DEVELOPMENT OF HUMAN RESOURCES AND COMPETENCE, MOTIVATION OF EMPLOYEE PERFORMANCE IN NGIMBANG LAMONGAN HOSPITAL

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ABSTRACT

This study aims to test and find out the significant effect of the difference in the average value of the results of Human Resource Development and Competence, Motivation on Employee Performance at Ngimbang Lamongan Hospital. The population in this study were all employees at the Ngimbang Lamongan Hospital, totaling 385 employees, while the sample in this study was 79 respondents. The method used in this research is quantitative. The analysis tools used by SPSS V.26 are validity test, reliability test, classic assumption test, multiple linear regression analysis, multiple correlation test, coefficient of determination, t test, and f test.

The results showed that the results of the T-test were carried out to obtain a significant value of 0.05 (5%), by comparing the value of t count> t table, so that the variables of human resource development and competence, motivation have a partial effect on employee performance at Ngimbang Hospital Lamongan. While the results of the F test were obtained f count (72.781) > f table (2.73), with the results of the f test the variable development of human resources and competence, motivation has a simultaneous effect on employee performance at Ngimbang Lamongan Hospital. So it can be concluded that the motivational variable (X3) has a dominant influence on the performance of employees at Ngimbang Lamongan Hospital (Y).

So the results of the study show that the development of Human Resources and Competence, Motivation has a significant effect on employee performance at Ngimbang Lamongan Hospital.

Keywords: Human Resource Development, Competence, Motivation, Employee Performance

PENGEMBANGAN SUMBER DAYA MANUSIA DAN KOMPETENSI, MOTIVASI TERHADAP KINERJA PEGAWAI DI RSUD NGIMBANG LAMONGAN

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RINGKASAN

Penelitian ini bertujuan untuk menguji dan mengatahui pengaruh secara signifikan nilai perbedaan rata-rata hasil Pengembangan Sumber Daya Manusia Dan Kompetensi, Motivasi Terhadap Kinerja Pegawai di RSUD Ngimbang Lamongan. Populasi dalam penelitian ini adalah seluruh pegawai di RSUD Ngimbang Lamongan sebanyak 385 pegawai, sedangkan sampel dalam penelitian ini adalah 79 responden. Metode yang digunakan dalam penelitian ini adalah Kuantitatif. Alat analisis yang digunakan SPSS V.26 yaitu uji validitas, uji reabilitas, uji asumsi klasik, analisis regresi linear berganda, uji kolerasi berganda, koefisien determinasi, uji t, dan uji f.

Hasil penelitian menunjukkan bahwa hasil Uji T yang dilakukan di peroleh hasil nilai signifikan 0,05 (5%), dengan membandingkan nilai t hitung > t tabel, sehingga variabel pengembangan sumber daya manusia dan kompetensi, motivasi berpengaruh secara parsial terhadap kinerja pegawai di RSUD Ngimbang Lamongan. Sedangkan hasil uji F yang dilakukan diperoleh nilai f hitung (72,781) > f tabel (2,73), dengan hasil uji f ini variabel pengembangan sumber daya manusia dan kompetensi, motivasi berpengaruh secara simultan terhadap kinerja pegawai di RSUD Ngimbang Lamongan. Sehingga dapat disimpulkan bahwa variabel Motivasi (X3) berpengaruh secara dominan terhadap kinerja Pegawai di RSUD Ngimbang Lamongan (Y).

Maka hasil penelitian menunjukkan pengembangan Sumber Daya Manusia dan Kompetensi, Motivasi berpengaruh signifikan terhadap kinerja pegawai pada RSUD Ngimbang Lamongan.

Kata Kunci : Pengembangan Sumber Daya Manusia, Kompetensi, Motivasi, Kinerja Pegawi