

ABSTRAK

Penelitian ini berjudul model pengembangan kapabilitas yang berbasis insentif dan pengalaman kerja menuju peningkatan kinerja sumber daya manusia (studi kasus pada sumber daya manusia di PT Phillips seafood Indonesia kabupaten Pematang). Tujuan penelitian ini adalah (1) menganalisis pengaruh antara insentif terhadap kapabilitas, (2) menganalisis pengaruh antara pengalaman kerja terhadap kapabilitas, (3) menganalisis pengaruh antara insentif terhadap kinerja SDM, (4) menganalisis pengaruh antara pengalaman kerja terhadap kinerja SDM, (5) menganalisis pengaruh antara kapabilitas terhadap kinerja SDM.

Jenis penelitian ini menggunakan explanatory yang bersifat menjelaskan hubungan antar variable penelitian dengan menguji suatu hipotesis kemudian untuk populasi meliputi seluruh SDM di PT Phillips Seafood Indonesia kabupaten Pematang dengan sampel 120 responden dan jenis data yang digunakan adalah data primer dengan memberikan kuesioner secara langsung kepada responden.

Berdasarkan hasil penelitian adalah (1) insentif berpengaruh positif terhadap kapabilitas, (2) pengalaman kerja berpengaruh positif terhadap kapabilitas, (3) insentif berpengaruh positif terhadap kinerja SDM, (4) pengalaman kerja berpengaruh positif terhadap kinerja SDM, (5) kapabilitas berpengaruh positif terhadap kinerja SDM.

Kata kunci : insentif, pengalaman kerja, kapabilitas dan kinerja SDM.

ABSTRACT

the research entitled development of a capability-based model of incentive and work experience leading to increased performance human resources (case study on the human resources of PT Phillips seafood indonesia kabupaten Pemalang). The purpose of this research (1) analyze the influence between the incentives towards capabilities, (2) analyze the influence between work experience towards capability, (3) analyze the influence between the incentives on performance of human resources, (4) analyze the influence between work experience on performance of human resources, (5) analyze the effect on performance capabilities among human resources.

This type of research uses explanatory nature that explains the relationship between variables of research by testing a hypothesis later for the population includes all human resources at PT Phillips Seafood Indonesia kabupaten Pemalang with a sample of 120 respondents and the type of data used is primary data by giving questionnaires directly to respondents.

Based on the results of the research (1) incentives have a positive effect on ability, (2) work experience has a positive influence on ability, (3) incentives have a positive effect on the performance of human resources, (4) work experience has a positive effect on the performance of human resources, (5) ability has a positive effect on the performance of human resources

Keywords : incentives, work experience, capability and performance of human resour.