

ABSTRACT

Sahminan, **The Relationship between Attending the Training and Education on Leadership Level III and the Working Achievement with the Career Upgrading for Echelon IV Officials in North Sumatera Provincial Governance**, Thesis, Medan, Post Graduate Program of State University of Medan, 2005.

This research is executed to understand the relationship between attending the training and education on Leadership Level III (X_1) and the working achievement (X_2) with the career upgrading for echelon IV officials (Y) in North Sumatera Provincial Governance, either individually or collectively.

The method applied on this research is Survey Method by using quantitative approach towards the civil servants who have been or being on the echelon IV who also are alumni of the training and education on Leadership Level III at the Education and Training Board of North Sumatera Province in 2002-2004. The samples involved are 36 persons using the *Proportional Stratified Random Sampling Method*, collecting data by distributing questionnaires with the alternative answers using a Likert Scale, the data analysis is done by using simple correlation technique, partial correlation, simple regression equation and multiple regressions.

The results of research show that (a) there is a positive and significant relationship between attending the training and education on Leadership Level III and the Working Achievement with the Career Upgrading for Echelon IV Officials up to 95.4% with correlation coefficient (r_{x_1-y}) = 0.977 and simple regression equation $\hat{Y} = 23.310 + 1.344.X_1$ (b) There is a positive and significant relationship between the working achievement and the career upgrading for echelon IV officials up to 95.0% with correlation coefficient (r_{x_2-y}) = 0.975 and simple regression equation $\hat{Y} = 38.511 + 1.069.X_2$ (c) There is a positive and significant relationship between attending the Training and Education on Leadership Level III collectively and the Working Achievement with the Career Upgrading for Echelon IV up to 96.4% with correlation coefficient ($R_{x_1, x_2 -y}$) = 0.982 and multiple regression equation $\hat{Y} = 29.453 + 0.732.X_1 + 0.500.X_2$

The obstacles found by the echelon IV officials in upgrading their careers are (1) the number ratio of training and education on Leadership Level III alumni is greater than the position availabilities to be filled in, (2) the working achievement evaluation system has not been executed throughout multiple ways, (3) the lack of career development system socialization either on planning or on career steps to be passed by all officials.

ABSTRAK

Sahminan, **Hubungan Mengikuti Diklatpim Tingkat III dan Prastasi Kerja dengan Peningkatan Karir Pejabat Eselon IV di Pemerintahan Provinsi Sumatera Utara**, Tesis, Medan, Program Pascasarjana Universitas Negeri Medan, 2005.

Penelitian ini dimaksudkan untuk mengetahui hubungan antara mengikuti Diklatpim Tingkat III (X_1) dan Prestasi Kerja (X_2) dengan Peningkatan Karir Pejabat Eselon IV (Y) di Pemerintahan Provinsi Sumatera Utara, baik secara sendiri-sendiri maupun secara bersama-sama.

Metode yang digunakan dalam penelitian ini adalah Metode Survei dengan pendekatan kuantitatif yang dilakukan terhadap PNS yang sedang atau pernah menjabat sebagai pejabat eselon IV dan sebagai alumni Diklatpim Tingkat III Badan Diklat Provinsi Sumatera Utara tahun 2002 – 2004, sample sebanyak 36 orang menggunakan metode *proportional stratified random sampling*, pengumpulan data melalui kuisioner dengan bentuk alternatif jawaban menggunakan skala likert, analisis data menggunakan tehnik korelasi sederhana, korelasi parsial, persamaan regresi sederhana dan regresi ganda.

Hasil penelitian menunjukkan bahwa (a) terdapat hubungan yang positif dan berarti antara variabel Mengikuti Diklatpim Tingkat III dengan Peningkatan Karir Pejabat Eselon IV sebesar 95,4 % dengan koefisien korelasi (r_{x_1-y}) = 0,977 dan persamaan regresi sederhana $\hat{Y} = 23,310 + 1,344.X_1$. (b) terdapat hubungan yang positif dan berarti antara variabel Prestasi kerja dengan Peningkatan Karir Pejabat Eselon IV sebesar 95,0 % dengan koefisien korelasi (r_{x_2-y}) = 0,975 dan persamaan regresi sederhana $\hat{Y} = 38,511 + 1,069.X_2$ (c) terdapat hubungan yang positif dan berarti antara Mengikuti Diklatpim Tingkat III dan Prestasi kerja secara bersama-sama dengan Peningkatan Karir pejabat eselon IV sebesar 96,4 %, dengan koefisien korelasi ($r_{x_1,2-y}$) = 0,982 dan persamaan regresi ganda $\hat{Y} = 29,453 + 0,732.X_1 + 0,500.X_2$.

Kendala yang dihadapi oleh para pejabat eselon IV dalam peningkatan karirnya (1) terlalu tingginya angka rasio alumni Diklatpim Tingkat III dibanding jumlah jabatan yang akan diisi, (2) sistim penilaian prestasi kerja belum dilaksanakan melalui banyak arah, (3) kurangnya sosialisasi system pengembangan karir, baik perencanaan maupun jalur karir yang akan dilalui oleh setiap pegawai.