

ABSTRACT

This study aims to examine and analyze the influence of competency, work environment toward job satisfaction, competency, work environment toward job performance and job satisfaction toward job performance the employees of UP PTSP West Jakarta Design research using quantitative research methods explanatory. The sample are used 190 respondents. Mechanical analysis using Structural Equation Modelling (SEM) with software Linear Structural Relationship (LISREL), Based LISREL, a validity test by using Confirmatory Factor Analysis (CFA) was conducted with standardized value estimate loading $\geq 0,5$. Reliability test performed with the construct reliability threshold $\geq 0,70$. Test model fit with the analysis of Goodness of Fit (GoF) test result obtained with the degree offit Good Fit. Furthermore, to test the hypothesis based on the value of the t-value with a threshold value of 1,96. Based on results of data processing and analysis showed that the variable of competency effect on job performance by 41%, job satisfaction on job performance by 41% and the work environment have an effect on job performance by 13%. So in this study that variables most influence on job performance is higher variables competency and job satisfaction. .

Keywords: Competency, Work Environment, Job Satisfaction, Job Performance.



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kompetensi, lingkungan kerja terhadap kepuasan kerja, pengaruh kompetensi, lingkungan kerja terhadap kinerja, dan pengaruh kepuasan kerja terhadap kinerja pada pegawai UP PTSP Kota Administrasi Jakarta Barat. Desain penelitian menggunakan metode penelitian kuantitatif dengan *explanatory*. Jumlah sampel dalam penelitian ini sebanyak 190 responden. Teknik analisis menggunakan *Structural Equation Modelling (SEM)* dengan software *Linear Structural Relationship (LISREL)*. Berdasarkan LISREL, uji validitas dengan menggunakan metode *Confirmatory Factor Analysis (CFA)* *standardized estimate loading* $\geq 0,5$. Uji reliabilitas dilakukan dengan ambang batas *construct reliability* $\geq 0,70$. Uji kecocokan model dengan analisis *Goodness of Fit (GoF)* memperoleh hasil uji dengan tingkat kecocokan *Good Fit*. Selanjutnya untuk uji hipotesis dilakukan berdasarkan nilai *t-value* dengan ambang batas 1,96. Berdasarkan hasil pengolahan dan analisis data didapatkan hasil penelitian bahwa variabel kompetensi berpengaruh terhadap kinerja sebesar 41%, lingkungan kerja terhadap kinerja sebesar 13% dan kepuasan kerja terhadap kinerja 41%. Jadi dalam penelitian ini yang paling berpengaruh terhadap kinerja adalah variabel kompetensi dan kepuasan kerja.

Kata Kunci: kompetensi, lingkungan kerja, kepuasan kerja dan kinerja

