

ABSTRAK

Zai, Inget Dana. 2022. Pengaruh Pengembangan Sumber Daya Manusia Terhadap Efektivitas Kerja Pegawai Pada Dinas Kependudukan Dan Pencatatan Sipil Kabupaten Nias Utara. Skripsi. Pembimbing (1) Sukaaro Waruwu, S.E., S.H., M.M. da (2) Kurniawan S. Zai, S.E., M.Ak.,Ak.

Penelitian ini bertujuan untuk mengetahui apakah ada Pengaruh Sumber Daya Manusia terhadap Efektivitas Kerja Pegawai pada Dinas Kependudukan Dan Pencatatan Sipil Kabupaten Nias Utara. Untuk mencapai tujuan peneliti Sampel penelitian diambil dengan menggunakan metode Penelitian Kuantitatif menggunakan instrumen kuisioner tertutup dengan pengolahan data menggunakan IBM SPSS statistik Versi 26. Angket penelitian dibagikan kepada 33 orang responden sebagai sampel penelitian. Dari hasil pengolahan data menggunakan IBM SPSS statistic Versi 26, bahwa hasil correlation antara variabel X dan Y Valid dikarenakan $r_{hitung} > r_{tabel}$ (0,344) dengan *cronbach's alpha* reliabilitas handal. Diprediksi hubungan variabel X dan Y positif, yang menunjukkan bahwa Sumber Daya Manusia (X) dipengaruhi oleh variabel Efektivitas Kerja (Y) Pada Dinas Kependudukan dan Pencatatan Sipil Kabupaten Nias Utara. Dari hasil perhitungan koefisien korelasi antara **Sumber Daya Manusia** (X) terhadap **Efektivitas Kerja** (Y) diperoleh nilai signifikansi sebesar 0,000, nilai signifikansi $< 0,05$ hasilnya berkorelasi. Dari data tersebut maka dapat diinterpretasikan bahwa **0,000 < 0,05**, jadi Sumber Daya Manusia (X) dan Efektivitas Kerja (Y) mempunyai korelasi. Nilai *pearson correlation* **0,615** maka berada di antara kriteria korelasi yang sangat kuat, serta bersifat positif artinya semakin tinggi Sumber Daya Manusia semakin tinggi juga Efektivitas Kerja atau semakin rendah Sumber Daya Manusia semakin rendah juga Efektivitas Kerja. Nilai *pearson correlation* **0,615** kemudian dikonsultasikan pada *r Product Moment* dimana $N=32$ terhadap taraf signifikan $\alpha = 5\%$ diperoleh data $r_{tabel} = 0,344$ maka Nilai *pearson correlation* lebih besar dari r_{tabel} atau **0,624 > 0,344**. Jadi dapat disimpulkan bahwa Sumber Daya Manusia (X) dan Efektivitas Kerja (Y) memiliki hubungan/pengaruh. Dari perhitungan korelasi, didapatkan nilai R (korelasi) sebesar 0,615 yang artinya pengaruh variable Sumber Daya Manusia (X) terhadap Efektivitas Kerja (Y) sangat kuat. Nilai R square (Koefisien determinasi) sebesar 0,378 (37,8%) dapat diinterpretasikan bahwa kemampuan Sumber Daya Manusia (X), menerangkan variasi variabel keputusan pembelian (Y) sebesar 37,8% dan sisanya dipengaruhi variabel independen lainnya sebesar 62,2%. Dari perhitungan di atas $t_{hitung} = 4,342$ dan $t_{tabel} = 2,039$. Sedangkan kriteria Uji t : H_a diterima jika $-t_{(1-1/2\alpha)} < t_{hitung} < t_{(1-1/2\alpha)}$ untuk harga t_{hitung} lainnya H_o ditolak. Berdasarkan kriteria tersebut ternyata harga $t_{hitung} > t_{tabel}$ atau **4,342 > 2,039** dalam arti hipotesis H_a diterima dan hipotesis H_o ditolak. Maka dapat disimpulkan bahwa: “Ada Pengaruh Pengembangan Sumber Daya Manusia Terhadap Efektivitas Kerja Pegawai Pada Dinas Kependudukan Dan Pencatatan Sipil Kabupaten Nias Utara”. Sumber daya manusia akan meningkatkan efektivitas kerja.

Kata Kunci : Sumber Daya Manusia, Efektivitas Kerja.

ABSTRACT

Zai, Ingat Dana. 2022. The Effect of Human Resource Development on the Work Effectiveness of Employees in the Population and Civil Registration Service of North Nias Regency. Thesis. Supervisor (1) Sukaaro Waruwu, S.E., S.H., M.M. and (2) Kurniawan S. Zai, S.E., M.Ak.,Ak.

This study aims to determine whether there is an Effect of Human Resources on the Work Effectiveness of Employees in the Population and Civil Registration Service of North Nias Regency. To achieve the researcher's objectives The research sample was taken using the Quantitative Research method using a closed questionnaire instrument with data processing using IBM SPSS statistical Version 26. The research questionnaire was distributed to 33 respondents as a research sample. From the results of data processing using IBM SPSS statistics Version 26, that the correlation result between the X and Y variables is valid because r calculates $> r$ table (0.344) with cronbah's alpha reliability reliable. The relationship between variables X and Y is predicted to be positive, which shows that Human Resources (X) is influenced by the variables Work Effectiveness (Y) in the Population and Civil Disability Service of North Nias Regency. From the results of the calculation of the correlation coefficient between Human Resources (X) to Work Effectiveness (Y) obtained a significance value of 0.000, a signification value of < 0.05 the results were correlated. From these data, it can be interpreted that $0.000 < 0.05$, so Human Resources (X) and Work Effectiveness (Y) have a correlation. The pearson correlation value of 0.615 is among the very strong correlation criteria, and is positive, meaning that the higher the Human Resources the higher the Work Effectiveness or the lower the Human Resources the lower the Work Effectiveness. The pearson correlation value of 0.615 is then consulted at r Product Moment where $N = 32$ to a significant level of $\alpha = 5\%$ obtained table r data = 0.344 then The pearson correlation value is greater than the table r or $0.624 > 0.344$. So it can be concluded that Human Resources (X) and Work Effectiveness (Y) have a relationship / influence. From the correlation calculation, an R (correlation) value of 0.615 is obtained, which means that the influence of the Human Resources variable (X) on Work Effectiveness (Y) is very strong. The value of R square (Coefficient of determination) of 0.378 (37.8%) can be interpreted that the ability of Human Resources (X), explains the variation in the purchasing decision variable (Y) by 37.8% and the rest is influenced by other independent variables by 62.2%. From the above calculations t count = 4.342 and t table = 2.039. While the test criteria t : H_a is accepted if $-t(1-1/2\alpha) < t$ calculate $< t(1-1/2\alpha)$ for other calculated t prices H_o is rejected. Based on these criteria it turns out that the price of t calculate $> t$ table or $4.342 > 2.039$ in the sense that the hypothesis H_a is accepted and the H_o hypothesis is rejected. So it can be concluded that: "There is an Effect of Human Resource Development on the Effectiveness of Employee Work in the Population and Civil Registration Service of North Nias Regency". Human resources will increase the effectiveness of work.

Keywords : Human Resources, Work Effectiveness.