

ANALISIS PENGARUH PEMBINAAN, KEPEMIMPINAN DAN PROFESIONALITAS TERHADAP KINERJA PEGAWAI SEKRETARIAT JENDERAL KEMENTERIAN PERTANIAN

Anna Amelia

Abstrak

Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh pembinaan, kepemimpinan dan profesionalitas terhadap kinerja Pegawai Sekretariat Jenderal Kementerian Pertanian baik secara parsial maupun simultan dan untuk mengetahui variabel mana yang pengaruhnya paling dominan terhadap kinerja pegawai. Teknik sampling yang digunakan adalah “*Proportional Random Sampling*”, yang diambil secara acak dan didasarkan pada proporsi ukuran populasi yang terdapat pada tingkatan-tingkatan golongan.

Secara parsial terdapat pengaruh yang signifikan antara pembinaan pegawai terhadap kinerja pegawai Setjen Kementan, dimana uji hipotesis menunjukkan bahwa $t_{hitung} = 5,393 > t_{tabel} = 2,280$. Besarnya $R = 0,516$ dan $R^2 = 0,267$ artinya pembinaan mempunyai hubungan yang positif dan sedang terhadap kinerja dan memberikan pengaruh sebesar 26,7 %.

Secara parsial terdapat pengaruh yang signifikan antara kepemimpinan terhadap kinerja Setjen Kementan, dimana uji hipotesis menunjukkan bahwa $t_{hitung} = 5,951 > t_{tabel} = 2,280$. Besarnya $R = 0,554$ dan $R^2 = 0,307$ artinya kepemimpinan mempunyai hubungan yang positif dan sedang terhadap kinerja dan memberikan pengaruh sebesar 30,7 %.

Secara parsial terdapat pengaruh yang signifikan antara profesionalitas terhadap kinerja pegawai Setjen Kementan, dimana uji hipotesis menunjukkan bahwa $t_{hitung} = 7,008 > t_{tabel} = 2,280$. Besarnya $R = 0,617$ dan $R^2 = 0,380$ artinya profesionalitas mempunyai hubungan yang positif dan kuat terhadap kinerja dan memberikan pengaruh sebesar 32,7 %.

Secara simultan terdapat pengaruh yang signifikan antara pembinaan, kepemimpinan, dan profesionalitas terhadap kinerja pegawai Setjen Kementan, dimana uji hipotesis menunjukkan bahwa $F_{hitung} = 38,205 > F_{table} = 2,708$. Besarnya $R = 0,815$ dan $Adjusted R^2 = 0,648$ artinya pembinaan, kepemimpinan, dan profesionalitas mempunyai hubungan yang positif dan sangat kuat terhadap kinerja dan memberikan pengaruh sebesar 64,8 %.

Kata kunci : Pembinaan, Kepemimpinan, Profesionalitas dan Kinerja

**ANALYSIS OF EFFECT OF COACHING, LEADERSHIP AND
PROFESSIONALISM AGAINST EMPLOYEE PERFORMANCE
AT THE SECRETARIAT GENERAL OF THE MINISTRY
OF AGRICULTURE**

Anna Amelia

Abstract

This study was conducted to determine and analyze the effect of coaching, leadership and professionalism to Performance at the Secretariat General of the Ministry of Agriculture employee in partially either simultaneously and to determine which variable that had dominant influence to performance of employee. The sampling technique used is "Proportional Random Sampling", in which the sample is taken randomly and based on the proportion of the population size contained in the group stages .

Partially there is significant influence between coaching to performance of Agriculture Secretary General employee, which hypothesis test show that $t_{count} = 5,393 > t_{table} = 2,280$. Sum of $R = 0,516$ dan $R^2 = 0,267$, mean direction have positive and medium correlation to performance and give influence as much as 26,7 %

Partially there is significant influence between leadership to performance of Agriculture Secretary General employee, which hypothesis test show that $t_{count} = 5,951 > t_{table} = 2,280$. Sum of $R = 0,554$ dan $R^2 = 0,307$ mean leadership have positive and medium correlation to performance and give influence as much as 30,7 %

Partially there is significant influence between professionalism to performance of Agriculture Secretary General employee, which hypothesis test show that $t_{count} = 7,008 > t_{table} = 2,280$. Sum of $R = 0,617$ dan $R^2 = 0,380$ means professionalism have positive and strong effect to performance and give influence as much as 32,77 %

Simultaneously there is significant influence between direction, leadership, and professionalism to performance of Ministry of Agriculture Secretary General employee, which hypothesis test show that $F_{count} = 38,205 > F_{table} = 2,708$. Sum of $R = 0,815$ and Adjusted $R^2 = 0,648$ means coaching, leadership and professionalism have positive and very strong relation to performance and give influence as much as 64,8 %

Keywords: Coaching, leadership, professionalism and performance