

ABSTRAK

Tinambunan, Sebastianus, (2004), Kontribusi Pendidikan dan Latihan (Diklat) dan Disiplin Pegawai terhadap Kinerja Pegawai di Kantor Pemerintahan Kabupaten Dairi, (2004). Program Pascasarjana Universitas Negeri Medan

Penelitian ini bertujuan untuk mengetahui besarnya kontribusi pendidikan dan latihan (Diklat) dan disiplin pegawai terhadap kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi. Tiga hipotesis diajukan : Pertama, pendidikan dan latihan (Diklat) memberikan kontribusi positif yang berarti terhadap kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi. Kedua, disiplin pegawai memberikan kontribusi positif yang berarti terhadap kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi. Ketiga, pendidikan dan latihan (Diklat) dan disiplin pegawai memberikan kontribusi positif yang berarti terhadap kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi.

Populasi penelitian ini adalah semua pegawai Negeri di kantor Pemerintahan Kabupaten Dairi yang telah mengikuti Diklat *Adumla* berjumlah 87 orang. Sampel ditentukan dengan teknik *Stratified Proportional Random Sampling*, diperoleh 42 orang. Instrumen dirancang berbentuk kuesioner untuk variabel pendidikan dan latihan (Diklat), disiplin pegawai dan kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi. Validitas instrumen diuji melalui *content validity* dan *construct validity* yang selanjutnya diujicobakan kepada 27 orang responden di luar sampel penelitian. Hasil ujicoba untuk variabel pendidikan dan latihan (Diklat) terdiri dari 30 item yang gugur 2 dan yang valid 28. Untuk variabel disiplin pegawai terdiri dari 30 item yang gugur 2 dan yang valid 28. Variabel kinerja pegawai terdiri dari 29 item yang gugur 1 dan yang valid 28. Sedangkan uji Reliabilitas instrumen dianalisis dengan Alpha Ferguson, dengan hasil analisis menunjukkan bahwa ketiga variabel berada pada tingkat reliabilitas yang tinggi.

Hasil analisis data menunjukkan bahwa pendidikan dan latihan (Diklat) memiliki kontribusi yang signifikan dengan kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi sebesar 21,94 %. Disiplin pegawai memiliki kontribusi yang signifikan dengan kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi sebesar 15,75%. Melalui analisis regresi, pendidikan dan latihan (Diklat) dan disiplin pegawai memberikan sumbangan yang signifikan terhadap kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi sebesar $0,3249 \times 100 \% = 32,49\%$, sedangkan persamaan regresi ganda adalah $\hat{Y} = 16,9017 + 0,5034X_1 + 0,3675X_2$. Artinya Semakin tinggi pendidikan dan latihan (Diklat) maka semakin tinggi pula kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi. Semakin tinggi disiplin pegawai, maka semakin tinggi pula kinerja pegawai di Kantor Pemerintahan Kabupaten Dairi.

ABSTRACT

Tinambunan, Sebastianus, **The contribution of educational and training and employee diciplin with the performance of employee in District of Dairi** (2004). Postgraduate program, State of University Medan.

The research is aimed at knowing and finding out The contribution of educational and training and employee diciplin with the performance of employee in District of Dairi. There are three hypothesis proposed in this research. First, there is a contribution significant between educational and training with the performance of employee in District of Dairi. Second, there is a contribution significant between employee diciplin with the performance of employee in District of Dairi. Third, there is a contribution significant between educational and training and employee diciplin altogether with the performance of employee in District of Dairi.

The population of research is all administration employee in District of Dairi that the educational and trained folowed Adumla for 87 peoples. The samples of this research is 42 peoples and is taken by using *proportionally stratified random technic*. The instrument of research is questionnaires for variable educational and training, employee diciplin and variabel of the performance of employee in District of Dairi. To test the *content validity* and *construct validity*, andthan the questionnaire was try out for 27 responden out The research sampling. In the educational and training there are 30 points wich is valid and 28 point is valid and 2 points is invalid and variable employee diciplin, there are 30 points, 28 points is valid and 2 points is invalid and verified and variable performance of employee there are 29 points, 28 points is valid and 1 points is invalid and verified. analysis of drill is conducted, while the reliability of instrument is analyzed by Alpha Ferguson with the reliability high level.

The result of data analysis indicated that educational and training in the employment contribution significant with performance of employee in district of Dairi is 21,94 %. employee diciplin contribution significant with performance of employee in district of Dairi is 15,75 %. Trough multiple regression analysis, there is a significant contribution educational and training and employee diciplin altogether with performance of employee in district of Dairi is is $0,3249 \times 100\% = 32,49\%$. and equation of multiple regression was $\hat{Y} = 16,9017 + 0.5034 X_1 + 0.3675 X_2$. This mean that the higher implementation of educational and training the higher performance of employee in district of Dairi, the higher implementation of employee diciplin the higher performance of employee in district of Dairi.