

ABSTRACT

This study was used to identify the extent of the influence of work motivation, training, and development on the performance of Civil Servant (PNS) employees at the Technical Implementation Unit (UPT) for Water Resources Management of the Regional Coordinator of Surabaya. A total of 42 employees were used as respondents by using quantitative research. From the results of the tests that have been carried out by the author, several findings were obtained, namely work motivation, training and development affect employee performance. In testing the partial hypothesis test (t test) and simultaneous test (F test) evenly, it can be concluded and proven that the variables X1, X2, X3 and Y have a significance level of $0.000 < 0.05$ so that it can be determined and tested if all variables affect significantly.

Keywords: *Motivation, Training, Development, Performance*

ABSTRAK

Penelitian ini digunakan guna mengenali sejauh mana pengaruh dari motivasi kerja, pelatihan, serta pengembangan terhadap kinerja pada karyawan Pegawai Negeri Sipil (PNS) pada Unit Pelaksana Teknis (UPT) Pengelolaan Sumber Daya Air korwil Surabaya. Sejumlah 42 karyawan dijadikan sebagai responden dengan menggunakan penelitian kuantitatif. Dari hasil pengujian yang sudah dilakukan penulis, didapatkan beberapa penemuan yakni motivasi kerja, pelatihan serta pengembangan mempengaruhi kinerja karyawan. Dalam pengujian hipotesis uji parsial (uji t) dan uji simultan (uji F) secara merata bisa disimpulkan serta dibuktikan variabel X1, X2, X3 serta Y mempunyai taraf signifikansi $0,000 < 0,05$ hingga bisa ditentukan serta teruji jika seluruh variabel mempengaruhi secara signifikan.

Kata kunci: Motivasi, Pelatihan, Pengembangan, Kinerja