

RINGKASAN

Analisis Beberapa Faktor yang Mempengaruhi Kinerja Karyawan Pasar pada Perusahaan Daerah Kabupaten Jember

I Made Sudantra

Perusahaan Daerah Kabupaten Jember merupakan perusahaan publik yang salah satunya bergerak dalam bidang usaha memberikan layanan kepada masyarakat dalam bentuk penyediaan los, kios dan toko pada pasar se-Kabupaten Jember.

Untuk mengukur keberhasilan seorang karyawan pasar dalam melakukan pekerjaannya, berdasarkan kebijakan Direksi Perusahaan ditempuh dengan melihat jumlah pungutan yang diperoleh seorang karyawan pasar dalam sehari.

Penelitian ini mempunyai dua tujuan. Pertama, untuk mengetahui ada atau tidaknya pengaruh secara bersama-sama dari faktor pendidikan, pelatihan, jam kerja senyatanya, masa kerja dan pengawasan terhadap kinerja dan kedua, untuk mengetahui faktor yang dominan pengaruhnya terhadap kinerja karyawan pasar pada Perusahaan Daerah Kabupaten Jember.

Hipotesis yang diajukan dalam penelitian ini adalah diduga bahwa pendidikan, pelatihan, jam kerja senyatanya, masa kerja dan pengawasan secara bersama-sama berpengaruh signifikan dan jam kerja senyatanya mempunyai pengaruh yang dominan terhadap kinerja karyawan pasar pada Perusahaan Daerah Kabupaten Jember

Manfaat yang diharapkan dalam penelitian ini, sebagai bahan informasi pada Perusahaan Daerah dalam menetapkan strategi pengembangan sumber daya manusia.

Model analisis yang digunakan adalah Analisis Diskriminat dengan SPSS 9 dan pengujian hipotesis menggunakan uji F-test

Hasil penelitian menunjukkan variabel pendidikan, pelatihan, jam kerja senyatanya, masa kerja dan pengawasan secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan pasar. Variabel jam kerja senyatanya mempunyai pengaruh dominan terhadap kinerja karyawan pasar.

Implikasi dari temuan penelitian ini bahwa untuk meningkatkan kinerja karyawan pasar, faktor pendidikan, pelatihan, jam kerja senyatanya, masa kerja dan pengawasan perlu diperhatikan. Khusus mengenai jam kerja senyatanya, karena faktor ini berpengaruh dominant terhadap kinerja karyawan pasar, maka disarankan kepada pihak manajemen lebih menekankan pada jam kerja yang seharusnya dicurahkan oleh karyawan pasar sebagai petugas pungut, guna meningkatkan kinerjanya.

SUMMARY

Analysis on Factors which Influence on the Performance of Market Employee of Jembrana Regency Market Institution

I Made Sudantra

Market Institution of Jembrana Regency is public company which one of it's field give services in providing places in all market in Jembrana Regency.

Measuring work performance of market institution of Jembrana Regency employee base on policy of company management: considering day to day revenue of market employee.

This study has two aims. First, to examine the effect of education, training, actual working hours, the working period and controlling on performance and second, to identify factor having, dominant effect on the performance of market employee of market institution of Jembrana Regency

The hypothesis raised in this study is predict that education, training, actual working hours, the working period and controlling simultaneously have significant and actual working hours have dominant effect on the performance of market employee of market institution of Jembrana Regency

It is a great hope that, the present study would be a beneficial input especially to give information for Market Institution of Jembrana Regency to state their strategic for Human Resources Development.

The analytic model used in the study is Discriminant analysis with SPSS 9 and hypothesis test used is " F-test ".

The result of study showed the variable of education, training, actual working hours, the working period and controlling have significant effect on performance of market employee. Variable of actual working hours has dominant effect on the performance of market employee.

The implication of the study is that, in endeavor to improve the performance of market employee, education, training, actual working hour, working period and controlling needs to be considered. Particularly related to actual working hours, because this factor have dominantly effect the performance of market employee. It is recommended to management staff for that must be precipitated by the market employee as collecting official in the order to increase their performance.

ABSTRACT

Analysis on Factors which Influence on the Performance of Market Employee of Jembrana Regency Market Institution

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This study has two aims. First, to examine the effect of education, training, actual working hours, the working period and controlling on performance and second, to identify the factor that has dominant effect on the performance of market employee of market institution of Jembrana Regency

The hypothesis raised in this study are first, that education, training, actual working hours, the working period and controlling simultaneously have significant and second, actual working hours have dominant effect on the performance of market employee of market institution of Jembrana Regency This research is conducted at the market institution of Jembrana Regency involving 34 respondents. Data collection is done through interview and by distributing questionnaire.

The result of discriminant analysis shows that education, training, actual working hours, working period and controlling have significant effect on performance of market employee, with test value of 0,260 and 0,000 level of significant. Than variable education, training, actual working hours have significant effect positive and variable working period, controlling have significant effect negative on performance of market employee. Out of the five factors, actual working hours has dominant effect on the performance of market employee, with coefficient variable structure matrix 0,282. An Interesting result from this study is that working period and controlling have negative effects on the performance of market employee.

The implication of the study is that, in endeavor to improve the performance of market employee, education, training, actual working hour, working period and controlling needs to be considered. Particularly related to actual working hours, because this factor has dominantly effects on the performance of market employee. It is recommended that management staff for that must be precipitated by the market employee as collecting official in the order to increase their performance.

Key words : actual working hours, performance of market employee