

ABSTRACT

THE INFLUENCE OF COMPETENCE AND MOTIVATION ON THE PERFORMANCE OF PT ROYAL EXPRESS INDONESIA EMPLOYEES

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This study aims to analyze the influence of competence and motivation on employee performance. The research was conducted at PT Royal Express Indonesia. The research method used was a descriptive-verifiative analysis with a sample of 105 people taken from the entire population. The sampling technique used is a saturated sample or census. The data analysis technique used is multiple linear regression analysis through SPSS Series 21.0 statistical software for Windows. This research was conducted by distributing questionnaires as a data collection technique. The results showed that Competence and Motivation positively affect employee performance both partially and simultaneously. The results of the analysis showed that the magnitude of the influence of competence on employee performance was 32.71% and the remaining 67.29% was influenced by other variables that were not studied in this study. The influence of Self-Concept on employee performance was 35.76% and the remaining 64.24% was influenced by other variables that were not studied in this study. Simultaneously, the magnitude of the influence of human resources which includes Motives, Self-Concept, and the remaining 35.7% is influenced by other variables that were not studied in this study.

Keywords: Competence, Motivation, Employee Performance

ABSTRAK

PENGARUH KOMPETENSI DAN MOTIVASI TERHADAP KINERJA KARYAWAN PT ROYAL EXPRESS INDONESIA

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Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi dan motivasi terhadap kinerja karyawan. Penelitian dilakukan di PT Royal Express Indonesia. Metode penelitian yang digunakan adalah analisis deskriptif-verifikatif dengan jumlah sampel sebanyak 105 orang yang diambil dari seluruh jumlah populasi. Teknik sampling yang digunakan ini adalah sampel jenuh atau sensus. Teknik analisis data yang digunakan adalah analisis regresi linear berganda melalui software statistik SPSS Seri 21.0 for Windows. Penelitian ini dilakukan dengan cara menyebarkan kuesioner sebagai teknik pengumpulan data. Hasil penelitian menunjukkan bahwa Kompetensi dan Motivasi berpengaruh positif terhadap kinerja karyawan baik secara parsial maupun simultan. Hasil analisis menunjukkan bahwa besarnya pengaruh Kompetensi terhadap kinerja karyawan adalah sebesar 32,71% dan sisanya 67,29% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini. Pengaruh Self-Concept terhadap kinerja karyawan adalah sebesar 35,76% dan sisanya 64,24% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini. Secara simultan, besarnya pengaruh sumber daya manusia yang meliputi Motives, Self-Concept, dan sisanya 35,7% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci: Kompetensi, Motivasi, Kinerja Karyawan