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 resourch competence of Small-Medium scale enterprenuer in Surabaya and how their competence affected to their busniness performance Partially or Simultaneously. The Research methods used Decriptive 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 respondens come from Small-Medium Scale Entrepreneur which clustered by Dinas Koperasi Surabaya, and it was choosed by purposive sampling based on some criterias. The result of this research were as follows: The competence of human resourch Small-Medium Scale enterprenuer 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 enterprineur was Significantly affected to the their business performance partially and simultaniusly its mean that the increasing in human resourch competence will be increase the business performance, eventhough ability variable was most dominanly affected to the business performance.

Keywords: *Ability, Business Performance, Knowledge, Skill.*