

MARCHELINO. (00000027454). PENGARUH KOMPETENSI KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PT. X TULUNGAGUNG. Skripsi. Sarjana Strata 1. Surabaya: Fakultas Psikologi Universitas Pelita Harapan Kampus Surabaya (2019).

ABSTRAK

Manusia merupakan sumber daya yang penting bagi sebuah organisasi dalam menjalankan industrinya untuk mencapai tujuan perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi kerja dan lingkungan kerja terhadap kinerja karyawan di PT. X Tulungagung. Pengambilan sampel menggunakan teknik *purposive sampling* melalui penyebaran kuesioner kepada 130 orang karyawan yang bekerja pada bagian produksi di PT. X Tulungagung. Penelitian kuantitatif ini dianalisis dengan menggunakan teknik analisis *multiple linear regression*. Hasil penelitian ini menunjukkan bahwa kompetensi kerja berpengaruh signifikan terhadap kinerja karyawan sebesar 30,6% ($p = 0,000$). Lingkungan kerja memiliki pengaruh signifikan terhadap kinerja karyawan sebesar 26,1% ($p = 0,000$). Kompetensi kerja dan lingkungan kerja berpengaruh signifikan secara simultan sebesar 36,9% terhadap kinerja karyawan. Ada faktor-faktor lainnya yang memengaruhi kinerja karyawan PT. X Tulungagung. Karyawan diharapkan untuk terus meningkatkan kompetensi yang dimilikinya dan sikap terhadap lingkungan kerja sehingga kinerja yang baik pun dapat terus ditingkatkan.

Kata kunci: Kompetensi Kerja, Lingkungan Kerja, Kinerja Karyawan.

MARCHELINO. (00000027454). THE EFFECT OF JOB COMPETENCIES AND JOB ENVIRONMENTS TO THE EMPLOYEE PERFORMANCES PT. X TULUNGAGUNG. Thesis. Bachelor Degree. Surabaya: Faculty of Psychology, University of Pelita Harapan, Surabaya Campus (2019)

ABSTRACT

Human being is the most important source to an organization as the industrial works to reach the goals of every companies. This research was made to know the effects of job competencies and job environments to the employee performances in PT. X that is based in Tulungagung. Researcher took the samples by using purposive sampling technique and giving out questionnaire to all 130 employees working on production section. This quantitative research was analyzed using the multiple linear regression technique. The results of the research is showing that the job competencies significantly affects the employee performances as much as 30.60% ($p=0.000$), while the job environment was just only affects 26.10% ($p=0.000$). And both, job competencies and job environments significantly affects as much as 36.90% to the employee performances. Beside that, there are also some other factors affecting the employee performances in PT. X Tulungagung. Therefore, employees are expected to increase their competencies and how they do well in the working area as their performances will follow to be increased.

Keywords: Job Competencies, Job Environments, Employee Performances.