

PENGARUH MASA KERJA, TINGKAT ABSENSI DAN PERPUTARAN TUGAS KERJA TERHADAP PRESTASI KERJA PEGAWAI KANTOR DISTRIK NAVIGASI KELAS III CILACAP

**Susanti Dewi
Mutiasari**

STIE Satria Purwokerto
E-mail: mutiasari@yahoo.co.id

Abstract

This research was done at the Third Class Navigation Office of Cilacap. This study aims to know the role of the independent variables in building employees performance.

The analysis shows several results as follows: R^2 was 74.112% which means the variation of performance was determined by the three variables as large as 74.112%. Further, the computed F (33.399) > F table (2.874) and computed t for length of service, absenteeism and job rotation were 2.2388, -2.3814 and 3.3637 respectively. They are larger than t table (2.0301). The elasticity test shows that coefficient for length of service, absenteeism and rotation were 0.00831, -0.01014 and 0.01811, respectively. It can be seen that the coefficient of job rotation was the largest one. Because the independent variables of length of service, absenteeism and rotation influence employees performance, the management should pay attention to them.

Keywords: *working years, absence, work turn over, performance*

Abstraksi

Penelitian ini merupakan hasil survey pada Kantor Distrik Navigasi Kelas III Cilacap, tujuan dari penelitian ini adalah untuk mengetahui pengaruh masa kerja, tingkat absensi dan perputaran tugas kerja terhadap prestasi kerja dan untuk mengetahui variabel yang berpengaruh lebih besar terhadap prestasi kerja pegawai..

Hasil penelitian menunjukkan bahwa secara parsial maupun secara bersama-sama variabel masa kerja, tingkat absensi, dan perputaran tugas kerja berpengaruh terhadap kinerja karyawan. Berdasarkan uji elastisitas dapat diketahui bahwa nilai elastisitas perputaran tugas kerja memiliki nilai paling tinggi. Perputaran tugas kerja hendaknya lebih mendapatkan perhatian khusus karena mempunyai pengaruh yang lebih besar dibanding dengan masa kerja dan tingkat absensi.

Kata kunci: *Masa Kerja, Absensi, Perputaran Tugas Kerja, Prestasi Kerja*