ABSTRAK

Desti Ayu Lestari. 2022. Pengaruh Pelatihan Kerja Dan Lingkungan KerjaTerhadap Kinerja Pegawai Kantor Badan Penanggulangan Bencana DaerahKabupaten Ogan Komereing Ulu. **Skripsi Dibimbing olehNovie Al Muhariah, S.E., M.Si. dan Rani Anwar, S.Pd., M.M.**

Penelitian ini membahas tentang Pengaruh Pelatihan Kerja Dan Lingkungan Kerja Terhadap Kinerja Pegawai Kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komereing Ulu. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 50 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial t_{hitung} untuk variabel Pelatihan Kerja (X1) sebesar 3,834 dengan t_{tabel} = 2,011 atau $t_{hitung}>t_{tabel}$ atau 3,834 > 2,011, maka keputusannya Ho ditolak dan Ha diterima artinya Pelatihan Kerja berpengaruh signifikan terhadap Kinerja pegawai Kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu. Untuk variabel Lingkungan Kerja (X2)t_{hitung}= 8,426 , dengan t_{tabel} = 2,011. Berdasarkan kriteria keputusan ternyata nilai $t_{hitung}>t_{tabel}$ atau 8,426> 2,011, maka keputusannya Ho ditolak dan Ha diterima artinya Lingkungan Kerjaberpengaruh signifikan terhadap Kinerja pegawai Kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu. F_{hitung} sebesar 352,861dan F tabel 3,20. Jadi F hitung >F tabel atau 352,861> 3,20, maka keputusannya H_o ditolak dan H_a diterima, artinya seluruh variabel X yaitu Pelatihan Kerja (X1)dan Lingkungan Kerja (X2) secara bersama-sama berpengaruh signifikan terhadap Kinerja pegawai Kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu. Nilai koefisien determinasi (*R Square*) adalah sebesar 0,938hal ini menunjukkan bahwa sebesar 93,8% determinasi (*R Square*) adalah sebesar 0,938hal ini menunjukkan bahwa sebesar 93,8% sumbangan dari Kinerja pegawai Kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu bisa dijelaskan oleh variabel Pelatihan Kerja (X1) dan Lingkungan Kerja (X2),sedangkan sisanya sebesar 6,2% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, misalnya kompetensi (upah atau gaji, intensif, penghargaan dan tunjangan), pemberdayaan sumber daya manusia, dan lain-lain.

Kata Kunci: Pelatihan Kerja, Lingkungan Kerja, Kinerja Pegawai

ABSTRACT

Desti Ayu Lestari. 2022. The Influence of Job Training and Work Environment on the Employees' Performance at the Regional Disaster ManagementAgency Office of Ogan Komereing Ulu Regency. Under the guidance of**Novie Al Muhariah, S.E., M.Si. and Rani Anwar, S.Pd., M.M.**

This study discusses the influence of job training and work environment on employees' performance at the Regional Disaster Management Agency Office of Ogan Komereing Ulu Regency. The data collection technique used in this study was through the distribution of questionnaires. The total population is 50 people. The analytical method used is multiple linear regression. The results showed that partially tcount for the Job Training variable (X1) was 3.834 with ttable = 2.011 or tcount>ttable or 3.834 > 2.011, then the decision Ho was rejected and Ha was accepted, meaning that Job Training had a significant influence on the performance of the employees at the Regional Disaster Management Agency Office, Ogan Komering UluRegency. For the Work Environment variable (X2) tcount = 8,426 , with ttable = 2,011. Based on the decision criteria, it turns out that the value of tcount > t table or 8.426 >2.011, then the decision is Ho was rejected and Ha was accepted, meaning that the work environment has a significant influence on the performance of the employees at the Regional Disaster Management Agency Office of Ogan Komering Ulu Regency. Fcount is 352.861 and F table is 3.20. So F count > F table or 352.861 > 3.20, then the decision Ho was rejected and Ha was accepted, meaning that all X variables, namely Job Training (X1) and Work Environment (X2) together have a significant influence on the employees' performance at the Regional Disaster Management AgencyOffice of Ogan Komering Ulu Regency. The coefficient of determination (R Square) is 0.938, this indicates that 93.8% determination (R Square) is 0.938, this indicates that 93.8% contribution from the performance at the Regional Disaster Management Agency Office of Ogan Komering Ulu Regency can be explained by the variables of Job Training (X1) and Work Environment (X2), while the remaining 6.2% is influenced by other variables besides the variables in this study, for example competence (wages or salaries, incentives, rewards and benefits), empowerment of human resources , and others.

Keywords: Job Training, Work Environment, Employees' Performance