ABSTRACT

The Effectiveness of Capacity Building at the Human Resources of Cicendo Eye Hospital Bandung towards Employees performances

By:
Sri Mulyati
41806018
This thesis under guidance of:
Drs. Mahi M. Hikmat, M.Si

This study aims to determine How far Effective the Capacity Building of Human Resources Cicendo Eye Hospital in Bandung towards employee performance. To answer the problem in this study, the author conducted an analysis of objectives, plans, activities, abilities and motivation.

This study type is the quantitative, with the study method that used is survey method with the correlation analysis. The sample in this study are employees of Cicendo Eye Hospital in Bandung which amounts to 82 people. Data were obtained through questionnaires, interviews, library research, and Internet Searching. Data analysis techniques used to examine the relationship between variables is the correlation of Rank Spearman.

Results show that the influence of capacity building objectives with 0.585 correlation value. The influence of capacity building plans significant correlation with the value 0.570. The influence of capacity building activities with 0.667 correlation value. The influence of the effectiveness of capacity building with the ability of employees significant correlation with the value 0.565. Influence the effectiveness of capacity building with a significant employee motivation with a value of 0.667. influence the effectiveness of capacity building with an enough employee performance with 0.686 correlation value. Results of data processing and hypothesis testing indicate that Ho is rejected and Ha accepted. So that the results showed that there is influence between the effectiveness of capacity building of Human Resources Cicendo Eye Hospital in Bandung on the performance of their employees.

The Conclusions of this study indicate that the goal of capacity building is considered good enough, well enough capacity building plan, capacity building activities is quite good, quite good ability valued employees, and employee motivation is considered quite good.

The suggestions for the companies is to motivate the employees to improve the working comfort, give seminars or training that can improve employee performance, and placing employees in accordance with its expertise. Suggestions for further research with the best possible use of research.