

ABSTRAK

Dalam penelitian ini dijelaskan bahwa terdapat 100 responden dari seluruh Karyawan DISHUB Provinsi Jatim, dengan rincian jumlah kuisioner yang dibagikan dan berhasil dikumpulkan sebanyak 100 lembar kuisioner. Dengan berhasil terkumpulnya seluruh kuisioner maka dapat diperoleh hasil yang menyatakan bahwasannya frekuensi jumlah responden terbanyak menurut Jenis Kelamin adalah Wanita dengan prosentase 52 persen. Dari jumlah responden yang sebanyak 100 responden. Dengan hasil penelitian 1. Disiplin Kerja yang diterapkan Dinas Perhubungan Jawa Timur berpengaruh Signifikan terhadap Kualitas SDM pegawai Dishub Jawa Timur. Dikarenakan semakin tinggi tingkat kedisiplinan pegawai akan mempengaruhi peningkatan kualitas SDMnya. 2. Diklat yang diadakan Dishub Jawa Timur berpengaruh Signifikan terhadap Kualitas SDM pegawai Dishub Provinsi Jatim. Dikarenakan dengan adanya Diklat akan meningkatkan kompetensi skill, dan pengetahuan. Secara langsung kualitas SDMnya pun meningkat. 3. Disiplin Kerja yang diterapkan Dishub Jawa Timur berpengaruh Signifikan terhadap Prestasi pegawai. Dikarenakan ketika pegawai mempunyai disiplin yang bagus dan suatu Instansi Pemerintah mempunyai budaya kerja dengan tingkat kedisiplinan yang ketat atau bagus, maka akan mempengaruhi kinerja pegawainya. 4. Diklat yang diadakan Dishub Jawa Timur berpengaruh signifikan terhadap Prestasi pegawai. Dikarenakan dengan adanya kegiatan diklat akan menambah kompetensi, skill, keterampilan, dan pengetahuan pada pegawai. Dan itu menginspirasi pegawai untuk bisa berprestasi dalam bidangnya. 5. Secara tidak langsung Kualitas SDM dapat mempengaruhi secara signifikan pada pengaruh Disiplin Kerja dan Diklat Kerja terhadap Prestasi pegawai Dishub Provinsi Jatim. Dikarenakan kualitas SDM yang kategorinya *expert*, atau yang berkompeten dapat mengikuti kedisiplinan dan diklat yang dijalankan Dishub Jawa Timur sehingga dapat menghasilkan pegawai-pegawai yang berprestasi

Kata Kunci : Disiplin Kerja, Diklat, Kualitas SDM, dan Prestasi Kerja

ABSTRACT

In this study, it was explained that there were 100 respondents from all East Java DISHUB Employees, with details of the number of questionnaires distributed and successfully collected as many as 100 questionnaires. With the successful collection of all questionnaires, results can be obtained stating that the highest frequency of respondents according to Gender is Women with a percentage of 52 percent of the total respondents of 100 respondents. With the results of the study

- 1. Work Discipline applied by the East Java Transportation Department has a significant effect on the HR Quality of East Java Transportation Department employees. Due to the higher level of employee discipline will affect an increase in the quality of human resources.*
- 2. Training held by the East Java Transportation Agency has a significant effect on the HR Quality of East Java Provincial Transportation Agency employees. Due to the existence of Education and Training will increase the competence of skills, and knowledge. Directly the quality of its human resources also improved.*
- 3. Work Discipline applied by the East Java Transportation Agency has a significant effect on employee achievement. Because when employees have good discipline and a Government Agency has a work culture with a strict or good level of discipline, it will affect the performance of its employees.*
- 4. Training held by the East Java Transportation Agency has a significant effect on employee achievement. Due to the existence of training activities will increase competence, skills, skills, and knowledge of employees. And that motivates employees to be able to excel in their fields.*
- 5. Indirectly, the quality of human resources can significantly influence the influence of Work Discipline and Work Training for the Achievement of East Java Provincial Transportation Agency employees. Due to the quality of human resources that are categorized as experts, or those who are competent can follow the discipline and education and training programs run by the East Java Transportation Agency to produce outstanding employees*

Keywords: Work Discipline, Education and Training, HR Quality, and Job Performance