

ABSTRAK

Penelitian ini dilatarbelakangi adanya penurunan prestasi kerja dalam kurun waktu 2018-2021. Penurunan prestasi kerja ini menunjukkan adanya penurunan pengembangan sumber daya manusia dan kompetensi pegawai di Kantor Imigrasi Kelas I Non TPI Pematang. Tujuan Penelitian ini untuk mengetahui besarnya pengaruh pengembangan sumber daya manusia dan kompetensi terhadap prestasi kerja pegawai di Kantor Imigrasi Kelas I Non TPI Pematang. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 50 responden. Metode analisis data dan uji hipotesis yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, koefisien determinasi simultan dan koefisien determinasi parsial, uji hipotesis simultan dan uji hipotesis parsial. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara Pengembangan Sumber Daya Manusia dan Kompetensi terhadap Prestasi Kerja Pegawai Di Kantor Imigrasi Kelas I Non TPI Pematang secara simultan adalah 73,7%. sedangkan secara parsial besarnya pengaruh Pengembangan Sumber Daya Manusia terhadap Prestasi Kerja Pegawai Di Kantor Imigrasi Kelas I Non TPI Pematang sebesar 16,9%, pengaruh Kompetensi terhadap Prestasi Kerja Pegawai Di Kantor Imigrasi Kelas I Non TPI Pematang sebesar 56,8%.

Kata Kunci: Pengembangan Sumber Daya Manusia, Kompetensi, dan Prestasi Kerja

ABSTRACT

This research is based on a decrease in work performance in the 2018-2021 period. This decrease in work performance indicates a decrease in the development of human resources and employee competencies at the Class I Immigration of Non Immigration checkpoint Pematang. The purpose of this study was to determine the effect of developing human resources and competence on employee performance at the Immigration Office Class I Non immigration checkpoint Pematang. The research method used is descriptive and verification method with a total sample of 50 respondents. The data analysis and hypothesis testing methods used were multiple linear regression analysis, multiple correlation analysis, coefficient of simultaneous determination and coefficient of partial determination, simultaneous hypothesis testing and partial hypothesis testing. The results showed that there was a positive and significant influence between Human Resource Development and Competence on Employee Work Performance at the Immigration Office Class I Non immigration checkpoint Pematang simultaneously was 73.7%. while partially the influence of Human Resource Development on Employee Work Performance at the Immigration Office Class I Non immigration checkpoint Pematang is 16.9%, the influence of Competence on Employee Work Performance at the Immigration Office Class I Non immigration checkpoint Pematang is 56.8%.

Keywords: Human Resource Development, Competence, and work performance

