

ABSTRAK

Widiya Nur Fadhilah: 1211801121 Pengaruh Pengawasan Terhadap Produktivitas Kerja Pegawai Di Dinas Koperasi dan UMKM (Usaha Mikro Kecil dan Menengah) Kabupaten Subang

Produktivitas yang baik adalah produktivitas yang menunjukkan hubungan antara hasil nyata maupun fisik (barang) atau jasa dengan masukan yang sebenarnya. Suatu perbandingan antara hasil keluaran dan masukan atau output-input. Masukan sering dibatasi dengan masukan tenaga kerja, sedangkan keluaran diukur dalam kesatuan fisik dan nilai. Permasalahan yang timbul dari hasil observasi peneliti adalah : Kuantitas Sumber Daya Manusia (SDM) belum sesuai dengan yang diharapkan seperti masih banyak pegawai yang tingkat pendidikannya SMU/SMK/MA, Standar pelaksanaan kerja belum tercapai dengan baik.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh menetapkan alat pengukur, mengadakan penilaian, dan mengadakan tindakan perbaikan terhadap produktivitas kerja pegawai di Dinas Koperasi dan UMKM (Usaha Mikro Kecil dan Menengah) Kabupaten Subang.

Teori yang digunakan dalam penelitian adalah menggunakan teori pengawasan dari M. Manullang (Menetapkan Alat Pengukur, Mengadakan Penilaian, dan Mengadakan Tindakan Perbaikan) dan teori produktivitas kerja pegawai dari Dr. Hj. Sedarmayanti (Efektivitas dan Efisiensi).

Metode penelitian menggunakan metode eksplanasi asosiatif, jenis data yang digunakan yaitu data kuantitatif. Teknik pengumpulan data yang digunakan ialah wawancara, observasi, studi kepustakaan dan penyebaran angket kepada 64 responden.

Hasil penelitian menunjukkan Menetapkan alat pengukur (*standard*) sebesar 74,47%, Mengadakan penilaian (*evaluate*) sebesar 65,77%, dan Mengadakan tindakan perbaikan (*corrective action*) sebesar 92,16%. Pengaruh pengawasan terhadap produktivitas kerja pegawai di Dinas Koperasi dan UMKM Kabupaten Subang sebesar 95,8% sedangkan sisanya sebesar 4,2% dipengaruhi atau dijelaskan oleh variabel lain yang tidak diteliti oleh peneliti. Adapun berdasarkan hasil perhitungan diperoleh besarnya pengaruh Menetapkan Alat Pengukur $t_{hitung} > t_{tabel}$ ($5,597 > 2,000$) artinya H_0 ditolak. Besarnya pengaruh Mengadakan Penilaian $t_{hitung} < t_{tabel}$ ($0,249 < 2,000$) artinya H_0 diterima. Besarnya pengaruh Mengadakan Tindakan Perbaikan $t_{hitung} > t_{tabel}$ ($16,322 > 2,000$) artinya H_0 ditolak. Besarnya pengaruh secara simultan Menetapkan Alat Pengukur, Mengadakan Penilaian, Mengadakan Tindakan Perbaikan Terhadap Produktivitas Kerja Pegawai yaitu nilai $F_{hitung} > F_{tabel}$ ($454,083 > 3,150$), dan nilai signifikansi $0,000 <$ dari nilai *Probabilitas* 0,05 maka artinya H_0 ditolak, artinya ada pengaruh secara signifikan antara menetapkan alat pengukur, mengadakan penilaian, dan mengadakan tindakan perbaikan terhadap produktivitas kerja pegawai.

Kata Kunci: Pengawasan dan Produktivitas Kerja Pegawai

ABSTRACT

Widiya Nur Fadhilah: 1211801121 The Effect of Controlling Towards The Employees' Productivity in Department of Cooperatives & Small and Medium Enterprises of Subang Regency

A good productivity is shown by the existence of the relation between real output in the form of goods or services with the real input. A comparison between output-input. Input is tend to be limited by the labor input, meanwhile the output is measured by physic and value unit. The problem which comes up from the result of observation namely: The quantity of human resources was not as expected yet, such as there were many employees who are still High School graduated, and the work implementation standard has not been implemented well.

This research is intended to investigate how big the effect of determining standard, conducting the evaluation and corrective action towards the employees' productivity in Department of Cooperatives & Small and Medium Enterprises of Subang Regency.

The theory that is used in this research is Controlling Theory based on M. Manullang (determining the standard, conducting the evaluation and corrective action) and the employees' productivity theory based on Dr. Hj. Sedarmayanti (Effectivity and Efficiency).

The research method that is used in this research is associative explanation, with using quantitative data. The data is collected through interview, observation, study literature, and distributing questionnaire to 64 respondents.

The result of this research shows that the effect of determining the standard is 74,47%, conducting the evaluation is 65,77%, and conducting the corrective action is 92,16%. The effect of controlling towards The Employees' Productivity in Department of Cooperatives & Small and Medium Enterprises of Subang Regency is 95,8% meanwhile the rest of it namely 4,2% is explained by another variables which is not including into this research. Based on the calculation result, it is obtained that the effect of determining the standard is $t_{\text{calculate}} > t_{\text{table}} (5,597 > 2,000)$, it means H_0 is rejected. Beside that, it is obtained that the effect of conducting the evaluation is $t_{\text{calculate}} < t_{\text{table}} (0,249 < 2,000)$, it means H_0 is accepted. Meanwhile the effect of conducting corrective action is obtained as $t_{\text{calculate}} > t_{\text{table}} (16,322 > 2,000)$, it means H_0 is rejected. The effect of determining the standard, conducting evaluation, and corrective action towards the employees' productivity simultaneously is obtained as $F_{\text{calculate}} > F_{\text{table}} (454,083 > 3,150)$ with significance value of $0,000 < \text{probability value of } 0,05$, it means H_0 is rejected, there is significance effect between determining the standard, conducting evaluation, and corrective action towards the employees productivity.

Keywords: Controlling, Employees' Productivity