

## **ABSTRACT**

**STEPHANIE AMINOTO**

**03011190030**

### **THE EFFECT OF COMPETENCY AND MOTIVATION TOWARDS EMPLOYEE PERFORMANCE IN RSU ROYAL PRIMA, MEDAN**

(xvii + 101 pages; 12 figures; 23 tables; 6 appendices)

In Indonesia, healthcare sector has become the current government's top priorities as healthcare services are said to be critical to national economies. On that account, the comprehension of employee performance is crucial for human resource practitioners in the healthcare sectors, as employee's performance is a central concern in modern human resource management. Competency is said to have positive and significant contribution to employee performance, and motivation can determines employee's effort to perform their best. Thus, this research aims to discover how competency and motivation can affect employee performance.

Data of this research was acquired through online survey questionnaires directed to 87 respondents who are the medic as well as non-medic employees of RSU Royal Prima, particularly the ones based in Jl. Ayahanda No. 68A, Medan, North Sumatra, Indonesia. The data are processed with *SPSS 25 Software* and the data analysis used is multiple linear regression.

Research result shows that competency positively affect employee performance, motivation positively affect employee performance, where competency and motivation also simultaneously affect employee performance positively. In an overall outlook, the employees in RSU Royal Prima Medan has been showing adequate employee performances.

**Keywords: Human Resource Management, Healthcare Sector, Employee Performance, Competency, Motivation**

References: 60 (2018-2021)

## **ABSTRAK**

**STEPHANIE AMINOTO**

**03011190030**

### **PENGARUH KOMPETENSI DAN MOTIVASI TERHADAP KINERJA KARYAWAN DI RSU ROYAL PRIMA, MEDAN**

(xvii + 101 halaman; 12 gambar; 23 tabel; 6 lampiran)

*Di Indonesia, saat ini sektor kesehatan menjadi prioritas utama pemerintah karena layanan kesehatan berkontribusi sangat penting bagi perekonomian nasional. Oleh karena itu, pemahaman tentang kinerja karyawan sangat penting bagi praktisi sumber daya manusia di sektor kesehatan, karena kinerja karyawan merupakan atensi utama dalam manajemen sumber daya manusia modern. Kompetensi dikatakan memiliki kontribusi yang positif dan signifikan terhadap kinerja pegawai, dan motivasi dapat menentukan usaha karyawan untuk memberikan kinerja terbaik. Oleh karena itu, penelitian ini bertujuan untuk mengetahui bagaimana kompetensi dan motivasi dapat mempengaruhi kinerja karyawan.*

*Data penelitian ini diperoleh melalui kuesioner survei daring yang ditujukan kepada 87 responden yang merupakan tenaga medis maupun nonmedis di RSU Royal Prima, khususnya yang berdomisili di Jl. Ayahanda No. 68A, Medan, Sumatera Utara, Indonesia. Data diolah dengan Software SPSS 25 dan analisis data yang digunakan adalah regresi linier berganda.*

*Hasil penelitian menunjukkan bahwa kompetensi berpengaruh positif terhadap kinerja pegawai, motivasi berpengaruh positif terhadap kinerja pegawai, dimana kompetensi dan motivasi secara simultan berpengaruh positif terhadap kinerja karyawan. Secara keseluruhan, karyawan di RSU Royal Prima Medan telah menunjukkan kinerja yang memadai.*

**Kata Kunci: Human Resource Management, Healthcare Sector, Employee Performance, Competency, Motivation**

*Referensi: 60 (2018-2021)*