

ABSTRAK

“Pengaruh Pelatihan, Motivasi, Dan Lingkungan Kerja Serta Kompetensi Sebagai Variable Intervening Untuk Meningkatkan Kinerja Tenaga Kependidikan (Studi Kasus Di Universitas Muhammadiyah Jember)”

Fara Ditha Nathasya

Manajemen

Universitas Muhammadiyah Jember

2024

Universitas Muhammadiyah Jember diketahui tidak semua pegawai tenaga kependidikan menjalankan kinerjanya dengan baik. Maka, penelitian ini bertujuan untuk mengetahui pengaruh pelatihan, motivasi dan lingkungan kerja terhadap kinerja melalui kompetensi sebagai variable intervening pada tenaga kependidikan Universitas Muhammadiyah Jember. Populasi yang diteliti adalah tenaga kependidikan administrasi umum yang berjumlah 74 tenaga kependidikan di Universitas Muhammadiyah Jember. Metode pengambilan sampel yang digunakan menggunakan metode kuantitatif dan menggunakan teknik pengambilan sampel *Nonprobability sampling* jenuh menggunakan teknik pengumpulan data berupa kuesioner kepada responden dengan menggunakan alat analisis WarpPLS 8.0. Hasil penelitian ini menunjukkan bahwa variabel pelatihan, motivasi, dan lingkungan kerja berpengaruh signifikan terhadap kompetensi tenaga kependidikan Universitas Muhammadiyah Jember. Variabel pelatihan, motivasi, dan lingkungan kerja berpengaruh signifikan terhadap kinerja tenaga kependidikan Universitas Muhammadiyah Jember. Variabel kompetensi berpengaruh signifikan terhadap kinerja tenaga kependidikan Universitas Muhammadiyah Jember. Variabel pelatihan tidak berpengaruh signifikan terhadap kinerja melalui kompetensi tenaga kependidikan Universitas Muhammadiyah Jember. Variabel motivasi dan lingkungan kerja berpengaruh signifikan terhadap kinerja melalui kompetensi tenaga kependidikan Universitas Muhammadiyah Jember.

Kata Kunci : Pelatihan, Motivasi, Lingkungan Kerja, Kompetensi, Kinerja, Tenaga Kependidikan

ABSTRACTS

"The Influence of Training, Motivation, and Work Environment as well as Competence as Intervening Variables to Improve the Performance of Educational Personnel (Study at Muhammadiyah University of Jember)"

Fara Ditha Nathasya

Management

Muhammadiyah University Of Jember

2024

It is known that not all educational staff at Muhammadiyah University of Jember carry out their performance well. So, this research aims to determine the influence of training, motivation, and work environment on performance through competence as an intervening variable among educational personnel at Muhammadiyah University of Jember. The population studied consists of general administrative educational personnel totaling 74 individuals at Muhammadiyah University of Jember. The sampling method used is quantitative and employs Nonprobability sampling saturation sampling technique using questionnaire data collection from respondents analyzed using Warppls 8.0. The results of this study indicate that the variables of training, motivation, and work environment significantly affect the competence of educational personnel at Muhammadiyah University of Jember. The variables of training, motivation, and work environment significantly affect the performance of educational personnel at Muhammadiyah University of Jember. The competence variable significantly affects the performance of educational personnel at Muhammadiyah University of Jember. The training variable does not significantly affect performance through competence of educational personnel at Muhammadiyah University of Jember. The motivation and work environment variables significantly affect performance through competence of educational personnel at Muhammadiyah University of Jember.

Keywords: Training, Motivation, Work Environment, Competence, Performance, Educational Personnel