

Pengaruh praktik manajemen sumber daya manusia terhadap kinerja SDM pada museum Pemerintah Provinsi DKI Jakarta (Museum Sejarah Jakarta, Museum Wayang, Museum Seni Rupa dan Keramik serta Museum Bahari) = The effect of the human resources management practice on HR performance at the public museum in DKI Jakarta Province (Jakarta History Museum, Wayang Museum, Fine Art and Ceramics Museum, and Marine Museum)

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh praktik manajemen sumber daya manusia, seperti kompensasi, pengembangan karier dan pelatihan terhadap kinerja pegawai pada empat museum pemerintah provinsi DKI Jakarta, yaitu Museum Sejarah Jakarta, Museum Wayang, Museum Seni Rupa dan Keramik serta Museum Bahari).

Peneliti menggunakan teori Ivancevich untuk menggambarkan kompensasi, teori Gouzali untuk menggambarkan pengembangan karier, serta teori dari Simamora dan Cherrington untuk menggambarkan pelatihan. Peneliti juga menggunakan teori dari James E Neal dan Mangkunegara untuk menggambarkan kinerja.

Metode penelitian ini menggunakan metode survey. Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif eksplanatif dengan menyebarkan kuesioner terhadap 53 responden yang diambil dengan teknik sensus. Pengumpulan data dilakukan dengan kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis data menggunakan statistic inferensial yang meliputi koefisien korelasi dan regresi yang perhitungannya dilakukan dengan menggunakan program SPSS versi 16.0.

Hasil penelitian menunjukkan bahwa terdapat pengaruh yang signifikan antara kompensasi, pengembangan karier dan pelatihan terhadap kinerja. Serta terdapat pengaruh yang signifikan secara bersama-sama antara kompensasi, pengembangan karier dan pelatihan terhadap kinerja. Secara individu, pengaruh pengembangan karier dan pelatihan lebih besar daripada kompensasi terhadap kinerja.

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The aim of these research is to analyze the human resource management practice such as compensation, career development and work training toward the HR performance at four public museum in DKI Jakarta province. Those museum are Jakarta History Museum, Wayang Museum, Fine Art and Ceramics Museum and Marine Museum.

Researcher applies the theory from Ivancevich to depict about compensation, the theory from Gouzali to depict career development and also the theory from Simamora and Cherrington to depict training. esearcher also applies the theory from James E. Neal and Mangkunegara to depict about performance.

This research applied survey method. The approach on these method which were applied in this research is quantitative-explanative approach by propagating the questionnaire to 53 respondens which were taken by a census technique. The data collection was done by using questionnaire whose validity and reliability have been tested. The analysis of data applies the inferential statistic, including the correlation coefficient and regression and uses the SPSS version 16.0.

The result of research shows that there are significant effect between compensation, career development and training towards work performance. And also the significant effect between compensation, career development and work training toward work performance. Individually, career development and work training will have an effect toward work performance and it's bigger than compensation affect toward the work performance.