

ABSTRAK

Penelitian ini bertujuan: (1) menganalisis hubungan budaya kerja dan kompetensi pada Departemen Dyeing PT. BYC Indonesia (2) menganalisis besarnya pengaruh budaya kerja terhadap kinerja karyawan pada Departemen Dyeing PT. BYC Indonesia (3) menganalisis besarnya pengaruh kompetensi terhadap kinerja karyawan pada Departemen Dyeing PT. BYC Indonesia (4) mengetahui besarnya pengaruh budaya kerja dan kompetensi terhadap kinerja karyawan pada Departemen Dyeing PT. BYC Indonesia. Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif verifikatif, Populasi penelitian berjumlah 49 orang dan menggunakan metode *Nonprobability Sampling* dengan teknik sampling jenuh. Berdasarkan analisis dapat disimpulkan: (1) budaya kerja mempunyai hubungan positif dan signifikan terhadap kompetensi karyawan pada Departemen Dyeing PT. BYC Indonesia (2) budaya kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada Departemen Dyeing PT. BYC Indonesia (3) kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan pada Departemen Dyeing PT. BYC Indonesia (4) budaya kerja dan kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan pada Departemen Dyeing PT. BYC Indonesia.

Kata kunci: Budaya Kerja, Kompetensi, Kinerja Karyawan



ABSTRACT

This study aims to: (1) analyze the relationship between work culture and competence in the Dyeing Department of PT. BYC Indonesia (2) analyzed the influence of work culture on employee performance at the Dyeing Department of PT. BYC Indonesia (3) analyzed the magnitude of the influence of competence on employee performance at the Dyeing Department of PT. BYC Indonesia (4) knows the magnitude of the influence of work culture and competence on employee performance at the Dyeing Department of PT. BYC Indonesia. This study uses a quantitative method with a descriptive verification approach. The research population is 49 people and uses the Nonprobability Sampling method with a saturated sampling technique. Based on the analysis, it can be concluded: (1) work culture has a positive and significant relationship to employee competence at the Dyeing Department of PT. BYC Indonesia (2) work culture has a positive and significant effect on employee performance at the Dyeing Department of PT. BYC Indonesia (3) competence has a positive and significant effect on employee performance at the Dyeing Department of PT. BYC Indonesia (4) work culture and competence have a positive and significant effect on employee performance at the Dyeing Department of PT. BYC Indonesia.

Keywords: Work Culture, Competence, Employee Performance

