

ABSTRAK

Yamah Puspitasari. 15416261201053. Pengaruh Kompetensi dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT Sam Apparel *Manufacturing* Indonesia. Skripsi Program Studi Manajemen Fakultas Bisnis Dan Ilmu Sosial Universitas Buana Perjuangan Karawang.

Penelitian ini bertujuan untuk memperoleh bukti-bukti empirik dan menemukan kejelasan fenomena serta kesimpulan tentang pengaruh kompetensi dan motivasi kerja terhadap kinerja karyawan pada PT Sam Apparel *Manufacturing* Indonesia.

Skripsi ini diharapkan dapat memberikan sumbangan bagi pengembangan ilmu khususnya manajemen dan manajemen sumber daya manusia, kompetensi, motivasi kerja, dan kinerja karyawan.

Metode yang digunakan dalam penelitian ini yaitu metode deskriptif dan verifikatif yaitu mengumpulkan, menyajikan, menganalisis dan melakukan pengujian hipotesis, serta membuat kesimpulan dan saran. Sampel dikumpulkan dengan metode *Sample Random Sampling* dengan jumlah sampel sebanyak 270 responden dari populasi 750 orang. Teknik analisis data yang digunakan yaitu teknik analisis rentang skala dan analisis jalur dengan bantuan *Method Of Successive Interval* (MSI), program komputer *Microsoft Excel 2010* dan SPSS versi 19.

Hasil penelitian ini diperoleh beberapa kesimpulan yaitu bahwa kompetensi yang ada pada karyawan PT Sam Apparel *Manufacturing* Indonesia berdasarkan hasil analisis indikator-indikator menunjukkan skor rata-rata 917 yang berada pada garis rentang skala cukup baik, motivasi kerja yang ada pada karyawan PT Sam Apparel *Manufacturing* Indonesia berdasarkan hasil analisis indikator-indikator menunjukkan skor rata-rata 875 yang berada pada garis rentang skala cukup baik, kinerja yang ada pada karyawan PT Sam Apparel *Manufacturing* Indonesia berdasarkan hasil analisis indikator-indikator menunjukkan skor rata-rata 874 yang berada pada garis rentang skala cukup baik. Terdapat hubungan yang sangat kuat antara kompetensi dan motivasi kerja, hal ini dilihat dari nilai analisis korelasi sebesar 0,907. Terdapat pengaruh kompetensi secara parsial terhadap kinerja karyawan sebesar 17,7% dan terdapat pengaruh motivasi kerja secara parsial terhadap kinerja karyawan sebesar 42,4%. Adapun untuk pengaruh kompetensi dan motivasi kerja secara simultan terhadap kinerja karyawan PT Sam Apparel *Manufacturing* Indonesia sebesar 60,0%, sedangkan sisanya 40,0% merupakan kontribusi variabel lain (ϵ) yang tidak diteliti dalam penelitian ini.

Kata Kunci : **Kompetensi, Motivasi Kerja, Kinerja Karyawan**

ABSTRACT

Yamah Puspitasari. 15416261201053. The Influence Of Competence And Work Motivation On Employee Performance At PT Sam Apparel Manufacturing Indonesia. Thesis Program in Management Studies, Faculty of Business and Social Sciences, University of Buana Perjuangan Karawang.

This study aims to obtain empirical evidence and find clarity of phenomena and conclusions about the effect of competence and work motivation on employee performance at PT Sam Apparel Manufacturing Indonesia.

This thesis is expected to contribute to the development of science, especially management and management of human resources, competence, work motivation, and employee performance.

This method used in this research is descriptive and verification methods that is collecting, presenting, analyzing and testing hypotheses, and making conclusions and suggestions. Samples were collected by the Sample Random Sampling method with a total sample of 270 respondents from a population of 750 people. The data analysis techniques used were range scale analysis techniques and path analysis with the help of Method Of Successive Interval (MSI), Microsoft Excel 2010 computer programs and SPSS version 19.

The results of this study obtained several conclusions, namely that the competencies that exist in the employees of PT Sam Apparel Manufacturing Indonesia based on the results of the analysis of indicators showed an average score of 917 which is in a fairly good scale, the work motivation that exists in the employees of PT Sam Apparel Manufacturing Indonesia based on the results of the analysis of indicators showing an average score of 875 which is in a fairly good scale range, the performance that is in the employees of PT Sam Apparel Manufacturing Indonesia based on the results of indicator analysis shows an average score of 874 which is in the line of sufficient scale range well. There is a very strong relationship between competence and work motivation, this is seen from the value of the correlation analysis of 0.907. There is a partial influence of competence on employee performance by 17.7% and there is an influence of work motivation partially on employee performance by 42.4%. As for the influence of competency and work motivation simultaneously on the performance of employees of PT Sam Apparel Manufacturing Indonesia by 60,0%, while the remaining 40,0% is another variabel contribution (ϵ) which is not examined in this research.

Keywords: Competence, Work Motivation, Employee Performance