

TABLE OF CONTENT

STATEMENT OF AUTHENTICITY AND APPROVAL OF FINAL ASSIGNMENT UPLOAD.....	i
APPROVAL PAGE BY FINAL PAPER ADVISOR Error! Bookmark not defined.	
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.... Error! Bookmark not defined.	
ABSTRACT.....	v
ABSTRAK	vi
PREFACE	vii
TABLE OF CONTENT	ix
LIST OF FIGURE	xii
LIST OF TABLE.....	xiii
LIST OF APPENDICES	xvi
CHAPTER I INTRODUCTION	1
1.1. Background of the Study.....	1
1.2. Problem Limitation.....	6
1.3. Problem Formulation.....	7
1.4. Objective of the Research.....	8
1.5. Benefits of the Research.....	8
1.5.1. Theoretical Benefit.....	9
1.5.2. Practical Benefit	9
CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT	11
2.1 Theoretical Background	11

2.1.1	Entrepreneurship.....	11
2.1.2	Competence	12
2.1.3	Work Discipline.....	22
2.1.4	Work Environment	29
2.1.5	Employee Performance	34
2.1.6	Influence of Competence towards Employee Performance.....	39
2.1.7	Influence of Work Discipline towards Employee Performance.....	40
2.1.8	Influence of Work Environment towards Employee Performance....	40
2.1.9	Influence of Competence, Work Discipline, and Work Environment towards Employee Performance.....	40
2.2	Previous Research	41
2.3	Hypothesis Development.....	43
2.4	Research Model.....	43
2.5	Framework of Thinking.....	45
CHAPTER III RESEARCH METHODOLOGY		45
3.1.	Research Design	45
3.2.	Population And Sample.....	46
3.2.1.	Population.....	46
3.2.2.	Sample	46
3.3.	Data Collection Method	46
3.4.	Operational Definition and Variable Measurement.....	48
3.5	Data Analysis Method	51
3.5.1	Research Instrument Test	52
3.5.2	Descriptive Statistics	53
3.5.3	Classical Assumption Test	54

3.5.4.	Multiple Linear Regression Analysis	56
3.5.5.	Determination Test	57
3.5.6.	Hypothesis Test	57
CHAPTER IV RESEARCH RESULT AND DISCUSSION		59
4.1	General View of Research Object	59
4.1.1	Brief Overview of PT. Putra Berlian Plastiktama Medan	59
4.1.2	Vision and Mission	59
4.1.3	Organizational Structure	60
4.2	Research Result	61
4.2.1	Test of Research Instrument for Pre Test	61
4.2.2	Test of Research Instrument for Full Sampling	64
4.2.3	Descriptive Statistics	67
4.2.4	Result of Data Quality Testing	86
4.2.5	Result of Hypothesis Testing	92
4.3	Discussion	94
CHAPTER V CONCLUSION		101
5.1	Conclusion	101
5.2	Recommendation	102
REFERENCES		105

LIST OF FIGURE

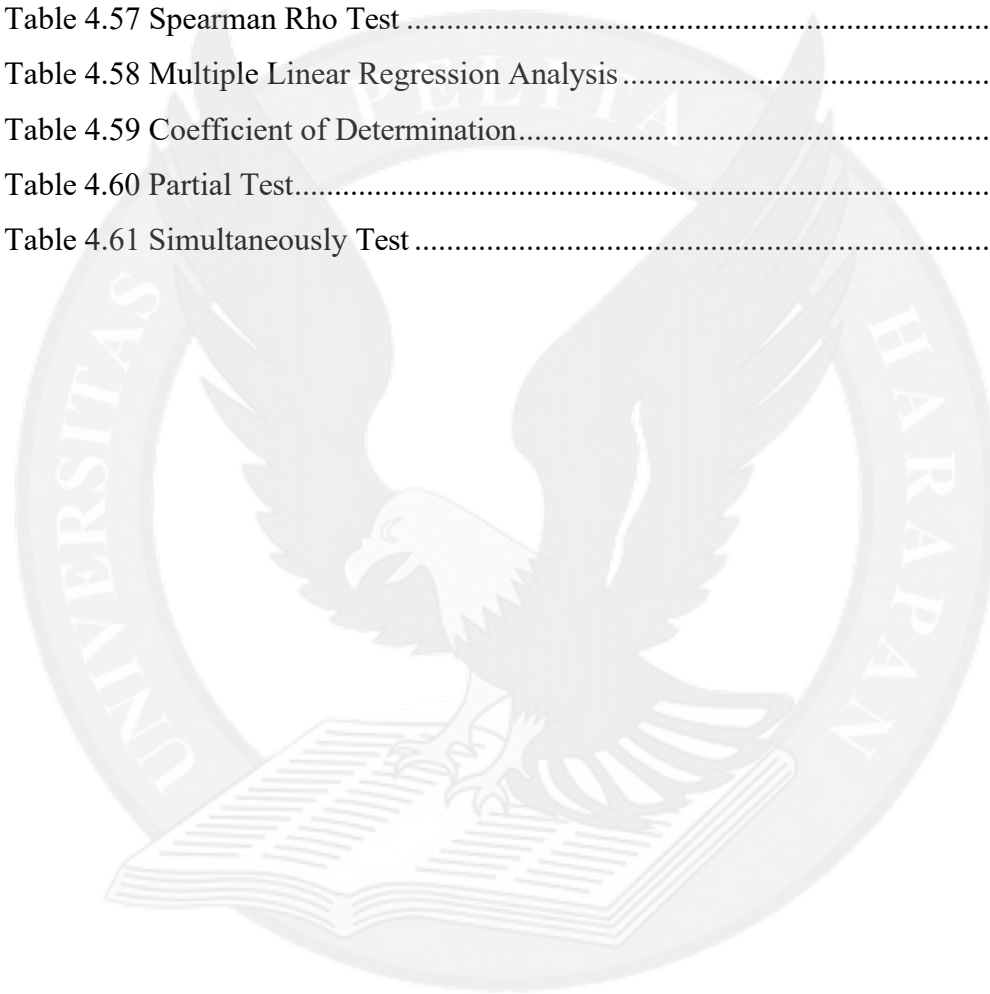
Figure 1. 1 Employee Performance Appraisal Data at PT. Putra Berlian Plastiktama Medan	2
Figure 2. 1 Research Model	44
Figure 2. 2 Framework of Thinking	45
Figure 4. 1 Organizational Structure at PT. Putra Berlian Plastiktama	61
Figure 4. 2 Characteristics of Respondents by Gender	67
Figure 4. 3 Characteristics of Respondents by Age	67
Figure 4. 4 Characteristics of Respondents by Education	68
Figure 4. 5 Characteristics of Respondents by Length of Employment	68
Figure 4. 6 Normality Test Histograms	87
Figure 4.7 Normality Test of P-P Plots	87
Figure 4.8 Scatterplot Test	89

LIST OF TABLE

Table 1. 1 Employee Performance Appraisal Data	2
Table 1.2 Lateness at PT. Putra Berlian Plastiktama Medan	4
Table 1. 3 Lateness at PT. Putra Berlian Plastiktama Medan	5
Table 1.4 Research Timeline	7
Table 2. 1 Previous Research	41
Table 3. 1 Likert Scale	47
Table 3. 2 Operational for Competence, Work Discipline, Work Environment, and Employee Performance	49
Table 4. 1 Validity Test Results of Competence (X ₁).....	62
Table 4.2 Validity Test Results of Work Discipline (X ₂)	63
Table 4.3 Validity Test Results of Work Environment (X ₃).....	63
Table 4.4 Validity Test Results of Employee Performance (Y).....	64
Table 4.5 Test Results for the Reliability.....	64
Table 4. 6 Validity Test Results of Competence (X ₁).....	65
Table 4.7 Validity Test Results of Work Discipline (X ₂)	65
Table 4.8 Validity Test Results of Work Environment (X ₃).....	66
Table 4.9 Validity Test Results of Employee Performance (Y).....	66
Table 4.10 Test Results for the Reliability.....	66
Table 4.11 Competence Variable (X ₁) - Item 1.....	69
Table 4.12 Competence Variable (X ₁) - Item 2.....	69
Table 4.13 Competence Variable (X ₁) - Item 3.....	70
Table 4.14 Competence Variable (X ₁) - Item 4.....	70
Table 4.15 Competence Variable (X ₁) - Item 5.....	70
Table 4.16 Competence Variable (X ₁) - Item 6.....	71
Table 4.17 Competence Variable (X ₁) - Item 7.....	71
Table 4.18 Competence Variable (X ₁) - Item 8.....	71
Table 4.19 Competence Variable (X ₁) - Item 9.....	72
Table 4.20 Competence Variable (X ₁) - Item 10.....	72

Table 4.21 Work Discipline Variable (X_2) - Item 1	72
Table 4.22 Work Discipline Variable (X_2) - Item 2	73
Table 4.23 Work Discipline Variable (X_1) - Item 3	73
Table 4.24 Work Discipline Variable (X_2) - Item 4	73
Table 4.25 Work Discipline Variable (X_2) - Item 5	74
Table 4.26 Work Discipline Variable (X_2) - Item 6	74
Table 4.27 Work Discipline Variable (X_2) - Item 7	74
Table 4.28 Work Discipline Variable (X_2) - Item 8	75
Table 4.29 Work Discipline Variable (X_2) - Item 9	75
Table 4.30 Work Discipline Variable (X_2) - Item 10	75
Table 4.31 Work Environment Variable (X_3) - Item 1	76
Table 4.32 Work Environment Variable (X_3) - Item 2	76
Table 4.33 Work Environment Variable (X_3) - Item 3	76
Table 4.34 Work Environment Variable (X_3) - Item 4	77
Table 4.35 Work Environment Variable (X_3) - Item 5	77
Table 4.36 Work Environment Variable (X_3) - Item 6	77
Table 4.37 Work Environment Variable (X_3) - Item 7	78
Table 4.38 Work Environment Variable (X_3) - Item 8	78
Table 4.39 Work Environment Variable (X_3) - Item 9	78
Table 4.40 Work Environment Variable (X_3) - Item 10	79
Table 4.41 Employee Performance Variable (Y) - Item 1	79
Table 4.42 Employee Performance Variable (Y) - Item 2	79
Table 4.43 Employee Performance Variable (Y) - Item 3	80
Table 4.44 Employee Performance Variable (Y) - Item 4	80
Table 4.45 Employee Performance Variable (Y) - Item 5	80
Table 4.46 Employee Performance Variable (Y) - Item 6	81
Table 4.47 Employee Performance Variable (Y) - Item 7	81
Table 4.48 Employee Performance Variable (Y) - Item 8	81
Table 4.49 Employee Performance Variable (Y) - Item 9	82
Table 4.50 Employee Performance Variable (Y) - Item 10	82
Table 4.51 Measurement Score of Descriptive Statistics	83

Table 4.52 Descriptive Statistics for Competence, Work Discipline, Work Environment, and Employee Performance.....	83
Table 4.53 The Interval for Competence, Work Discipline,	84
Table 4.54 Descriptive Statistics	85
Table 4.55 Kolmogorov-Smirnov	88
Table 4.56 Multicollinearity Test.....	88
Table 4.57 Spearman Rho Test	90
Table 4.58 Multiple Linear Regression Analysis.....	91
Table 4.59 Coefficient of Determination.....	92
Table 4.60 Partial Test.....	93
Table 4.61 Simultaneously Test	94



LIST OF APPENDICES

Appendix A. <i>Kuesioner</i>	A-1
Appendix B. Tabulation of Pretest (30)	B-1
Appendix C. Output of Pretest (30)	C-1
Appendix D. Tabulation of Sample Test (105).....	D-1
Appendix E. Output of Sample Test	E-1
Appendix F. Table Statistic.....	F-1
Appendix G. Turnitin	G-1
Appendix H. Letter of Statement	H-1

