

ABSTRAKS

Penelitian ini dilakukan dengan tujuan untuk menganalisa Pengaruh Etos Kerja dan Kompetensi terhadap Kinerja Karyawan PT BCA Tbk Cabang Daan Mogot. Penelitian yang digunakan yaitu desain penelitian kausal dengan pendekatan kuantitatif. Populasi pada penelitian ini ada sebanyak 300 karyawan dan sampel diambil dengan teknik teknik *non probability sampling* yaitu *Convenience sampling*. Data diambil menggunakan kuesioner dengan skala *likert*. Analisa data yang digunakan yaitu PLS (*Partial Least Square*) dengan bantuan program SMARTPLS versi 3. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara etos kerja terhadap kinerja karyawan, terdapat pengaruh positif dan signifikan antara kompetensi terhadap kinerja karyawan. Kontribusi yang diberikan oleh variabel etos kerja dan kompetensi secara bersama-sama terhadap kinerja karyawan sebesar 84,5%.

Kata Kunci: Etos Kerja, Kompetensi, Kinerja Karyawan, *Partial Least Square*.



ABSTRACTS

This research was conducted with the aim to analyze Influence Work ethics and competence Employee Performance in PT BCA Tbk Daan Mogot Branch. This research is a causal research design with a quantitative approach. The population in this study there are 300 employees and samples were taken with non-probability sampling that is convenience sampling techniques. The data were taken using a questionnaire with likert scale. Analysis of the data used is PLS (Partial Least Square) with the help of program SmartPLS version 3. The results show that there is a positive and significant correlation between the performance of employees work ethic, there is a positive and significant correlation between competence on employee performance. The contribution made by the work ethic and competence variables together on employee performance amounted to 84.5%.

Keywords: *Work ethics, competence, Employee Performance, Partial Least Square*

