

ANALISIS PENGARUH KUALIFIKASI PENERIMAAN PEGAWAI, PENDIDIKAN LATIHAN DAN BUDAYA ORGANISASI TERHADAP KOMPETENSI PEGAWAI DI BALITBANG KEMHAN

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Abstrak

Penelitian ini berjudul Analisis Pengaruh Kualifikasi Penerimaan Pegawai, Pendidikan Latihan, Budaya Organisasi terhadap Kompetensi Pegawai di Balitbang Kemhan. Penelitian ini bertujuan untuk menguji hipotesis bahwa ada pengaruh antara variabel independen dengan variabel dependen. Dalam penelitian ini ada tiga variabel, yaitu, Kualifikasi Penerimaan Pegawai (X1), Pendidikan Latihan (X2), Budaya Organisasi (X3), juga Kompetensi Pegawai (Y) sebagai variabel dependen. Analisis data dengan menggunakan model penilaian Likert yang diisi oleh responden dari Badan Penelitian dan Pengembangan Kementerian Pertahanan sebanyak 72 orang. Semua pengolahan data dan analisis dilakukan dengan program statistik Statistical Product and Service Solution (SPSS) versi 17.0 and Analisis jalur software yang digunakan LISREL 8.8.

Dari hasil penelitian dapat disimpulkan bahwa ada pengaruh yang signifikan dari variabel independen terhadap variabel dependen. Dari semua variabel independen yang ketiga, yang paling dominan adalah dari Kualifikasi Penerimaan Pegawai (X1) terhadap Kompetensi Pegawai (Y) dengan R tabel 0,374% dibandingkan dengan dua variabel independen. Jadi Kualifikasi penerimaan pegawai dan fokus terhadap pendidikan dan pelatihan, memberikan nilai tambah sebagai pengetahuan dan keterampilan untuk mengasah keterampilan pegawai. Sehingga akan memudahkan pegawai melakukan pekerjaan dengan tuntas sesuai target organisasi yang telah ditetapkan. Selain itu juga dapat membantu pegawai mencapai level kinerja yang tinggi dan akhirnya kompetensi karyawan akan meningkat.

Secara bersamaan, hal ini ditunjukkan dari koefisien Adjusted R Square sebesar 10,89%, artinya Kualifikasi Penerimaan Pegawai, Pendidikan Latihan, Budaya Organisasi memberikan pengaruh yang signifikan terhadap Kompetensi Pegawai. Tes hipotesis menunjukkan bahwa nilai F-hitung berdasarkan analisis data, diperoleh koefisien jalur (B1Y3) = 0,093 dengan t-test = 1,885. Karena t hitung > 1,677 maka H0 dan H1 diterima, berarti bahwa koefisien jalur adalah signifikan, temuan ini dapat diartikan bahwa Kualifikasi Penerimaan Pegawai (X1) mempengaruhi Kompetensi (Y) melalui Organisasi Budaya (X3), berarti kualifikasi penerimaan pegawai mempengaruhi kompetensi melalui budaya organisasi dengan t-hitung pada koefisien jalur berpengaruh langsung secara signifikan karena lebih besar dari nilai t kritis dengan alpha 10% sebesar 1.667. Hasil ini membuktikan bahwa 7 jalur pengaruh langsung dan tidak langsung pada model signifikan dan berhasil didukung sepenuhnya berdasarkan pada data empiris yang digunakan.

**Kata Kunci : Kualifikasi Penerimaan Pegawai, Pendidikan, Pelatihan,
Budaya, Organisasi, Kompetensi**

**ANALYSIS OF EFFECT ACCEPTANCE OF EMPLOYEES
QUALIFICATION, EDUCATION AND TRAINING,
ORGANIZATIONAL CULTURE ON THE COMPETENCE OF
EMPLOYEES IN BALITBANG KEMHAN**

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Abstract

This research titled, Effect Analysis Recruitment Qualifications Education Training and Cultural Organization Against Employee Competence in Research and the Ministry of Defense. This research has a goal to examine hypothesis which said that there is an influence between independent variable with dependent variable. In this research there are three variables, such as, Reception employee Qualification (X₁), Education Training (X₂), Organization Culture (X₃), also Employee Competency(Y) as dependent variable. Data analysis with using Likert scoring model which fulfill by respondent from Government Officer Research and Development Board Indonesia Ministry of Defense for about 72 persons. All the data cultivation and analysis has been done with used software Statistical Product and Service Solution (SPSS) version 17.0.and path Analysis with LISREL 8.8.

From the research result concluded that there is significant influence from independent variable to dependent variable. From all the third independent variable, the most dominant is from Reception employee Qualification (X₁) to Employee Competency (Y) with R table 0.374% compare with the two independent variables. So the Reception employee Qualification and order to more focus caring education and training factor, giving added value which as knowledge and skill also to sharpen officer skill. So that will easily make the officers do the works which through the organization goal which had been decided. Can help officers reach the highest level at personnel layer and finally Employee Competency development will increase.

Simultaneously, this thing shown from the big coefficient Adjusted R Square as big as 10,89%, it means Reception employee Qualification, Employee Competency and working experience together with give significant influence to Employee Competency. The hypothesis test shown that value F-count based on the analysis of data, obtained by the path coefficients (B_{1Y3}) = 0.093 by t-test = 1.885. Because t count > 1.677 then H₀ and H₁ accepted, means that the path coefficient is significant, the findings could be interpreted that the Qualification Selection Recruitment (X₁) affects Competence (Y) through Cultural Organization (X₃), means qualification employee admission selection affects the competence through the culture of the organization

T value on the entire path coefficients are significant direct influence on the whole is greater than the critical t values with an alpha of 10% amounting to 1,667. This result proves that the 6 lane direct influence on the model significantly and successfully supported entirely based on empirical data used.

Keywords: Reception employee Qualification, Education Training, Organization Culture and Employee Competency