

ABSTRAK

PENGARUH PENDIDIKAN DAN PELATIHAN (DIKLAT) DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI PADA PUSKESMAS CIPATUJAH KABUPATEN TASIKMALAYA

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pendidikan dan pelatihan, motivasi kerja dan kinerja pegawai serta pengaruh pendidikan dan pelatihan dan motivasi kerja terhadap kinerja pegawai pada Puskesmas Cipatujah Kabupaten Tasikmalaya, metode penelitian yang digunakan adalah metode survey, sedangkan penarikan sampel menggunakan metode sensus. Alat analisis menggunakan analisis jalur. Hasil penelitian menunjukkan pendidikan dan pelatihan termasuk dalam klasifikasi cukup baik, motivasi termasuk klasifikasi baik dan kinerja termasuk klasifikasi baik. Secara persial pendidikan dan pelatihan maupun motivasi kerja berpengaruh positif signifikan terhadap kinerja pegawai. Pendidikan dan pelatihan dan motivasi kerja secara simultan berpengaruh positif signifikan terhadap kinerja pegawai pada Puskesmas Cipatujah Kabupaten Tasikmalaya.

Kata Kunci: Pendidikan dan pelatihan, Motivasi Kerja dan Kinerja Pegawai

ABSTRACT

THE INFLUENCE OF EDUCATION AND TRAINING AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT THE CIPATUJAH HEALTH CENTER, TASIKMALAYA REGENCY

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The purpose of this study was to determine and analyze education and training, work motivation and employee performance and the influence of education and training and work motivation on employee performance at the Cipatujah Health Center, Tasikmalaya Regency, the research method used was the survey method, while sampling used the census method. The analysis tool used path analysis. The results showed that education and training were classified as quite good, motivation was classified as good and performance was classified as good. Partially, education and training and work motivation had a significant positive effect on employee performance. Simultaneously, education and training and work motivation had a significant positive effect on employee performance at the Cipatujah Health Center, Tasikmalaya Regency.

Keywords: Education and training, Work motivation and employee performance