

FAKTOR-FAKTOR YANG MEMPENGARUHI KINERJA KANTOR WILAYAH KEMENTERIAN AGAMA DAERAH ISTIMEWA YOGYAKARTA

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INTISARI

Peneitian dengan judul “Faktor-faktor yang Mempengaruhi Kinerja Kantor Wilayah Kementerian Agama Daerah Istimewa Yogyakarta” mengambil sampel semua pejabat struktural yang ada dilingkungan Kantor Wilayah Kementerian Agama Daerah Istimewa Yogyakarta dan diua pejabat non struktural di masing-masing bagian dan bidang. Sehingga total responden yang diamati adalah sebanyak 69 pegawai.

Alat analisis penelitian ini menggunakan analisis regresi berganda dari variabel independen Kapabilitas manajerial, Modal manusia, Struktur Organisasi, Hubungan tenaga kerja dan Budaya organisasi terhadap variabel dependen kinerja Kantor Wilayah Kementerian Agama Daerah Istimewa Yogyakarta.

Hasil penelitain menunjukkan bahwa dari lima variabel tersebut secara parsial variabel Kapabilitas manajerial dan variabel Struktur Organisasi tidak berpengaruh secara signifikan terhadap kinerja Kantor Wilayah Kementerian Agama Daerah Istimewa Yogyakarta. Sedangkan variabel Modal manusia, Hubungan tenaga kerja dan Budaya organisasi berpengaruh secara signifikan terhadap kinerja Kantor Wilayah Kementerian Agama Daerah Istimewa Yogyakarta. Dari ketiga variabel yang signifikan tersebut paling tinggi pengaruh signifikansinya adalah budaya kerja, disusul dengan hubungan kerja dan modal manusia. Namun jika dilihat dari pengaruh secara simultan (secara bersama-sama) Kapabilitas manajerial, Modal manusia, Struktur Organisasi, Hubungan tenaga kerja dan Budaya organisasi berpengaruh secara signifikan terhadap kinerja Kantor Wilayah Kementerian Agama Daerah Istimewa Yogyakarta.

Kata Kunci : Kapabilitas manajerial, Modal manusia, Struktur Organisasi, Hubungan tenaga kerja dan Budaya organisasi, kinerja

ABSTRACT

The research with heading "The Factors Affecting Performance of Religious Affairs Office of the Special Region of Yogyakarta" take a sample of all existing structural environment of the Ministry of Religious Affairs Office of the Special Region of Yogyakarta and non structural two officials in each section and field. So the total respondents were observed as many as 69 employees.

This research analysis tool using multiple regression analysis of the independent variables of managerial capability, human capital, organizational structure, labor relations and organizational culture on the dependent variable performance of the Regional Office of the Ministry of Religious Affairs of Yogyakarta Special Region.

The results showed that of the five variables in partial managerial capabilities and organizational structure variables did not significantly affect the performance of the Regional Office of the Ministry of Religious Affairs of Yogyakarta Special Region. While the human capital variables, labor relations and organizational culture significantly influence the performance of the Regional Office of the Ministry of Religious Affairs of Yogyakarta Special Region. The three variables that significantly influence the highest significance is the work culture, followed by employment and human capital. However, if viewed from the effects simultaneously (together) managerial capability, human capital, organizational structure, labor relations and organizational culture significantly influence the performance of the Regional Office of the Ministry of Religious Affairs of Yogyakarta Special Region.

Keywords : managerial capability, human capital, organizational structure, labor relations and organizational culture, performance