

ABSTRAK

Nelfi Riana Putri, 2024 : Pengaruh Pengalaman Kerja, Program Pelatihan *E-Learning* dan Pengembangan Sumber Daya Manusia Terhadap Kinerja Pegawai di Dinas Perpustakaan dan Kearsipan Kota Tanjungpinang

Penelitian ini bertujuan untuk mengetahui pengaruh pengalaman kerja, program pelatihan *e-learning* dan pengembangan sdm terhadap kinerja pegawai di Dinas Perpustakaan dan Kearsipan Kota Tanjungpinang. Populasi dalam penelitian ini yaitu Pegawai Dinas Perpustakaan dan Kearsipan Kota Tanjungpinang. Penelitian ini menggunakan metode Kuantitatif dengan sampel sebanyak 30 responden yang dipilih menggunakan teknik sampel jenuh. Data dikumpulkan melalui kuesioner dan studi pustaka. Teknik analisis data yang digunakan meliputi analisis regresi linear berganda, uji t, uji f, serta koefisien determinasi menggunakan program IBM SPSS versi 26. Model regresi linear berganda yang dihasilkan adalah $Y = -0.920 + 1.108X_1 - 0.157X_2 + 0.348X_3 + e$ dengan nilai R^2 sebesar 0,958 atau 95,8%. Hasil uji t variabel pengalaman kerja (X_1) diperoleh $t_{hitung} 14.962 > t_{tabel} 1,70562$ dengan signifikansi $0,000 > 0,050$. Hasil uji t variabel program pelatihan *e-learning* (X_2) diperoleh $t_{hitung} -2,441 > t_{tabel} 1,70562$ dengan signifikansi $0,023 > 0,050$. Hasil uji t variabel pengembangan sumber daya manusia (X_3) diperoleh $t_{hitung} 3,722 > t_{tabel} 1,70562$ dengan signifikansi $0,000 > 0,001$. Maka dapat disimpulkan bahwa pengalaman kerja secara parsial berpengaruh positif dan signifikan terhadap kinerja pegawai, Program pelatihan *e-learning* secara parsial berpengaruh negatif dan signifikan terhadap kinerja pegawai, dan Pengembangan sumberdaya manusia secara parsial berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan, pengaruh pengalaman kerja, program pelatihan *e-learning* dan pengembangan sumber daya manusia berpengaruh positif dan signifikan terhadap kinerja pegawai. Nilai R^2 Square (R^2) sebesar 0.956 atau 95,6% menunjukkan kontribusi variabel-variabel tersebut, sementara 4,4% sisanya dipengaruhi oleh variabel lain yang tidak termasuk dalam model penelitian ini.

Kata Kunci : Pengaruh Pengalaman Kerja, Program Pelatihan *E-Learning*, Pengembangan Sumber Daya Manusia, Kinerja Pegawai.

ABSTRAK

Nelfi Riana Putri, 2024: *The Influence of Work Experience, E-Learning Training Programs, and Human Resource Development on Employee Performance at the Library and Archives Office of Tanjungpinang City*

This study aims to determine the influence of work experience, e-learning training programs, and human resource development on employee performance at the Library and Archives Office of Tanjungpinang City. The population in this study consists of employees of the Library and Archives Office of Tanjungpinang City. This research employs a quantitative method with a sample of 30 respondents selected using a saturated sampling technique. Data were collected through questionnaires and literature review. The data analysis techniques used include multiple linear regression analysis, t-test, F-test, and the coefficient of determination, using IBM SPSS version 26 software. The resulting multiple linear regression model is: $Y = -0.920 + 1.108X_1 - 0.157X_2 + 0.348X_3 + e$ with an R^2 value of 0.958 or 95.8%. The t-test results for the work experience variable (X_1) show $t_{calculated} = 14.962 > t_{table} = 1.70562$ with a significance value of $0.000 < 0.050$. The t-test results for the e-learning training program variable (X_2) show $t_{calculated} = -2.441 > t_{table} = 1.70562$ with a significance value of $0.023 < 0.050$. The t-test results for the human resource development variable (X_3) show $t_{calculated} = 3.722 > t_{table} = 1.70562$ with a significance value of $0.000 < 0.001$. The results indicate that work experience has a positive and significant effect on employee performance, the e-learning training program has a negative and significant effect on employee performance, and human resource development has a positive and significant effect on employee performance. Simultaneously, work experience, e-learning training programs, and human resource development have a positive and significant influence on employee performance. The R^2 value of 0.956 or 95.6% indicates the contribution of these variables, while the remaining 4.4% is influenced by other variables not included in this research model.

Keywords: *Work Experience Influence, E-Learning Training Program, Human Resource Development, Employee Performance*