

ABSTRACT

This study entitled Effect of Competence and Work Motivation on Employee Performance. The purpose of this study describes and analyzes the influence of competence and work motivation to employee performance. The samples are the 127 employees of Western Electric Submersible Pump Indonesia. The sample is determined by purposive sampling or aimed sampling. The collection of data is collected using questionnaire technique. The validity of the items is tested by the product moment correlation person, while the coefficient of reliability is tested using Cronbach Alpha formula. There is a mutual influence of competence and motivation on employees' performance. The high correlation occurs between the dimensions of skill and the dimensions of the initiative variable on employees performance, and between extrinsic motivation and dimensions of job quality. Partially there is a positive significant effect on the performance of the employee' competence and motivation to work towards the employees performance. The strength of the effect of motivation on employees' performance is greater than the competence of the employees' performance.

Keywords: Competence, Work Motivation and Employee Performance



ABSTRAK

Penelitian ini berjudul Pengaruh Kompetensi Dan Motivasi Kerja Terhadap Kinerja Karyawan. Tujuan penelitian ini menjelaskan dan menganalisis pengaruh kompetensi dan motivasi kerja terhadap kinerja karyawan. Sampel dalam penelitian sebanyak 127 orang karyawan PT Western Electric Submersible Pump Indonesia. Sampel ditentukan secara purposive sampling atau sampel bertujuan. Teknik pengumpulan data menggunakan instrumen kuesioner. Validitas butir item diuji dengan korelasi product moment person, sedangkan koefisien reliabilitas diuji dengan rumus Cronbach Alpha. Terdapat pengaruh bersama kompetensi dan motivasi kerja terhadap kinerja karyawan. Korelasi sangat kuat terjadi antara dimensi keterampilan dengan dimensi inisiatif pada variabel kinerja karyawan, dan motivasi ekstrinsik dengan dimensi kualitas kerja. Secara parsial terdapat pengaruh positif signifikan kompetensi terhadap kinerja karyawan dan motivasi kerja terhadap kinerja karyawan. Kekuatan pengaruh motivasi terhadap kinerja karyawan lebih besar dibandingkan dengan kompetensi terhadap kinerja karyawan.

Kata kunci: *Kompetensi, Motivasi Kerja, dan Kinerja Karyawan*

