

ABSTRAK

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Penelitian dilakukan di Bank Perkreditan Rakyat Sentral Arta Jaya Kota Probolinggo dengan tujuan untuk mengetahui pengaruh variabel kondisi pekerjaan, peran, interpersonal, perkembangan karir, dan struktur organisasi terhadap variabel kinerja secara simultan (F) dan secara parsial (t) serta variabel manakah yang berpengaruh dominan terhadap variabel kinerja karyawan pada Bank Perkreditan Rakyat Sentral Arta Jaya Kota Probolinggo.

Jenis penelitian yang digunakan adalah kuantitatif. Populasi dalam penelitian ini sebanyak 60 karyawan pada Bank Perkreditan Rakyat Sentral Arta Jaya Kota Probolinggo. Sampel yang digunakan dalam penelitian ini adalah *Sampling Jenuh* yaitu sebanyak 60 karyawan atau responden.

Hasil penelitian pengujian analisis regresi berganda menunjukkan bahwa kondisi pekerjaan, peran, interpersonal, perkembangan karir dan struktur organisasi berpengaruh terhadap kinerja karyawan dibuktikan dari $Y = 6,103 + 0,058X_1 + 0,120X_2 + 0,246X_3 + 0,512X_4 - 0,092X_5$. Secara simultan terbukti bahwa ada pengaruh yang signifikan antara kondisi pekerjaan (X_1), peran (X_2), interpersonal (X_3), perkembangan karir (X_4), dan struktur organisasi (X_5) secara simultan terhadap kinerja karyawan (Y) pada Bank Perkreditan Rakyat Sentral Arta Jaya Kota Probolinggo dengan nilai $F_{hitung} > F_{tabel}$ ($3,394 > 2,78$). Secara parsial ada pengaruh yang signifikan antara interpersonal (X_3) dan perkembangan karir (X_4) terhadap kinerja karyawan ditunjukkan dengan nilai $t_{hitung} X_3 = 2,914$, $t_{hitung} X_4 = 2,607$ lebih besar dari nilai $t_{tabel} 2,004$ ($t_{hitung} > t_{tabel}$). Ada pengaruh yang tidak signifikan antara kondisi pekerjaan, peran, dan struktur organisasi terhadap kinerja karyawan $t_{hitung} X_1 = 0,216$, $t_{hitung} X_2 = 0,929$, $t_{hitung} X_5 = 0,768$ lebih kecil dari nilai $t_{tabel} 2,004$ ($t_{hitung} < t_{tabel}$). Variabel interpersonal merupakan variabel yang berpengaruh dominan terhadap kinerja karyawan pada Bank Perkreditan Rakyat Sentral Arta Jaya Kota Probolinggo.

Kata kunci: Kondisi Pekerjaan, Peran, Interpersonal, Perkembangan Karir, Struktur Organisasi, dan Kinerja.

Abstract

Research was conducted in Rural Bank of Sentral Arta Jaya Probolinggo City which a purpose to know the variable of work condition, role, interpersonal, career development, and organization structure toward performance variable simultaneously (F) and partially (t) and also which variable that could affect dominant toward variable of employee's performance in Rural Bank of Sentral Arta Jaya Probolinggo City. Type of research used was quantitative, with variable of Work condition, role, interpersonal, career development, organization structure. Population in this research was 60 people that were all employees at Rural Bank of Sentral Arta Jaya Probolinggo City. Sample which was used in this research was Saturated Sampling which was 60 employees or respondents. In this research, researcher used data quality test, multiple regression analysis, hypothesis regression test simultaneously (F test), hypothesis regression test partially (t test) and dominant hypothesis test. The research result showed that the result of data quality test showed that all concepts of work condition's measurement, role, interpersonal, career development, organization structure and employee's performance which were used in this research that was valid and reliable. In multiple regression analysis test's result showed that work condition, role, interpersonal, career development and organization structure affected toward employee's performance which were proved from $Y = 6,103 + 0,058X_1 + 0,120X_2 + 0,246X_3 + 0,512X_4 - 0,092X_5$. It was proved simultaneously that there was significant effect between work condition, role, interpersonal, career development, and organization structure simultaneously toward employee's performance on Rural Bank of Sentral Arta Jaya Probolinggo City with $F_{count} > F_{table} (3,394 > 2,78)$. There was significant effect partially between interpersonal and career development toward employee's performance, it was showed by the score of $t_{count} X_3 = 2,914$, $t_{count} X_4 = 2,607$ was bigger than the score of $t_{table} 2,004$ ($t_{count} > t_{table}$). There was no significant effect between work condition, role, and organization structure toward employee's performance $t_{count} X_1 = 0,216$, $t_{count} X_2 = 0,929$, $t_{count} X_5 = 0,768$ was smaller from the score of $t_{table} 2,004$ ($t_{count} < t_{table}$). The coefficient regression's score $Beta_1 = 0,028$, coefficient's regression $Beta_2 = 0,121$, coefficient's regression $Beta_3 = 0,373$, coefficient's regression $Beta_4 = 0,315$, koefisien regresi $Beta_5 = 0,106$ showed that interpersonal variable which was dominant was affected toward employee's performance on Rural Bank of Sentral Arta Jaya Probolinggo City.

Keywords: work condition, role, interpersonal, career development, organization structure and performance.