study were obtained by distributing questionnaires, measuring them using a Likert scale and statistically processing them using the SPSS (Statistical Program For Social Schedule) Version 22 program. The tests carried out were validity tests, reliability tests, and classical assumption tests. The classic assumption test consists of a normality test, multicollinearity test, heteroscedasticity test, and multiple linear regression tests. The hypothesis testing used in this study is the t test, F test, and determination test ( $R^2$ ).

Based on partial testing it is known that the Quality of Human Resources has a positive and significant effect on employee performance at the Research and Development Agency of North Sumatra Province and Work Motivation has a positive and significant effect on employee performance at the Research and Development Agency of North Sumatra Province. Simultaneously the Quality of Human Resources and Work Motivation have a positive and significant effect on employee performance at the Research and Development Agency of North Sumatra Province.

**Keywords: Quality of Human Resources, Work Motivation, Employee Performance**