

ABSTRAK

Indonesia akan memasuki era baru penerapan perdagangan bebas kawasan Asia Tenggara, yaitu Masyarakat Ekonomi ASEAN (MEA). Industri otomotif dan komponen otomotif itu sendiri merupakan salah satu cluster industri unggulan yang berperan mendorong pertumbuhan ekonomi di Indonesia dalam menghadapi persaingan yang akan terjadi. PT Nusa Toyotetsu Corporation (NTC) merupakan salah satu perusahaan manufaktur yang bergerak dalam bidang pembuatan komponen – komponen otomotif. PT NTC sedang mengalami penurunan produktivitas kerja. Pengembangan manusia merupakan salah satu cara untuk mengembalikan situasi produktivitas dengan cara meningkatkan kompetensi karyawan dan mengefektifkan peran kepemimpinan. Tujuan penelitian ini menjelaskan dan menganalisis pengaruh kompetensi dan kepemimpinan terhadap produktivitas kerja karyawan. Populasi dalam penelitian ini sebanyak 693 karyawan, sedangkan sampel dalam penelitian ini sebanyak 254 karyawan PT Nusa Toyotetsu Corp. Sampel ini ditentukan secara *Proportionate Stratified Sampling* dan *Quota Sampling*. Teknik pengumpulan data menggunakan instrumen kuesioner. Validitas butir item diuji dengan korelasi *product moment pearson* sedangkan koefisien reliabilitas diuji dengan *rumus Cronbach Alpha*. Hasil penelitian menunjukkan terdapat pengaruh positif yang signifikan antara kompetensi terhadap produktivitas kerja dan kepemimpinan terhadap produktivitas kerja serta secara bersama-sama antara kompetensi dan kepemimpinan terhadap produktivitas kerja. Kompetensi memiliki pengaruh yang lebih dominan dalam mempengaruhi peningkatan produktivitas kerja. Korelasi sangat kuat terjadi antara Dimensi *Focusing on results (Business Skill)* dari variabel kompetensi dengan dimensi Hubungan antar tenaga kerja dan pimpinan organisasi dari variabel produktivitas kerja. Model kompetensi dalam penelitian ini menggunakan *Development Dimension International (DDI)* dan teori kepemimpinan menggunakan *leader member exchange theory*.

Kata Kunci : Kompetensi, Kepemimpinan, Produktivitas Kerja, *Development Dimension International*, *Leader Member Exchange*

ABSTRACT

Indonesia will be entering a new era of free trade of the Southeast Asia region, namely the ASEAN Economic Community (AEC). The automotive industry and the automotive component itself is one of the leading industrial clusters that contribute to boost economic growth in Indonesia in the face of competition will occur. PT Nusa Toyotetsu Corporation (NTC) is a manufacturing company that specializes in the manufacture of components - automotive components. PT NTC was decreased work productivity. Human development is one way to restore the situation productivity by improving the competence of employees and effective leadership role. The purpose of this study describes and analyzes the effect of competence and leadership on employee productivity. The population in this study as many as 693 employees, while samples in this study as many as 254 employees of PT Nusa Toyotetsu Corp. These samples were determined Proportionate Stratified Sampling and Sampling Quota. The technique of collecting data using questionnaires instrument. Item validity was tested with Pearson product moment correlation and reliability was tested by Cronbach Alpha formula. The results showed there is a positive significant positive between competence on work productivity and leadership on work productivity as well as jointly between competence and leadership on work productivity. Competence has a more dominant influence in affecting the increase on work productivity. Very strong correlation occurs between dimensions Focusing on results (Business Skills) of variable competence with dimensions relations between co-workers and head of the organization on work productivity variable. Competency model in this study using the Development Dimensions International (DDI) and leadership theory using a leader member exchange theory.

Keywords : Competence, Leadership, Work Productivity, Development Dimension International, Leader Member Exchange