

ABSTRAK

Soliya Fitri, Skripsi ini tentang “Pengaruh Lingkungan Kerja, Pelatihan dan Pengembangan Sumber Daya Manusia Terhadap Kinerja Tenaga *Outsourcing* Pada PT.PLN (Persero) Bangkalan”. Dibawah bimbingan Drs. Ec. Mudji Kuswinarno, M.Si

Tujuan penelitian ini adalah untuk mengetahui bagaimana pengaruh lingkungan kerja, pelatihan dan pengembangan sumber daya manusia terhadap kinerja tenaga *outsourcing* pada PT.PLN (Persero) Bangkalan. Objeknya adalah tenaga *outsourcing* PT.PLN (Persero) Bangkalan. Metode penelitian ini adalah penelitian kuantitatif dengan teknik pengumpulan data melalui wawancara, data pustaka, observasi dan penyebaran kusioner. Sampel yang digunakan adalah sebanyak 44 tenaga *outsourcing* PT.PLN (Persero) Bangkalan. Hasil penelitian ini dapat diketahui bahwa Lingkungan Kerja, Pelatihan dan Pengembangan Sumber Daya Manusia dan Kinerja tenaga *outsourcing* kurang baik. Hipotesis dalam penelitian ini adalah H1: Lingkungan kerja berpengaruh terhadap kinerja tenaga *outsourcing*. H2: Pelatihan kerja berpengaruh terhadap kinerja tenaga *outsourcing*. H3: Pengembangan sumber daya manusia berpengaruh terhadap kinerja tenaga *outsourcing*. H4: Terdapat pengaruh yang signifikan secara simultan antara lingkungan Kerja, pelatihan, dan pengembangan sdm terhadap kinerja tenaga *outsourcing*. H5: Diduga lingkungan kerja berpengaruh dominan terhadap kinerja tenaga *outsourcing* .

Kata Kunci: Lingkungan Kerja, Pelatihan, Pengembangan Sdm, Kinerja

ABSTRACT

SoliyaFitri, This thesis is about "The Effect of Work Environment, Training and Human Resource Development on the Performance of Outsourcing Personnel at PT. PLN (Persero) Bangkalan". Under the guidance of Drs. Ec. MudjiKuswinarno, M.Si

The objective of this study is to determine the effect of work environment, training and human resource development on the performance of outsourcing personnel at PT. PLN (Persero) Bangkalan. The object is the outsourcing personnel of PT.PLN (Persero) Bangkalan. The research method of this study is quantitative research with the technique of collecting data uses interview, library data, observation and questionnaires. The sample used is 44 outsourcing personnels of PT.PLN (Persero) Bangkalan. Based on the results of this study, it can be seen that the work environment, training and human resource development and the performance of outsourcing personnel are not quite good. The hypotheses in this study are H1: Work environment has an effect on the performance of outsourcing personnel. H2: Job training has an effect on the performance of outsourcing personnel. H3: Human resource development has an effect on the performance of outsourcing personnel. H4: There is a simultaneous significant effect between the work environment, training, and human resource development on the performance of outsourcing personnel. H5: It is suspected that the work environment has a dominant effect on the performance of outsourcing personnel.

Keywords: Work Environment, Training, Human Resource Development, Performance