ABSTRAK

Muhammad Yusuf, 2009. Faktor-faktor yang Mempengaruhi Kinerja Pegawai Subdinas Pendidikan Agama dan Pendidikan Dasar pada Dinas Pendidikan Propinsi Sulawesi Selatan, dibimbing oleh Rahman Kadir dan Syamsuddin.

Penelitian ini dilakukan di Kantor Dinas Pendidikan Propinsi Sulawesi Selatan pada Sub Dinas Pendidikan Agama dan Pendidikan Dasar pada Dinas Pendidikan Propinsi Sulawesi Selatan. Dalam penelitian ini populasi yang dimaksud adalah segenap pegawai Negeri Sipil Kantor Dinas Pendidikan Propinsi Sulawesi Selatan pada sub dinas pendidikan agama dan pendidikan dasar.sejumlah 50 orang.

Penelitian ini menggunakan instrumen berupa alat ukur yang memanfaatkan skala Likert untuk mengungkap variabel bebas dengan melakukan uji reliabilitas dan validitas. Pengujian hipotesis dilakukan dengan menggunakan Uji F dan Uji T dengan bantuan program komputer statistik.

Hasil Uji-F dapat membuktikan bahwa lingkungan kerja, pelatihan, motivasi, pengalaman kerja dan sikap loyal secara simultan berpengaruh secara signifikan terhadap kinerja pegawai sub dinas pendidikan agama dan pendidikan dasar Dinas Pendidikan Provinsi Sulawesi Selatan. Hal ini ditunjukkan dengan bahwa F_{hitung} (3,464) > F_{tabel} (2,40)

Hasil Uji-t menunjukkan bahwa semua variabel bebas yaitu lingkungan kerja, motivasi, sikap loyal dan pengalaman kerja berpengaruh secara parsial terhadap kinerja pegawai Subdinas Pendidikan Agama dan Pendidikan Dasar di Dinas Pendidikan Provinsi Sulawesi Selatan. Sedangkan variabel pelatihan tidak berpengaruh nyata terhadap kinerja pegawai Subdinas Pendidikan Agama dan Pendidikan Dasar di Dinas Pendidikan Provinsi Sulawesi Selatan.

Variabel pengalaman kerja secara parsial merupakan variabel yang paling dominan pengaruhnya terhadap kinerja pegawai Subdinas Pendidikan Agama dan Pendidikan Dasar dengan nilai koefisien regresi 0,400.

ABSTRACT

Muhammad Yusuf, 2009. Some Factors Influencing the Staff Performance of Sub Regional Department of Religion and Elementary School Education at Regional Department of Education South Sulawesi. Supervised by Rahman Kadir and Syamsuddin.

This research conducted at the Regional Department of South Sulawesi at Sub Regional of Religion Department and Elementary Education. The population of this research were all the civil servant at Regional Department of Education South Sulawesi at Sub regional department of Religion and elementary school were 50 persons.

This research the instrument in form of the parameter by using likert scale to find the independent variable by using reliability and validity test. The test of hypothesis conducted by using F test and T test by the assistance of statistical computer program.

The results of F-test can prove that the work environment, training, motivation, work experience and loyal behavior simultaneously influenced significantly towards the staff performance at the sub regional Department of religion and elementary education at Regional Department of Education South Sulawesi Province. This indicated by the value of C_{ount} (3,464) > F_{table} (2.40).

The results of T –test showed that all independence variable i.e. work environment, motivation, loyal behavior and work experience partially influenced towards the staff performance at sub regional department of Religion and Elementary Education at Regional department of Education, South Sulawesi. While training variable didn't influence significantly towards the staff performance at sub regional department of Religion and Elementary Education at Regional department of Education, South Sulawesi.

The variable of work experience partially and dominantly influenced towards the staff performance at sub regional department of Religion and Elementary Education with the regression coefficient value.