ABSTRACT

NELY ARSAD. The influence of Education and Training on employee's performance at Public Works and Spatial Planning office of Bone Bolango Regency. Supervised by UMAR SAKO BADERAN as supervisor 1 and RUSLY ABDURRAHMAN IDJI as 2 supervisor.

The objective of research was to determine and analysis the influence of educations and training on employee's performance at Public Works and Spatial Planning office of Bone Bolango Regency. This research is explanatory research with quantitative approach. The result based on the research obtained: 1) there is influence of education and training on employee's performance at Public Works and Spatial Planning office of Bone Bolango Regency, it is proven through statistical test obtained significances 0.000 small than α 0.05, 2) education and training has the influence and negative relationship on employee performance. This means, education and training cannot directly affect employee performance, likewise employee performance is not due to training and education (education and training).

Keywords: Employee Performance, Education and Training (Diklat)

ABSTRAK

NELY ARSAD. Pengaruh Pendidikan dan Pelatihan (DIKLAT) Terhadap Kinerja Pegawai di Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Bone Bolango. Dibawah bimbingan UMAR SAKO BADERAN sebagai Pembimbing 1 dan RUSLY ABDURRAHMAN IDJI sebagai Pembimbing 2.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh pendidikan dan pelatihan (diklat) terhadap kinerja pegawai di Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Bone Bolango. Penelitian ini termasuk dalam jenis penelitian penjelasan (*explanatory research*) dengan pendekatan penelitian kuantitatif. Hasil penelitian berdasarkan temuan penelitian didapatkan bahwa: 1) Terdapat pengaruh pendidikan dan pelatihan (diklat) terhadap kinerja pegawai di Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Bone Bolango, hal ini dibuktikan melalui uji statistik didapatkan nilai siginifikasi sebesar 0.000 lebih kecil dari α 0.05, dan 2) pen didikan dan pelatihan (diklat) mempunyai pengaruh dan atau hubungan negatif terhadap kinerja pegawai. Hal ini berarti, diklat tidak secara langsung dapat mempengaruhi kinerja pegawai, demikian pula kinerja pegawai bukan karena adanya pelatihan dan pendidikan (diklat).

Kata Kunci: Kinerja Pegawai, Pendidikan dan Pelatihan (DIKLAT)

PUSAT BAHASA