

ABSTRAK

PENGARUH LATAR BELAKANG PENDIDIKAN, PENEMPATAN KERJA DAN PENGALAMAN KERJA TERHADAP KINERJA KARYAWAN (STUDI KASUS BMT ARTHA AMANAH SANDEN BANTUL YOGYAKARTA)

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Penelitian ini bertujuan untuk mengetahui pengaruh Latar Belakang Pendidikan, Penempatan Kerja dan Pengalaman Kerja Terhadap Kinerja Karyawan (Studi Kasus BMT Artha Amanah Sanden Bantul Yogyakarta). Penelitian ini termasuk kedalam penelitian kuantitatif asosiatif dengan jumlah responden sebanyak 31 orang. Data dikumpulkan dengan metode kuisisioner dan wawancara. Subyek dalam penelitian ini adalah BMT Artha Amanah Sanden Bantul Yogyakarta sedangkan yang menjadi objek dalam penelitian ini adalah karyawan BMT Artha Amanah Sanden Bantul Yogyakarta. Data dianalisis secara kuantitatif dan kualitatif dengan metode PLS (Partial Least Squares). Model pengukuran (outer model) yang meliputi uji validitas convergen (loading factor dan AVE dan communality), uji validitas discriminant (cross loading) dan uji reliabilitas (composite reliability dan cronbach's alpha) dan model struktural (inner model) yang meliputi uji (path coefficient dan Q-Squares). Hasil penelitian menunjukkan (1) latar belakang pendidikan berpengaruh secara signifikan terhadap kinerja karyawan dapat dilihat dari nilai P-Value = 0,019 < 0.05. (2) penempatan kerja tidak berpengaruh secara signifikan terhadap kinerja karyawan dapat dilihat dari nilai P-Value = 0.078 > 0.05. (3) pengalaman kerja tidak berpengaruh secara signifikan terhadap kinerja karyawan dapat dilihat dari nilai P-Value = 0.129 > 0.05.

Kata Kunci: Latar Belakang Pendidikan, Penempatan Kerja, Pengalaman Kerja dan Kinerja.

ABSTRACT

***THE INFLUENCE OF EDUCATION BACKGROUND, WORK PLACEMENT
AND WORK EXPERIENCE TOWARD PERFORMANCE OF EMPLOYEE
(CASE STUDY OF BMT ARTHA AMANAH SANDEN BANTUL
YOGYAKARTA)***

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This research aimed at finding the influence of education background, work placement, and work experience toward performance of employee (Case Studi of BMT Artha Amanah Sanden Bantul Yogyakarta). it belonged to associated quantitative with 31 respondents. The data was collected with questionnaire method and interview. The subject of the research was BMT Artha Amanah Sanden Bantul Yogyakarta while the object was the employees of BMT Artha Amanah Sanden Bantul Yogyakarta. The data was analyzed with quantitatively and qualitatively with PLS (Partial Least Squares) method. The measurement model (outer model) covered convergen validity test (loading factor and AVE and communality), discriminant validity test (cross loading) and reliability test (composite reliability and cronbach's alpha) and structural model (inner model) that included tests of path coefficient and Q-Squares. The result of the research showed that (1) educational background influenced significantly towards the performance of the employees seen from P-Value = 0.019 < 0.05. (2) work placement did not influence significantly toward the performance of the employees seen from P-Value = 0.078 > 0.05. (3) work experience did not influence significantly toward the performance of the employees seen from P-Value = 0.129 > 0.05.

Keywords: Education Background, Work Placement, Work Experience and Performance.