

Abstrak

Pengaruh Kompetensi, Pelatihan dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Binjai. Skripsi. 2021.

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Apakah kompetensi berpengaruh terhadap kinerja karyawan PT. Pos Indonesia (Persero) Cabang Binjai, Apakah pelatihan berpengaruh terhadap kinerja karyawan PT. Pos Indonesia (Persero) Cabang Binjai, Apakah disiplin kerja berpengaruh terhadap kinerja karyawan PT. Pos Indonesia (Persero) Cabang Binjai dan Apakah kompetensi, pelatihan dan disiplin kerja berpengaruh terhadap kinerja karyawan PT. Pos Indonesia (Persero) Cabang Binjai. Populasi pada penelitian adalah karyawan PT. Pos Indonesia (Persero) Cabang Binjai sebanyak 75 karyawan, dan sampel penelitian sebanyak 57 karyawan dengan menggunakan seluruh populasi. Teknik model penelitian menggunakan Analisis Regresi Linier Berganda, dengan Teknik

Analisis Data berupa Uji Asumsi Klasik, Koefisien Determinasi dan Uji Hipotesis Penelitian (Simultan dan Parsial). Hasil Penelitian menunjukkan bahwa terdapat pengaruh signifikan dan positif variabel kompetensi terhadap variabel kinerja karyawan PT. Pos Indonesia (Persero) Cabang Binjai, terdapat pengaruh signifikan dan positif variabel pelatihan terhadap variabel kinerja karyawan PT. Pos Indonesia (Persero) Cabang Binjai, terdapat pengaruh signifikan dan positif variabel disiplin kerja terhadap variabel kinerja karyawan PT. Pos Indonesia (Persero) Cabang Binjai. Pengujian yang dilakukan secara simultan menunjukkan bahwa variabel kompetensi, pelatihan dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan PT. Pos Indonesia (Persero) Cabang Binjai. *R Square* sebesar 0,548 atau 54,8% yang artinya pengaruh antara kompetensi, pelatihan dan disiplin kerja terhadap kinerja karyawan sebesar 54,8%, sedangkan sisanya 45,2% variabel-variabel lain yang tidak diteliti oleh penelitian ini, misalnya kepemimpinan, kompensasi, lingkungan kerja dan variabel lainnya

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

ABSTRACT

The Influence of Competence, Training and Work Discipline on Employee Performance of PT. Pos Indonesia (Persero), Binjai Branch. Essay. 2021.

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Does competency affect the performance of employees of PT. Pos Indonesia (Persero) Cabang Binjai, Does training affect the performance of employees of PT. Pos Indonesia (Persero) Cabang Binjai, Does work discipline affect the performance of employees of PT. Pos Indonesia (Persero) Cabang Binjai and whether the competence, training and work discipline affect the performance of employees of PT. Pos Indonesia (Persero), Binjai Branch. The population in this study were employees of PT. Pos Indonesia (Persero) Cabang Binjai as many as 75 employees, and the research sample was 57 employees using the entire population. The research model technique uses Multiple Linear Regression Analysis, with data analysis techniques in

the form of classical assumption tests, coefficient of determination and research hypothesis testing (simultaneous and partial). The results showed that there was a significant and positive influence of competency variables on the employee performance variables of PT. Pos Indonesia (Persero) Cabang Binjai, there is a significant and positive influence of training variables on the employee performance variables of PT. Pos Indonesia (Persero) Cabang Binjai, there is a significant and positive influence of work discipline variables on employee performance variables of PT. Pos Indonesia (Persero) Cabang Binjai, Tests conducted simultaneously showed that the variables of competence, training and work discipline had a significant effect on the performance of employees of PT. Pos Indonesia (Persero), Binjai Branch. R Square is 0.548 or 54.8%, which means that the influence of competence, training and work discipline on employee performance is 54.8%, while the remaining 45.2% are other variables not examined by this study, for example leadership, compensation, work environment and other variables

Keywords: Competence, Training, Work Discipline and Employee Performance

