

ABSTRACT

The purpose of this study was to determine the influence of controlling, salary, and the competence of the employee's performance in the manufacturing division of PT. Prima Medika Laboratories. Respondents were employees working in the manufacturing, amounting to seventy people. The method used is distributing questionnaires to employees by using a Likert scale. Analysis of data using multiple linear regression models with SPSS. Partial regression test result that controlling variable had no significant effect on the performance of each employee and salary variable and competence variable significantly influence the performance of the employee, but the variable competence showed a very significant influence on the performance of employees in the manufacturing division of PT. Prima Medika Laboratories. The results of this study indicate that there is a simultaneous influence between variables controlling, salary, and the competence of the employee's performance in the manufacturing division of PT. Prima Medika Laboratories.

Key Words: Controlling, Salary, Competency, employee Performance.



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ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh pengawasan, gaji, dan kompetensi terhadap kinerja karyawan Divisi *Manufacturing* di PT. Prima Medika Laboratories. Responden penelitian adalah karyawan yang bekerja di bagian manufaktur yang berjumlah tujuh puluh orang. Metode yang digunakan adalah menyebarkan kuisioner kepada Karyawan dengan menggunakan skala Likert. Analisis data menggunakan model regresi linier berganda dengan program SPSS. Hasil uji regresi secara parsial diketahui bahwa variabel pengawasan tidak berpengaruh signifikan terhadap kinerja karyawan dan masing-masing variabel gaji dan variabel kompetensi berpengaruh signifikan terhadap kinerja karyawan, akan tetapi variabel kompetensi menunjukkan pengaruh yang sangat signifikan terhadap kinerja karyawan Divisi *Manufacturing* di PT. Prima Medika Laboratories. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh yang simultan antara variabel pengawasan, gaji, dan kompetensi terhadap kinerja karyawan Divisi *Manufacturing* di PT. Prima Medika Laboratories.

Kata Kunci: *Pengawasan, Gaji, Kompetensi, Kinerja*



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