

Abstrak

Riset ini bertujuan untuk menganalisa pengaruh pelatihan, motivasi kerja & reward terhadap kinerja pegawai Dinas Kependudukan & Pencatatan Sipil Kabupaten Sidoarjo. Populasi yang digunakan ialah karyawan Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sidoarjo termasuk Kepala Bidang/ Kepala Seksi serta jumlah sampel yang digunakan sebanyak 86 orang. Adapun Tehnik sampel yang kami lakukan adalah sampel jenuh, dimana semua anggota populasi dijadikan sampel. Selanjutnya data diambil dengan menggunakan kuisioner dan dilakukan uji instrument di bantu dengan program SPSS 2.4 Analisi data dilakukan dengan menggunakan regresi linier berganda yang sebelumnya dilakukan uji asumsi klasik. Hasil pengujian secara parsial didapatkan hasil pelatihan terbukti berpengaruh terhadap kinerja pegawai, motivasi kerja terbukti berpengaruh terhadap kinerja pegawai & reward terbukti berpengaruh terhadap kinerja pegawai. Secara simultan terdapat pengaruh pelatihan, motivasi kerja & reward terhadap kinerja pegawai Dinas Kependudukan & Pencatatan Sipil Kabupaten Sidoarjo.

Kata Kunci : Pelatihan, motivasi kerja, reward & kinerja pegawai

Abstract

This research aims to analyze the effect of training, work motivation & reward on the performance of the employees of the Office of Population & Civil Registration in Sidoarjo Regency. The population used was employees of the Department of Population and Civil Registration of Sidoarjo Regency, including the Head of Division / Head of Section and the number of samples used was 86 people. The sample technique we do is saturated sample, where all members of the population are sampled. Furthermore, the data was collected using a questionnaire and performed a test instrument assisted by the SPSS 2.4 program. Data analysis was carried out using multiple linear regression which previously carried out the classical assumption test. The partial test results show that the results of training are proven to have an effect on employee performance, work motivation is proven to have an effect on employee performance & rewards are proven to have an effect on employee performance. Simultaneously, there is an effect of training, work motivation & reward on the performance of employees of the Sidoarjo Regency Population & Civil Registration Service..

Key Words : *Training, work motivation, rewards & employee performance.*

