

## ABSTRAK

**Chintya Melinda, NIM 7161210007. “Pengaruh Kualitas Kerja dan Kreativitas Kerja Terhadap Kinerja Pegawai Lapas Kelas II.B Kutacane” skripsi Jurusan Manajemen, Fakultas Ekonomi Universitas Negeri Medan 2021.**

Penelitian ini bertujuan untuk mengetahui Pengaruh Kualitas Kerja dan Kreativitas Kerja terhadap Kinerja Pegawai Lapas Kelas II.B Kutacane. Populasi dalam penelitian ini sebanyak 66 orang pegawai dan menggunakan *total sampling* dengan jumlah sampel yaitu seluruh pegawai sebanyak 66 orang responden. Pengolahan data menggunakan SPSS 25.0 *for windows*. Berdasarkan hasil penelitian secara parsial menunjukkan bahwa adanya pengaruh positif dan tidak signifikan variabel kualitas kerja terhadap kinerja pegawai Lapas Kelas II.B Kutacane sebesar 37.1%. Adanya pengaruh positif dan signifikan variabel kreativitas kerja terhadap kinerja pegawai Lapas Kelas II.B Kutacane sebesar 44.6%. Berdasarkan hasil penelitian menunjukkan bahwa variabel kualitas kerja dan kreativitas kerja secara simultan berpengaruh terhadap kinerja pegawai. Hal ini terlihat dari uji koefisien determinasi menunjukkan nilai sebesar 0.411 yang berarti bahwa kualitas kerja dan kreativitas kerja berpengaruh terhadap kinerja pegawai sebesar 41.1% sedangkan sisanya dipengaruhi oleh variabel lain.

**Kata Kunci:** *Kualitas Kerja, Kreativitas Kerja, Kinerja Pegawai*

## ABSTRACT

*Chintya Melinda, NIM 7161210007. "The Effect of Work Quality and Work Creativity on Employees Performance of the Kutacane Class II.B Prison" Thesis Department of Management, Faculty of Economics, Medan State University 2021.*

*The study aims to see the effect of Work Quality and Work Creativity on Employess Performance of the Kutacane Class II.B Prison. The population in this study were 66 employees and used a total sampling with the number of samples, namely all employees as many 66 respondents. Data processing using SPSS 25.0 for windows. Based on the results of the study partially shows that there is a positive and not significant influence of work quality variable on employees performance of the Kutacane Class II.B Prison of 37.1%. There is a positive and significant influence of work creativity variable on employees performance of the Kutacane Class II.B Prison of 44.6%. Based on the results of the study, it shows that the work quality and work creativity simultaneously affects employees performance. This can be seen from the test of the coefficient of determination wich shows a value of 0.411, which means that work quality and work creativity affect at employess performance by 41.1%, while the rest is influenced by other variables.*

**Keywords:** *Work Quality, Work Creativity, Employees Performance*