ABSTRAK

Annisa, 17101155310671, Manajemen, 2021. Pengaruh Sistem Informasi SDM, Kompetensi, Sarana da Prasarana, dan Disiplin Kerja terhadap Kinerja Karyawan pada PDAM Kota Padang. Dibawah bimbingan Ibu Vivi Nila Sari, S.E., M.M dan Ibu Nila Pratiwi, S.HI.,MA.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Sistem Informasi SDM, Kompetensi, Sarana da Prasarana, dan Disiplin Kerja terhadap Kinerja Karyawan. Metode Pengumpulan data dengan cara menyebarkan kuesioner sebanyak 74 yang disebarkan kepada karyawan dan karyawati Pada PDAM Kota Padang dengan menggunakan teknik *Probability sampling* dan menggunakan rumus Slovin, untuk mengetahui jumlah sampel di penelitian ini. Metode analisis yang digunakan adalah Analisis Regresi Linear Berganda.

Hasil penelitian ini menemukan bahwa secara parsial terdapat pengaruh positif dan signifikan sistem informasi sdm terhadap kinerja karyawan. Secara parsial terdapat pengaruh positif dan signifikan kompetensi terhadap kinerja karyawan. Secara parsial terdapat pengaruh positif dan signifikan sarana dan prasarana terhadap kinerja karyawan. Secara parsial terdapat pengaruh positif dan signifikan disiplin kerja terhadap kinerja karyawan. Secara simultan terdapat pengaruh positif dan signifikan sistem informasi sdm, kompetensi, sarana dan prasarana, disiplin kerja terhadap kinerja karyawan.

Kata kunci : Sistem Informasi SDM, Kompetensi, Sarana dan Prasarana, Disiplin Kerja
Kinerja Karyawan

ABSTRACT

Annisa, 17101155310671, Management, 2021. The Influence of Information Systems Human Resources, Competence, Facilities and Infrastructure, and Work Discipline on Employee Performance in PDAM Padang City. Under the guidance of Mrs. Vivi Nila Sari, S.E., M.M and Mrs. Nila Pratiwi, S.HI., MA.

This study aims to determine how much influence the Human Resources Information System, Competence, Facilities and Infrastructure, and Work Discipline on Employee Performance. Methods of data collection by distributing questionnaires as many as 74 distributed to employees and employees at PDAM Padang City using probability sampling techniques and using the Slovin formula, to determine the number of samples in this study. The analytical method used is Multiple Linear Regression Analysis.

The results of this study found that partially there is a positive and significant influence of HR information systems on employee performance. Partially there is a positive and significant influence of competence on employee performance. Partially there is a positive and significant influence of facilities and infrastructure on employee performance. Partially there is a positive and significant effect of work discipline on employee performance. Simultaneously there is a positive and significant influence on human resource information systems, competence, facilities and infrastructure, work discipline on employee performance.

Keywords : Human Resources Information Systems, Competence, Facilities and Infrastructure, Work Discipline
Employee performance