ABSTRAK

Septiani Puspita. 2021. Pengaruh Analisis Jabatan Dan Beban Kerja Terhadap Kinerja Pegawai Dinas Koperasi, Usaha Kecil Dan Menengah Kabupaten OKU Timur**. Skripsi Dibimbing oleh Rosmala Dewi, SE., M.Si. dan Dyah Ayu Putriani, S.Pd., M.Si.**

Penelitian ini membahas tentang pengaruh analisis jabatan dan beban kerja terhadap kinerja pegawai Dinas Koperasi, Usaha Kecil Dan Menengah Kabupaten OKU Timur. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 28 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial t_{hitung} untuk variabel Analisis Jabatan (X1) sebesar 7,637 dengan t_{tabel} = 2,059. Nilai yang diperoleh $t_{hitung} > t_{tabel}$ atau 7,637 > 2,059, maka keputusannya Ho ditolak dan Ha diterima artinya Analisis Jabatan berpengaruh signifikan terhadap Kinerja Pegawai pegawai Dinas Koperasi, Usaha Kecil dan Menengah Kabupaten Ogan Komering Ulu Timur. Variabel Beban Kerja (X2) diperoleh t_{hitung} = 2,921, dan t_{tabel} = 2,059. Berdasarkan kriteria keputusan ternyata nilai $t_{hitung} > t_{tabel}$ atau 2,921 > 2,059, maka keputusannya Ho ditolak dan Ha diterima artinya Beban Kerja berpengaruh signifikan terhadap Kinerja Pegawai pegawai Dinas Koperasi, Usaha Kecil dan Menengah Kabupaten Ogan Komering Ulu Timur. Hasil F_{hitung} sebesar 171,178. Hasil tersebut kemudian dibandingkan dengan F tabel sebesar 3,39. Jadi F hitung > F tabel atau 171,178 > 3,39, maka keputusannya H_o ditolak dan H_a diterima, artinya seluruh variabel X yaitu Analisis Jabatan (X1) dan Beban Kerja (X2) secara bersama-sama berpengaruh signifikan terhadap Kinerja Pegawai pegawai Dinas Koperasi, Usaha Kecil dan Menengah Kabupaten Ogan Komering Ulu Timur. Nilai Koefisien determinasi (*R Square*) adalah sebesar 0,932 hal ini menunjukkan bahwa sebesar 93,2% sumbangan dari Kinerja Pegawai pada Dinas Koperasi, Usaha Kecil dan Menengah Kabupaten Ogan Komering Ulu Timur bisa dijelaskan oleh variabel Beban Kerja dan disiplin kerja sedangkan sisanya sebesar 6,8% dipengaruhi oleh variabel lain.

Kata Kunci: Analisis Jabatan, Beban Kerja, Kinerja Karyawan

ABSTRACT

Septiani Puspita. 2021*. The Influence of PositionAnalysis and Workload on the Performance of Union employees, Small and Medium Enterprises, East OKU District. **Thesis Supervised by RosmalaDewi, SE.,M.Si. andDyahAyuPutriani, S.Pd., M.Si.***

This study discusses the influence of Position analysis and workload on the performance of union employees, Small and Medium Enterprises, East OKU Regency. The data collection technique used in this study was through the distribution of questionnaires. The total population is 28 people. The analytical method used is multiple linear regression. The results showed that partially tcount for the Job Analysis variable (X1) was 7,637 with ttable = 2,059. The value obtained is tcount > ttable or 7,637 > 2,059, then the decision is Ho is rejected and Ha is accepted, meaning that Position Analysis has a significant influence on the performance of employees of the union, Small and Medium Enterprises Office, East Ogan Komering Ulu Regency. Variable Workload (X2) obtained tcount = 2,921, and ttable = 2,059. Based on the decision criteria, it turns out that the value of tcount >ttable or 2,921 > 2,059, then the decision is Ho is rejected and Ha is accepted, meaning that the workload has a significant influence on the performance of the employees of the union, Small and Medium Enterprises Office, East Ogan Komering Ulu Regency. The result of Fcount is 171.178. These results are then compared with the F table of 3.39. So F count > F table or 171.178 > 3.39, then the decision Ho is rejected and Ha is accepted, meaning that all X variables, namely Position Analysis (X1) and Workload (X2) jointly have a significant influence on the performance of the union Office employees, Small and Medium Enterprises in East Ogan Komering Ulu Regency. The value of the coefficient of determination (R Square) is 0.932, this indicates that 93.2% of the contribution from Employees' Performance at the union, Small and Medium Enterprises Office of East Ogan Komering Ulu Regency can be explained by the variable Workload and work discipline while the remaining 6, 8% is influenced by other variables.

Keywords: Job Analysis, Workload, Employees' Performance