

**Analisis Peningkatan Kinerja Pegawai Melalui Disiplin Kerja,
Pengembangan Karir, Kompetensi SDM, dan Budaya Kerja Pada
Dinas Perikanan dan Peternakan Kabupaten Grobogan**

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ABSTRAK

Tujuan utama penelitian ini adalah untuk menguji dan menganalisis pengaruh disiplin kerja, pengembangan karir, kompetensi sdm dan budaya kerja terhadap kinerja karyawan pegawai Dinas Perikanan dan Peternakan Kabupaten Grobogan. Identifikasi masalah pada penelitian ini adalah adanya penurunan kinerja pegawai yang dipengaruhi oleh disiplin kerja, pengembangan karir, kompetensi sdm dan budaya kerja.

Populasi dalam penelitian ini adalah pegawai Dinas Perikanan dan Peternakan Kabupaten Grobogan yang berjumlah 83 orang. Alat analisis yang digunakan adalah analisis Regresi Linier Berganda dengan menggunakan bantuan SPSS ver.20. Sebelum menganalisis regresi linier berganda dilakukan Uji Asumsi Klasik.

Dari hasil pengujian diperoleh kesimpulan (1) Disiplin Kerja berpengaruh positif terhadap kinerja pegawai Dinas Perikanan dan Peternakan Kabupaten Grobogan; (2) Pengembangan Karir berpengaruh positif terhadap kinerja pegawai Dinas Perikanan dan Peternakan Kabupaten Grobogan; (3) Kompetensi SDM berpengaruh positif terhadap kinerja pegawai Dinas Perikanan dan Peternakan Kabupaten Grobogan; (4) Budaya Kerja berpengaruh positif terhadap kinerja pegawai Dinas Perikanan dan Peternakan Kabupaten Grobogan.

Kata Kunci : Disiplin kerja, Pengembangan Karir, Kompetensi SDM dan Budaya Kerja.

Analysis of Employee Performance Improvement Through Work Discipline, Career Development, Human Resource Competencies, and Work Culture at Department of Fisheries and Livestock Grobogan Regency

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ABSTRACT

The main purpose of this study was to examine and analyze the effect of work discipline, career development, human resource competencies and work culture on employee performance of Department of Fisheries and Livestock Grobogan Regency. The problem identification in this study was decreased in employee performance who is affected by the work discipline, career development, human resource competencies and work culture.

The population in this study are employees of Department of Fisheries and Livestock Grobogan Regency that amounted to 83 responden. The analysis tool used Multiple Linear Regression analysis by using SPSS ver.20. Before analyzing multiple linear regression performed Classical Assumption Test.

From the test results have concluded (1) The work discipline has positive effect on employee performance of Department of Fisheries and Livestock Grobogan Regency; (2) Career Development has positive effect on employee performance of Department of Fisheries and Livestock Grobogan Regency; (3) Human Resource Competencies has positive effect on employee performance of Department of Fisheries and Livestock Grobogan Regency; (4) Work Culture has positive effect on employee performance of Department of Fisheries and Livestock Grobogan Regency.

Keyword : Work Discipline, Career Development, Human Resource Competencies and Work Culture