

ABSTRAK

Islamiyah Nur Aini. 120211100047 “Pengaruh Faktor-faktor Pengembangan SDM Terhadap Kinerja Karyawan CV. Bhumikam Shamitra Daun Kelor (Studi Kasus Pada Pelaksanaan Program *OneVillage One Product* (OVOP) Di UMKM Daun Kelor Desa Batang-Batang)”. Di bawah Bimbingan Dr. Hj Iriani Ismail, Dra.,MM dan Dra. Hj.S. Anugrahini Irawati, MM.

Tujuan penelitian ini adalah untuk mengidentifikasi variabel pendidikan, pelatihan, dan pembinaan terhadap kinerja karyawan CV. Bhumikam Shamitra Daun Kelor Desa Batang-Batang secara persial atau simultan. Penelitian ini menggunakan metode kuantitatif dimana populasinya adalah 72 dari semua karyawan CV. Bhumikam Shamitra Daun Kelor Desa Batang-Batang. Dengan Teknik pengambilan sampelnya menggunakan teknik sensus yaitu seluruh karyawan CV. Bhumikam Shamitra Daun Kelor Desa Batang-Batang. Hipotesis dalam penelitian ini adalah; (1) Variabel pendidikan berpengaruh terhadap kinerja karyawan (2) Variabel Pelatihan berpengaruh terhadap kinerja karyawan (3) Variabel pembinaan berpengaruh terhadap kinerja karyawan (4) secara simultan Variabel pendidikan, pelatihan, dan pembinaan berpengaruh terhadap kinerja karyawan. Berdasarkan hasil analisis seara persial, pendidikan, pelatihan, dan pembinaan berpengaruh positif terhadap kinerja karyawan. Hasil uji t pendidikan $t_{hitung} (2.135) > (1,994)$ dengan tingkat signifikasi $0,036 < 0,05$, hasil uji t pelatihan $t_{hitung} (2,642) > (1,994)$ dengan tingkat signifikasi $0,010 > 0,05$, dan hasil uji t pembinaan $t_{hitung} (3,057) > (1,994)$ dengan tingkat signifikasi $0,003 > 0,05$. Hasil dari uji F juga terdapat pengaruh positif signifikan antara pendidikan, pelatihan, dan pembinaan terhadap kinerja karyawan dengan hasil $F_{hitung} (20,740) > F_{tabel} (2,74)$ dan nilai adjusted R Square sebesar 0,455 atau 45,5%.

Kata Kunci : Pendidikan, Pelatihan, pembinaan, dan Kinerja Karyawan

ABSTRACT

Islamiyah Nur Aini. 120211100047. “The Effect of Factors of Human Resource Development on the Employees’ Performance of CV. Bhumika Shamitra Daun Kelor (A Case Study on the Implementation of *One Village One Product* (OVOP) Program at UMKM Daun Kelor Batang-Batang Village)”. Under the guidance of Dr. Hj Iriani Ismail, Dra.,MM and Dra. Hj.S. Anugrahini Irawati, MM.

The aim of this study is to identify the variables of education, training, and coaching on the employees’ performance of Bhumika Shamitra Daun Kelor at Batang-Batang Village partially or simultaneously. This study uses quantitative method that the population is 72 respondents all of the employees of CV. Bhumika Shamitra Daun Kelor at Batang-Batang Village. The sampling technique uses census technique that is all of the employees of CV. Bhumika Shamitra Daun Kelor at Batang-Batang Village. Hypothesis of this study are; (1) Education variable has an effect on the employees’ performance (2) Training variable has an effect on the employees’ performance (3) Coaching variable has an effect on the employees’ performance (4) Simultaneously, variables of education, training, and coaching give an effect on the employees’ performance. Based on the results of analysis, partially, education, training, and coaching give a positive effect on the employees’ performance. The result of t test of education is $t_{\text{count}} (2.135) > (1,994)$ with a significance level of $0,036 < 0,05$, the result of t test of training is $t_{\text{count}} (2,642) > (1,994)$ with a significance level of $0,010 > 0,05$, and the result of t test of coaching is $t_{\text{count}} (3,057) > (1,994)$ with a significance level of $0,003 > 0,05$. The results of F test also show that there is a significant positive effect of education, training, and coaching on the employees’ performance with the result of $F_{\text{count}} (20,740) > F_{\text{table}} (2,74)$ and adjusted R Square of 0,455 or 45,5%.

Keywords: Education, training, coaching and employees performance.