

ABSTRACT

(RAHAYU TRI ASTI/ 2000861201157/2024 / THE INFLUENCE OF TRAINING ON EMPLOYEE PERFORMANCE AT THE BAYUNG LENCIR REGIONAL GENERAL HOSPITAL / LECTURER I DR. H. SAIYID SYKEH, SE, MM / LECTURER II HJ. RENI DEVITA, SE, MM.)

Training has a very important role in employee performance. Therefore, the aim of this research is to describe employee training and performance at work, as well as to determine and analyze the effect of training on employee performance at the Bayung Lencir Regional General Hospital.

The research method in this research is descriptive and quantitative. Distributing questionnaires to a population of 60 people in 2023, the formula used to find samples was the Slovin formula according to Sugiyono (2017: 81) so that the sample in this study consisted of 60 respondents. Data analysis uses SPSS Ver 23 and uses a simple linear regression model with $Y = a + b.X + e_i$.

To analyze the effect of training on employee performance at the Bayung Lencir Regional General Hospital. Data analysis used SPSS Ver 23 and used a simple linear regression model with $Y = 1.192 + 0.761X$. The training regression coefficient (X) is 0.761, meaning that training (X) has increased by 1 so that employee performance (Y) at the Bayung Lencir Regional General Hospital has increased by 0.761.

The coefficient of determination is known from the value $R^2 = 0.391$ (39.1%), which means that training (X) is able to explain employee performance (Y) at the Bayung Lencir Regional General Hospital by 39.1% and the remaining 60.9% is influenced by other variables which was not investigated in this study.

Based on the t test, the tcount value is 4.463 and ttable is 2.00172. From the comparison results, it can be seen that the test with a comparison of tcount $4.463 \geq$ ttable 2.00172 means that H_0 is accepted by H_1 . Rejected. This means that training influences employee performance at the Bayung Lencir Regional General Hospital.

Keywords: Employee Training and Performance

ABSTRAK

(RAHAYU TRI ASTI/ 2000861201157/2024 / PENGARUH PELATIHAN TERHADAP KINERJA PEGAWAI RUMAH SAKIT DAERAH BAYUNG LENCIR / DOSEN I DR. H. SAIYID SYKEH, SE, MM / DOSEN II HJ. RENI DEVITA, SE, MM.)

Pelatihan mempunyai peranan yang sangat penting terhadap kinerja pegawai. Oleh karena itu tujuan penelitian ini adalah untuk mendeskripsikan pelatihan dan kinerja pegawai dalam bekerja, serta untuk mengetahui dan menganalisis pengaruh pelatihan terhadap kinerja pegawai di Rumah Sakit Umum Daerah Bayung Lencir.

Metode penelitian dalam penelitian ini adalah deskriptif dan kuantitatif. Mendistribusikan kuesioner kepada populasi sebanyak 60 orang pada tahun 2023, rumus yang digunakan untuk mencari sampel adalah rumus Slovin menurut Sugiyono (2017:81) sehingga sampel dalam penelitian ini berjumlah 60 responden. Analisis data menggunakan SPSS Ver 23 dan menggunakan model regresi linier sederhana dengan $Y = a + b.X + e_i$.

Untuk menganalisis pengaruh pelatihan terhadap kinerja pegawai di Rumah Sakit Umum Daerah Bayung Lencir. Analisis data menggunakan SPSS Ver 23 dan menggunakan model regresi linier sederhana dengan $Y = 1,192 + 0,761X$. Koefisien regresi pelatihan (X) sebesar 0,761 artinya pelatihan (X) mengalami peningkatan sebesar 1 sehingga kinerja pegawai (Y) RSUD Bayung Lencir mengalami peningkatan sebesar 0,761.

Koefisien determinasi diketahui dari nilai $R^2 = 0,391$ (39,1%), yang berarti pelatihan (X) mampu menjelaskan kinerja pegawai (Y) RSUD Bayung Lencir sebesar 39,1% dan sisanya sebesar 60,9% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

Berdasarkan uji t diperoleh nilai thitung sebesar 4,463 dan ttabel sebesar 2,00172. Dari hasil perbandingan terlihat bahwa uji dengan perbandingan thitung $4,463 \geq$ ttabel 2,00172 berarti H_0 diterima H_1 . Ditolak. Artinya pelatihan berpengaruh terhadap kinerja pegawai di RSUD Bayung Lencir.

Kata Kunci : Pelatihan dan Kinerja Pegawai