

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh Keterampilan, Disiplin Kerja, Pengalaman Kerja Terhadap Kepuasan Kerja, dan seberapa besar pengaruh Keterampilan, Disiplin Kerja, Pengalaman Kerja dan Kepuasan Kerja Terhadap Prestasi kerja karyawan pada Kantor Gubernur Daerah Sumatera Barat. Metode analisis data menggunakan kuesioner, dengan sampel 75 responden. Metode analisis data yang digunakan adalah analisis jalur.

Berdasarkan hasil penelitian menunjukkan bahwa Keterampilan, Disiplin Kerja, Pengalaman Kerja Terhadap Kepuasan Kerja, dan Keterampilan, Disiplin Kerja, Pengalaman Kerja berpengaruh positif dan signifikan Terhadap Prestasi kerja karyawan dan Kepuasan Kerja memediasi Keterampilan terhadap Prestasi kerja karyawan, dan Kepuasan Kerja tidak memediasi Disiplin Kerja terhadap Prestasi kerja karyawan, dan Kepuasan Kerja tidak memediasi Pengalaman Kerja terhadap Prestasi kerja karyawan. Kontribusi variabel Keterampilan dan Disiplin Kerja, Pengalaman Kerja terhadap Prestasi kerja karyawan melalui Kepuasan Kerja sebagai variable intervening sebesar 82,0% sedangkan sisanya sebesar 18,0% di pengaruhi oleh variabel lain.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan Prestasi kerja karyawan dengan meningkatkan Kepuasan Kerja, dan Kepuasan Kerja akan meningkat dengan meningkatkan Keterampilan dan Disiplin Kerja, Pengalaman Kerja pada Kantor Gubernur Daerah Sumatera Barat melalui masing-masing indikator.

Kata Kunci: Keterampilan, Disiplin Kerja, Pengalaman Kerja Kepuasan Kerja dan Prestasi kerja karyawan.

ABSTRACT

The purpose of this study was to determine how much influence Skills, Work Discipline, Work Experience on Job Satisfaction, and how much influence Skills, Work Discipline, Work Experience and Job Satisfaction on Employee performance at the West Sumatra Governor's Office. Methods of data analysis using a questionnaire, with a sample of 75 respondents. The data analysis method used is path analysis.

Based on the results of the research shows that Skills, Work Discipline, Work Experience Against Job Satisfaction, and Skills, Work Discipline, Work Experience has a positive and significant effect on employee work performance and job satisfaction mediates skills towards employee work performance, and job satisfaction does not mediate work discipline towards Employee job performance, and job satisfaction do not mediate work experience on employee job performance. The variable contribution of skills and work discipline, work experience to employee work performance through job satisfaction as an intervening variable is 82.0%, while the remaining 18.0% is influenced by other variables.

Based on the results of this study, it is hoped that the Management of the Company can improve employee performance by increasing Job Satisfaction, and Job Satisfaction will increase by improving Skills and Work Discipline, Work Experience at the Regional Governor's Office of West Sumatra through each indicator.

Keywords: Skills, Work Discipline, Work Experience, Job Satisfaction and Employee Performance.