

ABSTRAK

Farid. 2015. Pengaruh Motivasi, Penempatan Kerja, Pelatihan Terhadap Kinerja Pegawai Puskesmas Bangkalan Kabupaten Bangkalan, dibawah bimbingan Dr. Hj. Iriani Ismail, Dra., MM dan Dr. R.M. Moch. Wispandono, S.E., MSi.

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, penempatan kerja dan pelatihan baik secara simultan maupun parsial terhadap kinerja pegawai Puskesmas Bangkalan. Populasi dalam penelitian ini sebanyak 156 responden dengan sampel 113 responden dengan tehnik pengambilan sampel menggunakan *purposive sampling*. Metode yang dipergunakan dalam penelitian menggunakan regresi linier berganda dengan menggunakan *SPSS 17 for windows*. Berdasarkan hasil analisis regresi linier berganda maka didapatkan hasil bahwa variabel motivasi (X1) berpengaruh terhadap variabel kinerja pegawai Puskesmas Bangkalan sebesar 0.044. Untuk variabel penempatan kerja (X2) berpengaruh terhadap variabel kinerja pegawai Puskesmas Bangkalan sebesar 0.021 dan variabel pelatihan (X3) berpengaruh terhadap variabel kinerja pegawai Puskesmas Bangkalan sebesar 0.000. Secara simultan hasil motivasi, penempatan kerja dan pelatihan berpengaruh terhadap kinerja signifikannya 0.000. Ini menunjukkan bahwa variabel motivasi, penempatan kerja, dan pelatihan secara bersama-sama memberikan perubahan terhadap variabel kinerja pegawai di Puskesmas Bangkalan yang sebesar 85%, sedangkan sisanya sebesar 15 % disebabkan oleh variabel lain yang tidak diteliti dalam dalam penelitian ini. Dari hasil penelitian ini diharapkan meningkatnya kinerja pegawai Puskesmas Bangkalan dengan melakukan perubahan di semua aspek baik dari motivasi, penempatan kerja dan pelatihan.

Kata Kunci: Motivasi, Penempatan Kerja, Pelatihan dan Kinerja Pegawai

ABSTRACT

Farid. 2015. *The Effect of Motivation, Work Placement, Training toward Employee's Performance in Community Health Center of Bangkalan Regency, under the guidance of Dr. Hj. Iriani Ismail, Dra., MM. and Dr. R. M. Moch. Wispandono, SE., MSi.*

This research aimed to know the effect of motivation, work placement and training both simultaneously and partially toward the performance of the workers of Community Health Center in Bangkalan Regency. The population was 156 respondents with 113 sample respondents taken by using purposive sampling. The methodology was regression linear by using SPSS 17 for windows. Based on the analysis of regression linear yielded the variable of motivation (X1) affected the variable of Employee's performance in Community Health Center of Bangkalan Regency approximately 0.044. While the variable of work placement (X2) affected the variable of Employee's performance in Community Health Center of Bangkalan Regency approximately 0.021 and the variable of training (X3) affected the variable of Employee's performance in Community Health Center of Bangkalan Regency approximately 0.000. Simultaneously, it result that Motivation, Work Placement, Training toward Employee's Performance in Community Health Center of Bangkalan Regency had 0.000. Its means shows that motivation, work placement, and training variables went along affecting the adjustment of Employee's performance in Community Health Center of Bangkalan Regency around 85%, while the rest 15% was caused by uninvestigated variables. From the a result can be expected increase the employee's performance Community Health Center of Bangkalan Regency by making changes in all aspects of both of Motivation, Work Placement, Training.

Keywords: Motivation, Work Placement, Training and Employee's Performance.