

ABSTRAK

Penelitian ini bertujuan untuk menjelaskan gambaran dan besaran pengaruh variabel kompetensi dan kinerja pegawai secara simultan terhadap prestasi kerja, metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Alat untuk pengumpulan data menggunakan kusioner yang di sebarakan kepada 116 seluruh pegawai pusdik X dengan menggunakan teknik teknik non probability sampling, sampel jenuh. Berdasarkan hasil gambaran mengenai kompetensi termasuk ke dalam kategori tidak baik. Berdasarkan hasil gambaran mengenai kinerja pegawai termasuk pada kategori tidak baik dengan nilai rata-rata sebesar 2,52. Berdasarkan hasil gambaran mengenai prestasi kerja termasuk pada kategori tidak baik dengan nilai rata-rata sebesar 2,58. Berdasarkan hasil uji determinasi diperoleh bahwa kompetensi berpengaruh sebesar 73,00% terhadap prestasi kerja, kinerja pegawai berpengaruh sebesar sebesar 62,50% terhadap prestasi kerja, kompetensi dan kinerja pegawai berpengaruh sebesar 78,40% terhadap prestasi kerja. Hasil penelitian secara parsial menunjukkan kompetensi berpengaruh positif signifikan terhadap prestasi kerja, dan kinerja pegawai berpengaruh positif signifikan terhadap prestasi kerja. Secara simultan kompetensi dan kinerja pegawai berpengaruh positif dan signifikan terhadap prestasi kerja.

Kata kunci : Kompetensi, Kinerja Pegawai, Prestasi Kerja

EFFECT OF EMPLOYEE COMPETENCY AND PERFORMANCE ON WORK ACHIEVEMENT ON PUSDIK "X" EMPLOYEES

ABSTRACK

This study aims to explain the description and magnitude of the influence of the competence and employee performance variables simultaneously on work performance, the research method used is descriptive and verification methods with a quantitative approach. The tool for data collection uses a questionnaire which is distributed to all 116 Pusdik X employees by using non-probability sampling techniques, saturated samples. Based on the results of the description of competence, it is included in the bad category. Based on the results of the description of the employee's performance included in the bad category with an average value of 2.52. Based on the results of the description of work performance included in the bad category with an average value of 2.58. Based on the results of the determination test, it was found that competence had an effect of 73.00% on work performance, employee performance had an effect of 62.50% on work performance, competence and employee performance had an effect of 78.40% on work performance. The results of the study partially show that competence has a significant positive effect on work performance, and employee performance has a significant positive effect on work performance. Simultaneously, competence and employee performance have a positive and significant effect on work performance.

Keywords: competence, employee performance, work performance.