

ABSTRAK

Penelitiannya ini meneliti pengaruh kompetensi, etika kerja, disiplin, serta lingkungan kerja terhadap kinerja pegawai di Sekretariat DPRD Kota Medan menerapkan metode asosiatif dan pendekatan kuantitatif. Data diperoleh dari 116 responden melalui kuesioner Google Forms, dan pemilihan dilakukan secara acak dengan rumus Slovin. Analisa dijalankan menerapkan regresi linier berganda sekaligus pengujian validitas, reliabilitas, beserta asumsi klasik. Hasilnya, semua variabel independen mempengaruhi signifikan positif kinerja karyawan, baik secara individual ataupun bersamaan. Sebanyak 0,928 nilai koefisien determinasi (R^2) memperlihatkan bahwa 92,8% variansi kinerja diterangkan oleh model ini, sementara sisanya mendapat pengaruh dari faktor lainnya di luar penelitiannya ini. Lingkungan kerja termasuk faktor yang paling mendominasi pengaruhnya kinerja karyawan.

Kata Kunci: Kompetensi, Etika Kerja, Disiplin Kerja, Lingkungan Kerja, Kinerja Pegawai

ABSTRACT

This research examines the influence of competence, work ethic, discipline, and work environment on employe performance at the Secretariat of the Regional People's Representative Council (DPRD) of Medan City using associative methods and a quantitative approach. Data were obtained from 116 respondents thru Google Forms questionnaires, and the selection was conducted randomly using the Slovin formula. The analysis was conducted using multiple linear regression along with validity, reliability, and classical assumption testing. The results show that all independent variables significantly and positively affect employe performance, both individually and collectively. A coefficient of determination (R^2) value of 0.928 shows that 92.8% of the performance variance is explained by this model, while the remaining variance is influenced by other factors outside the scope of this research. The work environment is one of the most dominant factors influencing employe performance.

Keywords: Competence, Work Ethic, Work Discipline, Work Environment, Employe Performance