

**PENGARUH PELATIHAN DAN MOTIVASI KERJA TERHADAP
KINERJA PEGAWAI BADAN PENANGGULANGAN BENCANA
DAERAH KABUPATEN BULELENG**

OLEH

EVANS FRANSISKUS, NIM. 1917041058

JURUSAN MANAJEMEN

ABSTRAK

Tujuan penelitian yaitu mengujikan pengaruh (1) pelatihan bagi kinerja pegawai, (2) motivasi kerja bagi kinerja pegawai, (3) pelatihan dan motivasi kerja bagi kinerja pegawai Badan Penanggulangan Bencana Daerah Kabupaten Buleleng. Desain studi inipun termasuk studi kuantitatif kausal. Subjek yang diujikan yakni semua anggota (TRC) Tim Reaksi Cepat BPBD Kabupaten Buleleng, dan objeknya yakni pelatihan, motivasi kerja, dan kinerja pegawai. Populasi studi ini mempergunakan 56 pegawai dan semuanya dipergunakan selaku subjek pengamatan, demikian studi ini tergolong studi populasi. Pengumpulan datanya dilaksanakan melalui penggunaan kuesioner dan dianalisis melalui penggunaan analisis regresi linear berganda. Hasil studi inipun membuktikan bahwasanya: (1) pelatihan menyumbang pengaruhnya dengan positif dan substansial bagi kinerja pegawai Badan Penanggulangan Bencana Daerah Kabupaten Buleleng, (2) motivasi kerja menyumbang pengaruhnya dengan positif dan substansial bagi kinerja pegawai Badan Penanggulangan Bencana Daerah Kabupaten Buleleng, (3) pelatihan dan motivasi kerja menyumbang pengaruhnya dengan positif bagi kinerja pegawai Badan Penanggulangan Bencana Daerah Kabupaten Buleleng.

Kata Kunci: kinerja pegawai, pelatihan, dan motivasi kerja.

***THE INFLUENCE OF TRAINING AND WORK MOTIVATION ON THE
PERFORMANCE OF EMPLOYEES OF THE REGIONAL DISASTER
MANAGEMENT AGENCY OF BULELENG DISTRICT***

By

EVANS FRANSISKUS, NIM. 1917041058

JURUSAN MANAJEMEN

ABSTRACT

The purpose of the study was to examine the effect of (1) training on employee performance, (2) work motivation on employee performance, (3) training and work motivation on employee performance of the Regional Disaster Management Agency of Buleleng Regency. The study design is a causal quantitative study. The subjects tested were all members of the Rapid Response Team (TRC) of BPBD Buleleng Regency, and the objects were training, work motivation, and employee performance. The population of this study used 56 employees and all of them were used as subjects of observation, thus this study was classified as a population study. Data collection was carried out through the use of questionnaires and analyzed through the use of multiple linear regression analysis. The results of this study also prove that: (1) training contributes positively and substantially to employee performance of the Buleleng Regency Regional Disaster Management Agency, (2) work motivation contributes positively and substantially to employee performance of the Buleleng Regency Regional Disaster Management Agency, (3) training and work motivation contribute positively to employee performance of the Buleleng Regency Regional Disaster Management Agency.

Keywords: *employee performance, training, and work motivation*