ABSTRAK

Wahyu Abi Reksa (2023). Pengaruh Disiplin Kerja dan Motivasi Kerja Terhadap Pengembangan Sumber Daya Manusia di Kelurahan Sekar Jaya Baturaja Timur. Dibimbing oleh Bapak Noviansyah, S.E.,M.Si. selaku pembimbing I dan bapak Angga Wibowo Gultom, S.M.B.,M.Si selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Disiplin Kerja dan Motivasi Kerja Terhadap Pengembangan Sumber Daya Manusia di Kelurahan Sekar Jaya Baturaja Timur. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 18 Pegawai Kelurahan Sekar Jaya Baturaja Timur. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil penelitian didapatkan bahwa secara parsial pada variabel Disiplin Kerja memiliki nilai t-hitung (2.839) > t-tabel (2.13145) artinya ada pengaruh Disiplin Kerja terhadap Pengembangan SDM di Kelurahan Sekar Jaya Baturaja Timur. Variabel Motivasi Kerja memiliki nilai t-hitung (2.802) > t-tabel (2.13145) artinya ada pengaruh Motivasi Kerja terhadap Pengembangan SDM di Kelurahan Sekar Jaya Baturaja Timur. Secara simultan didapatkan F_{hitung} sebesar 21.029 Hasil tersebut kemudian dibandingkan dengan F tabel, F tabel di peroleh dengan melihat (df1= jumlah variabel−1) = 3-1=2 dan (df2=n-k-1) = 18-2-1=15 pada tingkat kepercayaan 95% atau α = 5% didapat F_{tabel} 3,68. Jadi F_{hitung} 21.029>F_{tabel} 3,68 artinya ada Pengaruh Disiplin Kerja dan Motivasi Kerja Terhadap Pengembangan Sumber Daya Manusia di Kelurahan Sekar Jaya Baturaja Timur. Koefisien determinasi (R^2) yang diperoleh sebesar 0.737. Hal ini menunjukkan berarti sumbangan pengaruh Disiplin Kerja dan Motivasi Kerja terhadap Pengembangan SDM sebesar 73,7% sedangkan sisanya 26,3% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti pendidikan dan pelatihan (Hasibuan, 2019:72).

Kata Kunci: Disiplin Kerja, Motivasi Kerja dan Pengembangan Sumber Daya Manusia

ABSTRACT

VIKI GUSDIRINDO (2022). *The Influence of Competence and Innovation on the Development of Barbershop Business in East Baturaja District, Ogan Komering Ulu Regency. Under the guidance of Anis Feblin, S.E.,M.Si. and Noviansyah, S.E., M.Si.*

This research aimed to determine the influence of competence and innovation on the development of barbershop business in East Baturaja District, Ogan Komering Ulu Regency. The data collection technique used in this study was through distributing questionnaires. Total population of 66 barbershops. The data analysis technique used was Multiple Linear Regression. Based on the results of the hypothesis testing, it showed that partially or t-test the competence variable t-count (7.553) > t-table (1.99834) then Ho was rejected and Ha was accepted. This meant that there was a significant influence of competence on the development of the barber business in East Baturaja District, Ogan Komering Ulu Regency. While the innovation variable t-count (2.878) > t-table (1.99834) then Ho was rejected and Ha was accepted. This meant that there was a significant influence of innovation on the development of the barber business in East Baturaja District, Ogan Komering Ulu Regency. Simultaneously Fcount 129,991> Ftable 3.14 then Ho was rejected and Ha was accepted, meaning that there was a significant influence of competence and innovation on the development of the barbershop business in Baturaja Timur District, Ogan Komering Ulu Regency. The coefficient of determination ($R2$) obtained was 0.805. This shows that the contribution of competence and innovation to business development was 80.5%, while the remaining 19.5% was influenced by other variables not included in this research model, such as strong determination and hard work (Suryana, 2009:67)

Keywords: Competence, Innovation and Business Development