

ABSTRAK

Anita Romanja Hasibuan, NIM 7151210003. Pengaruh *Adversity Quotient* Dan *Learning Organization* Terhadap Kinerja Karyawan Di BP2RD UPT Medan Utara. Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, Tahun 2019.

Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh *Adversity Quotient* Dan *Learning Organization* Terhadap Kinerja Karyawan Di BP2RD UPT Medan Utara. Populasi dalam penelitian ini adalah seluruh karyawan di BP2RD UPT Medan Utara. Teknik pengambilan sampel dengan total sampling yaitu dengan jumlah karyawan 80 orang responden. Teknik pengumpulan data yang digunakan adalah model regresi linier berganda dan pengujian hipotesis uji T, uji F, dan koefisien determinasi yang sebelumnya data telah diuji menggunakan uji validitas, uji reliabilitas dan asumsi klasik, pengolahan data menggunakan SPSS 22.2 for windows.

Berdasarkan hasil penelitian, uji hipotesis menunjukkan bahwa: 1). *Adversity Quotient* berpengaruh positif terhadap kinerja karyawan di BP2RD UPT Medan Utara 2). *Learning Organization* berpengaruh positif terhadap kinerja karyawan di BP2RD UPT Medan Utara. Hasil analisis *R square* sebesar 0,172, nilai 0,172 ini menunjukkan bahwa variabel kinerja karyawan sebesar 17,2% dipengaruhi oleh variabel *Adversity Quotient* (X1) Dan *Learning Organization* (X2) sisanya 82,8% dipengaruhi oleh faktor lain diluar penelitian. Artinya semakin tinggi tingkat *Adversity Quotient* Dan *Learning Organization* seorang karyawan maka akan berpengaruh terhadap kinerja karyawan.

Kata kunci: *Adversity Quotient* , *Learning Organization* dan kinerja karyawan.



ABSTRACT

Anita Romanja Hasibuan, NIM 7151210003. Effects of Adversity Quotient and Learning Organizations on Employee Performance at BP2RD UPT North Medan. Thesis Department of Management, Faculty of Economics, Medan State University, Year 2019.

This study aims to determine and explain the influence of Adversity Quotient and Learning Organizations on Employee Performance at BP2RD UPT North Medan. The population in this study were all employees at BP2RD UPT Medan Utara. The sampling technique with total sampling is the number of employees 80 respondents. The data collection technique used is a multiple linear regression model and testing the T test hypothesis, F test, and determination coefficient which previously the data has been tested using validity test, reability test and classic assumption, processing data using SPSS 22.2 for windows.

Based on the results of the study, hypothesis testing shows that: 1). Adversity Quotient has a positive effect on employee performance at BP2RD UPT North Medan 2). The Learning Organization has a positive effect on the performance of employees at BP2RD UPT Medan Utara. The results of the R square analysis are 0.172, the value of 0.172 indicates that the variable employee performance of 17.2% is influenced by the Adversity Quotient (X1) and Learning Organization (X2) variables, the remaining 82.8% are influenced by other factors outside the research. This means that the higher the level of Adversity Quotient and Learning Organization of an employee will affect the performance of employees.

Keywords: Adversity Quotient, Learning Organization and employee performance.

