# PENGARUH *EDUCATION LEVEL, EMPLOYEE EXPERIENCE* DAN SENIORITAS TERHADAP KINERJA PEGAWAI DINAS PETERNAKAN DAN KESEHATAN HEWAN KABUPATEN MERAUKE

## ABSTRAK

Penelitian ini bertujuan untuk menganalisa tentang pengaruh tingkat pendidikan, pengalaman pegawai dan senioritas terhadap kinerja pegawai. Populasi dalam penelitian ini adalah pegawai Dinas Peternakan dan Kesehatan Hewan Kabupaten Merauke, dengan jumlah sampel sebanyak 54 responden. Sampel diambil menggunakan teknik sampling jenuh dan pengambilan data melalui wawancara serta kuesioner. Jenis penelitian metode kuantitatif. Subjek dalam penelitian ini adalah seluruh pegawai Dinas Peternakan dan Kesehatan Hewan Kabupaten Merauke dan objek penelitian adalah tingkat pendidikan, pengalaman pegawai, senioritas dan kinerja pegawai. Penelitian menujukkan variabel tingkat pendidikan, pengalaman pegawai dan senioritas berpengaruh signifikan terhadap kinerja pegawai. Hasil uji hipotesis ini diketahui melalui uji F (simultan). Penelitian ini telah lolos dari uji instrument dan uji asumsi klasik.

***Kata kunci : Tingkat Pendidikan, Pengalaman Pegawai, Senioritas, Kinerja Pegawai***

# ABSTRACT

This research aims to analyze the influence of education levels, employee experience and seniority on employee performance. The population in this study was an employee of the Animal Husbandry and Animal Health Office Kabupaten Merauke, with a sample number of 54 respondents. Samples were taken using saturated sampling techniques and data retrieval through interviews and questionnaires. Type of quantitative method research. The subjects in this study were all employees of the Animal Husbandry and Animal Health Office Kabupaten Merauke and the object of the study was the level of education, employee experience, seniority and employee performance. Research shows that variables in education level, employee experience and seniority have a significant effect on employee performance. The results of this hypothesis test are known through the F (simultaneous) test. This research has passed the instrument test and the classical assumption test.

*Keywords: Education Level, Employee Experience, Seniority, Employee Performance*