

ABSTRAK

Viki Febriandi, 16101155310056, 2020, “**Pengaruh Kompetensi Karyawan Dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja Sebagai Variabel Intervening Pada Cv Metraco Padang**”. Universitas Putra Indonesia “YPTK” Padang , Fakultas Ekonomi dan Bisnis , Program Sarjana manajemen, Pembimbing I Ibu Marta Widian Sari SE, MM., MM Pembimbing II Bapak M. Afuan SE,MM

Tujuan penelitian ini untuk mengetahui Pengaruh Kompetensi Karyawan Dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja Sebagai Variabel Intervening Pada Cv Metraco Padang, baik secara persial maupun bersama-sama. Metode pengumpulan data melalui survey dan mengedarkan kuisisioner, dengan sampel 70 karyawan. Metode analisis yang digunakan adalah analisis validitas, reliabilitas, asumsi klasik dan regresi linier berganda.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh : (a) Kompetensi Karyawan berpengaruh signifikan terhadap kinerja karyawan. (b) Disiplin Kerja berpengaruh signifikan terhadap kinerja karyawan. (c) Motivasi Kerja berpengaruh signifikan terhadap kinerja karyawan. Kemudian hasil uji koefisien determinasi *Adjust r square* sebesar 0,605 atau 60,5% hal ini menunjukkan bahwa persentase sumbangan variabel *independen* Kompetensi Karyawan, Disiplin Kerja dan Motivasi Kerja terhadap variabel *dependen* Kinerja Karyawan (Y) adalah sebesar 0,605 atau 60,5% Sedangkan sisanya adalah sebesar 39,5% dipengaruhi oleh variabel lain di luar penelitian.

Kata Kunci : Kompetensi Karyawan, Disiplin Kerja, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

Viki Febriandi, 16101155310056, 2020, "The Influence of Employee Competence and Work Discipline on Employee Performance through Work Motivation as an Intervening Variable at Cv Metraco Padang". Putra Indonesia University "YPTK" Padang, Faculty of Economics and Business, Bachelor of Management Program, First Advisor Mrs. Marta Widian Sari SE, MM., MM Supervisor II Mr. M. Afuan SE, MM

The purpose of this study was to determine the effect of employee competence and work discipline on employee performance through work motivation as an intervening variable at Cv Metraco Padang, both partially and collectively. Methods of data collection through surveys and distributing questionnaires, with a sample of 70 employees. The analytical method used is the analysis of validity, reliability, classical assumptions and multiple linear regression.

Based on the research obtained based on the partial test (t test), it was found that: (a) Employee competence has a significant effect on employee performance. (b) Work Discipline has a significant effect on employee performance. (c) Work motivation has a significant effect on employee performance. Then the results of the Adjust r square coefficient of determination of 0.605 or 60.5%, this shows that the percentage of the contribution of the independent variable Employee Competence, Work Discipline and Work Motivation to the dependent variable Employee Performance (Y) is 0.605 or 60.5%. 39.5% influenced by other variables outside the study.

Keywords: Employee Competence, Work Discipline, Work Motivation, Employee Performance