

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari tiga variabel yaitu Kompetensi, Pelatihan, dan Disiplin Kerja terhadap Kinerja Karyawan. Hipotesis dalam penelitian ini Kompetensi, Pelatihan, dan Disiplin Kerja terhadap Kinerja Karyawan secara simultan maupun secara parsial. Objek penelitian ini adalah karyawan PT. Gading Mas Indonesia Teguh yang memiliki jumlah populasi 54 responden menggunakan teknik sensus. Teknik pengumpulan data menggunakan observasi, wawancara dan kuesioner. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), analisis regresi linear berganda dan uji hipotesis (uji F, uji t, koefisien determinasi). Hasil penelitian menunjukkan bahwa Kompetensi, Pelatihan, dan Disiplin Kerja secara simultan berpengaruh terhadap Kinerja Karyawan dan Kompetensi, Pelatihan, dan Disiplin Kerja secara parsial berpengaruh signifikan terhadap Kinerja Karyawan.

Kata kunci: Kompetensi, Pelatihan, Disiplin Kerja, dan Kinerja Karyawan

ABSTRACT

This study aims to determine the effect of three variables of Competence, Training, and Work Discipline of Employee Performance. Hypothesis in this study Competence, Training, and Work Discipline of Employee Performance simultaneously or partially. The object of this research is employees of PT. Gading Mas Indonesia Teguh which has a population of 54 respondents using census techniques. Data collection techniques used observation, interviews and questionnaires. The analysis used included validity test, reliability test, classical assumption test (normality test, multicollinearity test, heteroscedasticity test), multiple linear regression analysis and hypothesis test (F test, t test, coefficient of determination). The results showed that Competence, Training, and Work Discipline simultaneously affect the Employee Performance and Competence, Training, and Work Discipline partially significant effect on Employee Performance.

Keywords: Competence, Training, Work Discipline, and Employee Performance