

## **ABSTRACT**

*Rifatul Hasanah. 140211100169. The Effect of Work Training and Internal Motivation on The Assistants' Performance of Program Keluarga Harapan (PKH) of Sampang Regency, under the guidance of Dr. RM. Moch. Wispandono, SE.,MS and Faidal. SE., MM.*

*This study has an objective to identify whether the variables of work training and internal motivation have an effect on assistants' performance family program of hope of Sampang Social Services either partially, simultaneously, and dominant variable. This study uses quantitative method in which the population is all family program of hope assistants amounted to 176 respondents. The numbers of samples used in this study are 64 assistants. The sampling technique uses Cluster Sampling and analyzed by multiple linier regression analysis tool. Based on statistical test, it is found that work training has a positive and significant effect on the performance of family program of hope assistants. It can be seen from the regression coefficient value (B) which is 0.337 and has significant value of  $0.000 < a = 0.1$ . While the result of  $t_{count} 4.856 > t_{table} 1.29536$ . Furthermore, it is found that internal motivation has a positive and significant effect on the assistants' performance. It can be seen from the regression coefficient value (B) which is 0.501 and has significant value of  $0.000 < a = 0.1$ . While the result of  $t_{count} 5.137 > t_{table} 1.29536$ . Moreover, it is found that simultaneously, work training and internal motivation have positive and significant effect on the assistants' performance. It can be seen from the value of  $F_{count}$  which is  $126.166 > F_{table}$  which is 2.39 with significant level of  $0.000 < 0.1$ . While for the most dominant variable, internal motivation has more dominant effect on the performance of family program of hope assistants than work training. It can be seen from Beta coefficient value of internal motivation that is  $0.486 > \text{Beta coefficient value of work training that is } 0.459$ .*

**Keywords:** *Work Training, Internal Motivation, and Assistants' Performance*

## ABSTRAK

Rifatul Hasanah. 140211100169. Pengaruh Pelatihan Kerja Dan Motivasi Internal Terhadap Kinerja Pendamping Program Keluarga Harapan (PKH) Kabupaten Sampang, di bawah bimbingan. Dr. RM. Moch. Wispandono, SE.,MS dan Faidal. SE., MM.

Penelitian ini bertujuan untuk mengidentifikasi variabel pelatihan kerja dan motivasi internal mempengaruhi kinerja pendamping program keluarga harapan (PKH) Dinas Sosial Sampang baik secara parsial, simultan dan variabel dominan. Penelitian ini menggunakan metode kuantitatif dimana populasinya adalah seluruh pendamping PKH yang berjumlah 176 responden. Jumlah sampel yang digunakan dalam penelitian ini sebanyak 64 pendamping, untuk teknik penarikan sampel menggunakan *Cluster Sampling*, dan dianalisis dengan alat uji analisis regresi linier berganda. Berdasarkan uji statistik, ditemukan bahwa pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja pendamping PKH. Hal ini dapat dilihat dengan nilai koefisien regresi (B) sebesar 0,337 dan memiliki nilai signifikan sebesar  $0,000 < \alpha = 0,1$ . Sedangkan hasil  $t_{hitung} 4,856 > t_{tabel} 1,29536$ . Selanjutnya ditemukan bahwa motivasi internal berpengaruh positif dan signifikan terhadap kinerja pendamping. Hal ini dapat dilihat dengan nilai koefisien regresi (B) sebesar 0,501 dan memiliki nilai signifikan  $0,000 < \alpha = 0,1$ . Sedangkan hasil  $t_{hitung} 5,137 > t_{tabel} 1,29536$ . Kemudian ditemukan secara bersama-sama atau simultan pelatihan kerja dan motivasi internal berpengaruh positif dan signifikan terhadap kinerja pendamping. Hal ini dapat dilihat dengan nilai  $F_{hitung}$  sebesar  $126,166 > F_{tabel}$  yaitu 2,39 dengan tingkat signifikan  $0,000 < 0,1$ . Sedangkan untuk variabel yang paling dominan motivasi internal berpengaruh lebih dominan terhadap kinerja pendamping PKH daripada pelatihan kerja. Hal ini dapat dilihat dari nilai koefisien Beta motivasi internal sebesar  $0,486 >$  dari nilai koefisien Beta pelatihan kerja sebesar 0,459

**Kata Kunci:** Pelatihan Kerja, Motivasi Internal, Dan Kinerja Pendamping