

Abstrak

Zaenab Zuraidah ,“Peran Pelatihan Dan Motivasi berprestasi Terhadap Perilaku Inovasi Melalui Kompetensi Sumber Daya Manusia Himpunan Pendidik Dan Tenaga Kependidikan Di Indonesia”, Tesis Program Studi Magister Manajemen Fakultas Ekonomi dan Bisnis, Universitas Trunojoyo Madura. Pembimbing: (1) Helmi Buyung Aulia (2) Nurita Andriani

Penelitian menganalisis pengaruh motivasi mengikuti pelatihan dan peran kepemimpinan terhadap kinerja tenaga pendidik melalui orientasi pembelajaran. Permasalahan penelitian yang diajukan sepenuhnya merujuk pada *research problem*. Variabel dan indikator penelitian juga didasarkan pada penelitian terdahulu untuk menjawab permasalahan tentang bagaimana peran pelatihan dan motivasi berprestasi terhadap perilaku inovasi melalui kompetensi sumber daya manusia himpunan pendidik dan tenaga kependidikan di Indonesia”.

Dan mengkaji lebih lanjut peran pelatihan dan motivasi berprestasi terhadap perilaku inovasi melalui kompetensi sumber daya manusia himpunan pendidik dan tenaga kependidikan di Indonesia.”Serta riset atas peran pelatihan terhadap kompetensi Sumber Daya Manusia Sebuah model telah dikembangkan dan lima hipotesis telah dirumuskan untuk menjawab masalah penelitian. Teknik pengambilan sampel metode sensus sampling, jumlah responden sebanyak 150. Alat analisa data yang digunakan adalah structural equation modelling (SEM) pada program AMOS 4.01.

Hasil analisis data penelitian menunjukkan model dan hasil penelitian dapat diterima dengan baik dan membuktikan bahwa peran pelatihan dan motivasi berprestasi terhadap perilaku inovasi melalui kompetensi sumber daya manusia terbukti secara signifikan berpengaruh positif. Peran pelatihan dan motivasi berprestasi terbukti secara signifikan berpengaruh positif bagi kompetensi sumber daya manusia. Pengaruh kompetensi sumber daya manusia secara signifikan berpengaruh positif dan signifikan motivasi dan perilaku inovasi.

Kata Kunci: peran pelatihan, motivasi berprestasi, perilaku inovasi, kompetensi sumber daya manusia

Abstract

Zaenab Zuraidah, "The Training and Achievement Motivation on Innovation Behavior Through HIMPAUDI HR Competence in Indonesia", Thesis of the Master of Management Study Program, Faculty of Economics and Business, Trunojoyo University, Madura. Advisors: (1) Helmi Buyung Aulia (2) Nurita Andriani

Research analyzes the influence of motivation to attend training and the role of leadership on employee performance through learning orientation. The proposed research problem fully refers to the research problem. Research variables and indicators are also based on previous research to answer questions about the role of training and achievement motivation on innovative behavior through HIMPAUDI HR competencies in Bangkalan Regency. And examine further the role of training and achievement motivation on innovation behavior through the competence of HIMPAUDI HR in Bangkalan Regency. As well as research on the role of training on HR competence A model has been developed and five hypotheses have been formulated to answer the research problem. The sampling technique is the census sampling method. Respondents amounted to 114 HIMPAUDI HR. The data analysis tool used is Structural Equation Modeling (SEM) in the AMOS 4.01 program. The results of the analysis of research data show that the model and research results are well received and prove that the role of training and achievement motivation on innovation behavior through HR competence is proven to have a significantly positive effect. The role of training and achievement motivation is proven to have a significantly positive effect on HR competence. The influence of HR competence has a significant positive and significant effect on innovation motivation and behavior.

Keywords: *the role of training, motivation, behavior, competency*