

ABSTRAK

PENGARUH PELATIHAN, PENGEMBANGAN, DAN MOTIVASI TERHADAP KINERJA PETANI SAWIT

(Studi pada Anggota Plasma Petani Sawit “Hampan O” PT Sinar Dinamika Kapuas (SDK 1), Kecamatan Belimbing Hulu, Kabupaten Melawi, Kalimantan Barat).

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Penelitian ini bertujuan untuk mengetahui (1) pengaruh pelatihan, pengembangan, dan motivasi secara simultan terhadap kinerja petani sawit PT SDK 1, (2) pengaruh pelatihan terhadap kinerja petani sawit PT SDK 1, (3) pengaruh pengembangan terhadap kinerja petani sawit PT SDK 1, (4) pengaruh motivasi terhadap kinerja petani sawit PT SDK 1. Populasi dalam penelitian ini adalah anggota plasma petani sawit Hampan O PT SDK 1 yang berjumlah 38 orang. Penelitian ini menggunakan teknik sampling jenuh (sensus) dengan membagikan kuesioner secara langsung kepada 38 responden. Teknik analisis data dalam penelitian ini menggunakan IBM SPSS versi 20. Hasil dalam penelitian ini adalah (1) pelatihan, pengembangan, dan motivasi berpengaruh secara simultan terhadap kinerja petani sawit PT SDK 1, (2) pelatihan tidak berpengaruh terhadap kinerja petani sawit PT SDK 1, (3) pengembangan berpengaruh terhadap kinerja petani sawit PT SDK 1, (4) motivasi berpengaruh terhadap kinerja petani sawit PT SDK 1.

Kata Kunci: pelatihan, pengembangan, motivasi, kinerja.

ABSTRACT

THE EFFECT OF TRAINING, DEVELOPMENT, AND MOTIVATION ON THE PERFORMANCE OF OIL PALM FARMERS

(A Study of Members of Plasma Oil Palm Farmers "Hampanan O" of PT Sinar
Dinamika Kapuas (SDK 1), Belimbing Hulu Sub-district, Melawi Regency,
West Kalimantan).

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This study aims to determine (1) the simultaneous effect of training, development, and motivation on the performance of PT SDK 1 oil palm farmers, (2) the effect of training on the performance of PT SDK 1 oil palm farmers, (3) the effect of development on the performance of PT SDK 1 oil palm farmers, (4) the effect of motivation on the performance of PT SDK 1 oil palm farmers. The population in this study was 38 members of the Hampanan O plasma oil palm farmers of PT SDK 1. This study used a saturation sampling technique (census) by distributing questionnaires directly to 38 respondents. The data analysis technique in this study used IBM SPSS version 20. The results of this study are (1) training, development, and motivation have a simultaneous effect on the performance of PT SDK 1 oil palm farmers, (2) training does not have an effect on the performance of PT SDK 1 oil palm farmers, (3) development has an effect on the performance of PT SDK 1 oil palm farmers, (4) motivation has an effect on the performance of PT SDK 1 oil palm farmers.

Keywords: *training, development, motivation, performance.*