

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisa pengaruh mutasi pegawai, sarana prasarana, dan pengembangan sumber daya manusia terhadap kinerja pegawai di masa pandemi covid-19 pada Dinas Tenaga Kerja dan Transmigrasi Provinsi Jawa Timur. Teknik pengambilan sampel pada penelitian ini adalah menggunakan teknik *incidental sampling* serta menggunakan rumus slovin jumlah sampel yang didapatkan sebanyak 90 responden dari jumlah populasi sebanyak 865 pegawai. Data diambil menggunakan kuesioner yang kemudian dilakukan uji instrument penelitian meliputi uji validitas dan reliabilitas untuk mengetahui kevalidan dan keandalan/kereliabelan suatu data. Teknik analisis menggunakan regresi linear berganda yang sebelumnya dilakukan uji asumsi klasik kemudian dilakukan uji hipotesis. Hasil penelitian menunjukkan bahwa mutasi pegawai dan pengembangan sumber daya manusia berpengaruh signifikan sedangkan sarana prasarana tidak berpengaruh signifikan terhadap kinerja pegawai secara parsial. Sedangkan hasil uji F menyatakan bahwa mutasi pegawai, sarana prasarana, dan pengembangan sumber daya manusia berpengaruh secara simultan dan signifikan terhadap kinerja pegawai dimasa pandemi covid-19.

Kata Kunci: Mutasi Pegawai, Sarana Prasarana, Pengembangan Sumber Daya Manusia, Kinerja Pegawai, Covid-19

## **ABSTRACT**

*This study aims to determine and analyze the effect of employee transfer, infrastructure, and human resource development on employee performance during the Covid-19 pandemic at the Office of Manpower and Transmigration of East Java Province. The sampling technique in this research is using the incidental sampling technique and using the Slovin formula. The sample size obtained is 90 respondents from a total population of 865 employees. The data were collected using a questionnaire which was then carried out by testing the research instruments including validity and reliability tests to determine the validity and reliability / reliability of data. The analysis technique uses multiple linear regression which previously carried out the classical assumption test and then tested the hypothesis. The results showed that employee mutation and human resource development had a significant effect while infrastructure had no significant effect on employee performance partially. While the results of the F test state that employee transfers, infrastructure, and human resource development have a simultaneous and significant effect on employee performance during the Covid-19 pandemic.*

*Keyword: Employee Movements, Infrastructure, Human Resource Development, Employee Performance, Covid-19*