

# Hubungan pelatihan dan kompetensi dengan motivasi kerja pegawai Direktorat Jenderal Perlindungan Hak Asasi Manusia = The Correlation of training and competencies with the motivation of officials working performance in Directorate Genera; of Human Right protection

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## Abstrak

This research based on environment condition in Directorate General of Human Rights Protection that was formed in last 3 years. The employee comes from many institution with different experiences, culture of organization, different level of education, meanwhile most of the employee have lack of knowledge in human rights. On the other side, the future challenges become harder since this Directorate has task and function to promote, protect, enhance and fulfill human rights need. Therefore this research has purpose to know the correlation of training and competencies with the motivation of official working performance in Directorate General of Human Protection. To perform its task and function, this institution needs to be supported by a qualified human resources who has competencies or capability, to enhance its motivation in performing its activities.

According Milkovich and Boudreau (1997;222) training is a process that systematically change the attitude, knowledge, official motivation to fulfill all characteristics of employee's need and their demand. On the other hand, according to Arep (2003:116), training is a mean to; 1) Enhancing the motivation of working; 2) developing knowledge, capability and skill in performing daily activities; 3) Creating self confidence and eliminating the inferior 4) Implementing duty smoothly; 5) positive manner to the company; 6) Increasing the working spirit; 7) increasing awareness to the company; 6) Developing respect between employee; 9) Encouraging employee to give the best result; 10) Encouraging employee to serve the best service.

According Hamel and Prahalad, (1995;235) competencies is a set of skill, capability and technology which is independent. Mieke (2002;22) saying that the urgency of individual role in organization need a strategy of competencies development to enhance motivation, satisfaction and working productivity. Motivation, according to Stephen Robbins (2001;166) is the agreement to give the high effort for organization objectives, which is accompanied by an effort to fulfill individual need.

Research population is all staffs from Directorate General of Human Rights Protection, more less 149 persons. Sampling collected by using Stratified random sampling, which is classified based on echelon structural. Based on 95% validity, sampling collected 108 peoples, consist of 5 echelons Ii, 15 echelons III, 45 echelons IV and 43 staffs. Data is collected through questioner and interview. Data analyses include skorsing technique, and statistic analyses using correlation Spearman Rho. Data is arranged by using of computer program SPSS 11.0 for Windows.

Based on data analyses and operating outcomes shows that training variable has positive connection and significant to motivation with coefficient correlation  $r = 0,482$ . Then, competencies variable also has

positive and significant relation to motivation with coefficient correlation  $r = 0,542$ . Training and competencies variable together has a positive relations with motivation, with determination coefficient  $R^2 = 0,292$ , it means that training and competencies affecting employees working motivation 29,2 percent and 70,8 percent affected by other variables, such as leadership, organization sphere, compensation and others.