Kompetensi SDM UKM dan Pengaruhnya Terhadap Kinerja
UKM di Surabaya

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ABSTRACT

The aim of this research were To know how is the human resource competence of Small-Medium scale enterpreneur in Surabaya and how their competence affected to their business performance Partially or Simultaneously. The Research methods used Decrptive exploratives. And the competence Variable was described as three indicators which were Knowledge, Skill dan ability. To answer the research problems and test of hypothesis the researcher was used the statistics analysis with software SPSS, especially used the correlation analysis, regression, F-test dan t-test. Sample respondent used in this research was 150 respondents come from Small-Medium Scale Entrepreneur which clustered by Dinas Koperasi Surabaya, and it was chosen by purposive sampling based on some criterias. The result of this research were as follows: The competence of human resource Small-Medium Scale enterpreneur was in fare categories, it is recommended to increase to be more competence enhance increasing their business performance globally. Furthermore, the hypothesis was accepted because regarding the result of F-test and t-test show that the Human Resource Competence of Small-Medium Scale enterpreneur was Significantly affected to the their business performance partially and simultanously its mean that the increasing in human resource competence will be increase the business performance, eventhough ability variable was most dominantly affected to the business performance.

Keywords: Ability, Business Performance, Knowledge, Skill.