

ABSTRAK

Zai, Hayati . 2023. *Pengaruh Pengembangan Sumber Daya Manusia Terhadap Kinerja Pegawai Di Dinas Perumahan dan Kawasan Permukiman, Perhubungan Serta Lingkungan Hidup Kabupaten Nias*. Skripsi. Pembimbing Yoel Melsaro Larosa, SP.,MM

Penelitian ini bertujuan untuk menginvestigasi pengaruh pengembangan sumber daya manusia terhadap kinerja pegawai di Dinas Perumahan dan Kawasan Permukiman, Perhubungan serta Lingkungan Hidup Kabupaten Nias. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan mengumpulkan data melalui kuesioner yang disebar kepada pegawai di instansi terkait. Analisis data dilakukan dengan menggunakan teknik regresi untuk menentukan sejauh mana variabel pengembangan sumber daya manusia mempengaruhi kinerja pegawai.

Hasil penelitian ini diharapkan dapat memberikan pemahaman yang lebih mendalam tentang hubungan antara pengembangan sumber daya manusia dan kinerja pegawai di konteks Dinas Perumahan dan Kawasan Permukiman, Perhubungan serta Lingkungan Hidup di Kabupaten Nias. Implikasi dari temuan penelitian ini dapat menjadi dasar bagi pihak terkait dalam merancang kebijakan dan program pengembangan sumber daya manusia yang lebih efektif guna meningkatkan kinerja pegawai dan, secara keseluruhan, mencapai tujuan strategis instansi tersebut.

Kata Kunci: Pengembangan sumberdaya manusia, kinerja

ABSTRACT

Zai, Hayati. 2023. The Influence of Human Resource Development on Employee Performance in the Department of Housing and Settlements, Transportation, and Environmental Affairs of Nias Regency. Thesis. Supervisor Yoel Melsaro Larosa, SP.,MM

This research aims to investigate the influence of human resource development on employee performance in the Department of Housing and Settlements, Transportation, and Environmental Affairs of Nias Regency. The research methodology employed a quantitative approach, collecting data through questionnaires distributed to employees in the relevant institution. Data analysis was conducted using regression techniques to determine the extent to which human resource development variables affect employee performance.

The findings of this research are expected to provide a deeper understanding of the relationship between human resource development and employee performance in the context of the Department of Housing and Settlements, Transportation, and Environmental Affairs in Nias Regency. The implications of these research findings can serve as a basis for stakeholders in designing policies and human resource development programs that are more effective in enhancing employee performance and, ultimately, achieving the strategic goals of the institution.

Keywords: Human resource development, performance