

ABSTRAK

Ilham Akbar Paruhuman Rangkuti. NPM : 7115030311. **PENGARUH PENGALAMAN KERJA DAN LOYALITAS TERHADAP KINERJA PEGAWAI PT. BANK SUMUT CABANG SIMPANG KWALA, SKRIPSI, 2019.**

Rumusan masalah dalam penelitian ini adalah (1) bagaimana mekanisme penilaian kinerja pegawai di PT. Bank SUMUT cabang Simpang Kwala, (2) bagaimana pengaruh pengalaman kerja dan loyalitas terhadap kinerja pegawai di PT. Bank SUMUT cabang Simpang Kwala. Tujuan dari penelitian ini adalah (1) untuk mengetahui mekanisme penilaian kinerja pegawai PT. Bank SUMUT cabang Simpang Kwala, (2) untuk mengetahui pengaruh pengalaman kerja dan loyalitas terhadap kinerja pegawai PT. Bank SUMUT cabang Simpang Kwala.

Sampel dalam penelitian ini sebanyak 30 orang dengan teknik analisis data dalam penelitian ini menggunakan analisis regresi linear berganda. Hasil penelitian ini menjelaskan bahwa pengalaman kerja tidak berpengaruh positif dan tidak signifikan terhadap kinerja pegawai PT. Bank SUMUT cabang Simpang Kwala, sedangkan loyalitas berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Bank SUMUT cabang Simpang Kwala. Hasil uji F menyatakan bahwa pengalaman kerja dan loyalitas berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Bank SUMUT cabang Simpang Kwala. Uji koefisien determinasi menunjukkan bahwa sebesar 75,4% variabel kinerja pegawai dapat dijelaskan oleh variabel-variabel dalam penelitian ini dan sisanya sebesar 24,6% dapat dijelaskan variabel lainnya yang tidak dimasukkan kedalam penelitian ini.

ABSTRACT

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The formulation of the problem in this study is (1) how the mechanism of employee performance appraisal at PT. Bank SUMUT Simpang Kwala branch, (2) how the influence of work experience and loyalty on employee performance at PT. Bank SUMUT Simpang Kwala branch. The purpose of this study is (1) to find out the mechanism of performance appraisal of PT. Bank SUMUT Simpang Kwala branch, (2) to determine the effect of work experience and loyalty on the performance of employees of PT. Bank SUMUT Simpang Kwala branch.

The samples in this study were 30 people with data analysis techniques in this study using multiple linear regression analysis. The results of this study explain that work experience has no positive and no significant effect on the performance of PT. Bank SUMUT Simpang Kwala branch, while loyalty has a positive and significant effect on the performance of the employees of PT. Bank SUMUT Simpang Kwala branch. F test results state that work experience and loyalty have a positive and significant effect on the performance of employees of PT. Bank SUMUT Simpang Kwala branch. The coefficient of determination test shows that 75.4% of employee performance variables can be explained by the variables in this study and the remaining 24.6% can be explained by other variables not included in this study.