

ABSTRAK

Dalam penelitian ini mempunyai tujuan untuk mengetahui pengaruh kompetensi terhadap kinerja karyawan PT. Indomarco Adi Prima Surabaya, pengaruh Disiplin Kerja terhadap kinerja karyawan PT. Indomarco Adi Prima Surabaya, dan pengaruh Kompetensi dan disiplin kerja secara bersamaan terhadap kinerja karyawan PT. Indomarco Adi Prima Surabaya.

Dasar metode penelitian menggunakan jenis penelitian kuantitatif. Pengumpulan data dalam penelitian ini dilakukan dengan cara mengadakan riset lapangan yaitu kegiatan penelitian dengan tujuan langsung ke obyek penelitian dengan cara kuisioner. Data primer penelitian ini, responden yaitu karyawan PT.Indomarco Adi Prima Surabaya. penelitian ini, skala pengukuran variabel-variabel penelitian menggunakan Skala *Likert* digunakan untuk mengukur sikap, pendapat, dan persepsi seseorang atau sekelompok orang tentang fenomena sosial.

Hasil penelitian menunjukkan hasil perhitungan Uji Simultan bahwa nilai F hitung sebesar 130,295 dan nilai signifikansi sebesar 0.000. Nilai F hitung (130,295) yang lebih besar dari F tabel (3,21) dan Sig F (0.000) yang lebih kecil dari 5% (0.05) menunjukkan bahwa H3 diterima dan H0 ditolak yang berarti bahwa secara bersama-sama variabel Kompetensi (X1) dan Disiplin Kerja (X2) berpengaruh secara simultan terhadap variabel Kinerja Karyawan (Y) di PT. Indomarco Adi Prima Surabaya, sehingga model regresi dapat dipakai untuk memprediksi pengaruh dua variabel yang telah dikemukakan diatas secara bersama-sama.

Hal ini dapat diartikan bahwa jika Kompetensi (X1), dan Disiplin Kerja (X2) semakin baik maka Kinerja Karyawan (Y) akan semakin baik juga, sebaliknya jika Kompetensi (X1) dan Disiplin Kerja (X2) semakin kurang baik maka Kinerja Karyawan (Y) akan semakin kurang baik juga.

Kata Kunci : Kompetensi, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

In this study has the aim to determine the effect of competence on the performance of employees of PT. Indomarco Adi Prima Surabaya, the effect of Work Discipline on the performance of PT. Indomarco Adi Prima Surabaya, and the influence of competence and work discipline simultaneously on the performance of employees of PT. Indomarco Adi Prima Surabaya.

The basic research method uses this type of quantitative research. Data collection in this study was carried out by conducting field research, namely research activities with a direct objective to the object of research by means of questionnaires. The primary data of this research, respondents are employees of PT. Indomarco Adi Prima Surabaya. In this study, the measurement scale of research variables using a Likert Scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena.

The results of the study show the results of the Simultaneous Test calculation that the calculated F value is 130.295 and the significance value is 0.000. The calculated F value (130.295) which is greater than F table (3.21) and Sig F (0.000) which is smaller than 5% (0.05) indicates that H_3 is accepted and H_0 is rejected, which means that the Competency variable (X_1) and Work Discipline (X_2) have a simultaneous effect on the Employee Performance variable (Y) at PT. Indomarco Adi Prima Surabaya, so that the regression model can be used to predict the effect of the two variables that have been stated above together.

This can be interpreted that if Competence (X_1) and Work Discipline (X_2) are getting better, then Employee Performance (Y) will be better too, on the contrary if Competence (X_1) and Work Discipline (X_2) are getting less good then Employee Performance (Y) is getting better.) will get less good too.

Keywords: Competence, Work Discipline, Employee Performance