

ABSTRAK

PERAN KINERJA INDIVIDU DALAM MEMEDIASI PENGARUH PELATIHAN TERHADAP KINERJA ORGANISASI PADA BADAN PENANGGULANGAN BENCANA DAERAH KABUPATEN MAGELANG

Tujuan dari penelitian ini adalah: (1) Mengetahui dan menganalisis pengaruh pelatihan terhadap kinerja individu; (2) Mengetahui dan menganalisis pengaruh kinerja individu terhadap kinerja organisasi; (3) Mengetahui dan menganalisis pengaruh pelatihan terhadap kinerja organisasi; dan (4) Mengukur kekuatan kinerja individu dalam memediasi pengaruh pelatihan terhadap kinerja organisasi pada BPBD Kabupaten Magelang.

Penelitian dilakukan pada BPBD Kabupaten Magelang. Jenis penelitian yang dilakukan dalam penelitian ini adalah dengan metode survey (*survey research*). Variabel dalam penelitian ini adalah kinerja individu, pelatihan, dan kinerja organisasi. Populasi dalam penelitian ini seluruh pegawai BPBD sebanyak 32 orang dan telah mengikuti pelatihan tentang kebencanaan dan materi lain yang terkait dengan kebencanaan yang berjumlah 32 pegawai. Penentuan responden dilakukan secara sensus, artinya bahwa semua pegawai BPBD dijadikan responden dalam penelitian ini. Teknik pengumpulan data menggunakan kuisioner. Analisis yang digunakan adalah analisis jalur (*path analysis*).

Berdasarkan hasil penelitian disimpulkan bahwa: (1) Terdapat pengaruh positif pelatihan terhadap kinerja individu. Semakin tinggi atau banyak pelatihan yang diikuti pegawai maka semakin tinggi kinerja individunya; (2) Terdapat pengaruh positif kinerja individu terhadap kinerja organisasi. Semakin tinggi kinerja individu maka semakin tinggi kinerja organisasinya; (3) Terdapat pengaruh positif pelatihan terhadap kinerja organisasi. Semakin tinggi atau banyak pelatihan yang diikuti pegawai maka semakin tinggi kinerja organisasinya; dan (4) Terdapat pengaruh positif pelatihan terhadap kinerja organisasi yang dimediasi oleh kinerja individu.

Kata Kunci: kinerja individu, pelatihan, kinerja organisasi.

ABSTRACT

ROLE OF INDIVIDUAL PERFORMANCE IN EFFECT MEDIATE TRAINING ON THE PERFORMANCE OF ORGANIZATION REGIONAL DISASTER AGENCY DISTRICT MAGELANG

The purpose of this study was: (1) Determine and analyze the effect of training on the performance of the individual; (2) Determine and analyze the effect individual performance to organizational performance; (3) Determine and analyze the effect of training on the performance of the organization; and (4) Measuring the strength of the performance of individuals in mediating the effect of training on the performance of the organization in BPBDs Magelang regency.

The study was conducted on BPBDs Magelang regency. This type of research conducted in this study is the survey method (survey research). The variable in this study is individual performance, training, and organizational performance. The population in this study BPBDs all employees and as many as 32 people have been trained on disaster and other materials related to the disaster, amounting to 32 employees. Determination of the respondents conducted a census, meaning that all employees BPBDs as respondents in this study. The technique of collecting data using questionnaires. The analysis is used path analysis.

Based on the results of the study concluded that: (1) There is a positive effect of training on individual performance. The higher or much training is followed by an employee, the higher the performance of the individual; (2) There is a positive influence on individual performance to organizational performance. The higher the individual's performance, the higher their performance; (3) There is a positive effect of training on the performance of the organization. The higher or much training is followed by an employee, the higher their performance; and (4) There is a positive effect of training on organizational performance mediated by individual performance.

Keywords: individual performance, training, organizational performance.