

ABSTRAK

KARINA TAUFINDA 2020. PENGARUH PELATIHAN DAN MOTIVASI TERHADAP KINERJA KARYAWAN DI CV. SKYLAR CORPORATION TASIKMALAYA. Skripsi. Program Studi Ekonomi Syariah Fakultas Agama Islam Universitas Siliwangi.

Terdapat beberapa karyawan di masih kurang bertanggung jawab atas tugas-tugas yang diberikan perusahaan, sehingga berdampak pada hasil penjualan yang tidak stabil sesuai dengan target perusahaan, hal ini diduga karena faktor pelatihan dan motivasi. Rumusan masalah dalam penelitian ini adalah apakah pelatihan dan motivasi mempengaruhi kinerja karyawan baik secara parsial maupun simultan. Tujuan penelitian ini dimaksudkan untuk mengetahui pengaruh pelatihan dan motivasi terhadap kinerja karyawan baik secara parsial maupun simultan.

Penelitian ini menggunakan metode kuantitatif dengan sampel 32 responden karyawan CV. Skylar Corporation Tasikmalaya. Teknik pengumpulan data yang digunakan adalah kuesioner. Instrumen penelitian diuji dengan uji validitas dan uji reliabilitas. Sedangkan analisis teknis data menggunakan deskripsi data dan pengujian hipotesis menggunakan uji koefisien korelasi sederhana dan berganda, determinasi, uji T dan uji F serta regresi sederhana dan berganda.

Hasil penelitian adalah sebagai berikut: 1) Pelatihan mempengaruhi kinerja karyawan dengan persamaan regresi $Y = 29,226 + 0,474X_1$ dengan nilai r 0,539, koefisien determinasi 29,1% dan nilai uji-t 3,506; 2) Motivasi mempengaruhi kinerja karyawan dengan persamaan regresi $Y = 26,205 + 1,917X_2$ dengan nilai r 0,710 dengan koefisien determinasi 50,4% dan nilai uji T 5,524; 3) Pelatihan dan motivasi mempengaruhi kinerja karyawan dengan persamaan regresi $Y = 17,139 + 0,113X_1 + 1,689X_2$ dengan nilai r 0,717 dengan koefisien determinasi 51,4% dan nilai uji F sebesar 15,316 α 0,05.

Pelatihan dan motivasi berpengaruh signifikan terhadap kinerja karyawan baik secara parsial maupun simultan sehingga hipotesis H_0 ditolak dan H_a diterima.

Kata Kunci : Pelatihan, Motivasi, Kinerja Karyawan, Bisnis Syariah.

ABSTRACT

KARINA TAUFINDA 2020. THE INFLUENCE OF TRAINING AND MOTIVATION OF EMPLOYEE PERFORMANCE IN CV. SKYLAR CORPORATION TASIKMALAYA. Skripsi. Sharia Economics Study Program, Faculty of Islamic Studies, Siliwangi University.

There are some employees who are still less responsible for the tasks assigned by the company, so that the impact on sales results is not stable in accordance with the company's target, this is allegedly due to training and motivation factors. The formulation of the problem in this study is whether training and motivation affect employee performance both partially and simultaneously. The purpose of this study was intended to determine the effect of training and motivation on employee performance both partially and simultaneously.

This study uses a quantitative method with a sample of 32 respondents CV employees. Skylar Corporation Tasikmalaya. The data collection technique used was a questionnaire. The research instrument was tested with a validity test and a reliability test. Whereas technical analysis of data uses data description and hypothesis testing using simple and multiple correlation coefficient tests, determination, T test and F test as well as simple and multiple regression.

The results of the study are as follows: 1) Training affects employee performance with a regression equation $Y = 29,226 + 0,474X_1$ with r value of 0.539, coefficient of determination 29.1% and t -test value of 3.506; 2) Motivation affects employee performance with a regression equation $Y = 26.205 + 1.917X_2$ with a value of r 0.710 with a coefficient of determination of 50.4% and a T test value of 5.524; 3) Training and motivation affect employee performance with a regression equation $Y = 17.139 + 0.113X_1 + 1.689X_2$ with a value of r 0.717 with a coefficient of determination of 51.4% and an F test value of 15.316 a 0.05.

Training and motivation have a significant effect on employee performance both partially and simultaneously so that the hypothesis H_0 is rejected and H_a is accepted.

Keywords: Training, Motivation, Employee Performance, Sharia Business.