

ABSTRAK

Penelitian ini bertujuan untuk mengetahui kompetensi kerja, motivasi kerja, dan kinerja karyawan PT. Sambu Fine Chemical Koin, serta untuk mengetahui pengaruh kompetensi kerja, motivasi kerja terhadap kinerja karyawan PT. Sambu Fine Chemical Koin. Metode yang digunakan adalah SEM-PLs. Sampel dalam penelitian ini sebanyak 49 responden. Data yang dihasilkan adalah melalui kuesioner sebanyak 45 pernyataan dari keseluruhan variabel. Dari hasil penelitian didapat kesimpulan, Kompetensi kerja memiliki pengaruh yang signifikan terhadap Kinerja Karyawan PT. Sambu Fine Chemical Koin, Motivasi kerja memiliki pengaruh yang signifikan terhadap Kinerja Karyawan PT. Sambu Fine Chemical Koin serta Kompetensi tidak berpengaruh secara moderat melalui motivasi terhadap Kinerja Karyawan PT. Sambu Fine Chemical Koin.

ABSTRACT

This study aims to determine work competence, work motivation, and employee performance at PT. Sambu Fine Chemical Koin, as well as to determine the effect of work competence, work motivation on the performance of employees of PT. Sambu Fine Chemical Koin. The method used is SEM-PLs. The sample in this study were 49 respondents. The data generated is through a questionnaire of 45 statements from all variables. From the research results, it can be concluded that work competence has a significant influence on employee performance at PT. Sambu Fine Chemical Koin, work motivation has a significant influence on employee performance at PT Sambu Fine Chemical Koin and Competence have no moderate effect through motivation on Employee Performance at PT. Sambu Fine Chemical Koin.