

ABSTRAK

Ladiva Eka Sulianingsih, (2025). Pengaruh Komitmen, dan Kemampuan Kerja terhadap Kinerja Pegawai di Shopeeexpress Helvetia. Dibawah bimbingan Bakhtiar, SE, MSi., sebagai Pembimbing I, Ilham Sonata, SE, MM, sebagai Pembimbing II.

Rumusan masalah dalam penelitian ini adalah Bagaimana pengaruh Komitmen dan Kemampuan Kerja Terhadap Kinerja Pegawai di Shopeeexpress Helvetia baik secara parsial maupun simultan. Penelitian Ini bertujuan untuk mengetahui pengaruh Komitmen dan Kemampuan Kerja terhadap Kinerja Pegawai di Kantor tersebut. Populasi dan sampel penelitian ini adalah seluruh Pegawai yang berjumlah 60 orang. Teknik pengambilan sampel menggunakan Rumus Slovin. Teknik pengumpulan data yang digunakan adalah angket, studi kepustakaan dan studi dokumentasi. Hasil penelitian ini adalah secara parsial variabel Komitmen berpengaruh Positif dan signifikan terhadap Kinerja Pegawai dengan nilai $t_{hitung} > t_{tabel}$, ($3,520 > 1,671$), variable Kemampuan Kerja berpengaruh Positif dan signifikan terhadap Kinerja pegawai dengan nilai $t_{hitung} > t_{tabel}$, ($3,167 > 1,671$). Secara Simultan variabel Komitmen dan Kemampuan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai di Shopeeexpress Helvetia dengan nilai $F_{hitung} > F_{tabel}$, ($8,768 > 3,16$). Nilai R^2 (RSquare) sebesar 0.524, yang berarti bahwa variabel Komitmen dan Kemampuan Kerja berpengaruh Positif dan signifikan terhadap Kinerja Pegawai di Shopeeexpress Helvetia sebesar 52,40%, dan sisanya sebesar 47,60% lagi, dipengaruhi oleh factor-faktor lain yang tidak diteliti.

Kata Kunci : Komitmen, Kemampuan Kerja dan Kinerja

ABSTRACT

Ladiva Eka Sulianingsih, (2025). The Influence of Commitment and Work Ability on Employee Performance at Shopeeexpress Helvetia. Under the guidance of Bakhtiar, SE, MSi., as Supervisor I, Ilham Sonata, SE, MM, as Supervisor II.

The formulation of the problem in this study is How do Commitment and Work Ability affect Employee Performance at Shopeeexpress Helvetia both partially and simultaneously. This study aims to determine the effect of Commitment and Work Ability on Employee Performance in the Office. The population and sample of this study were all 60 employees. The sampling technique used the Slovin Formula. The data collection techniques used were questionnaires, literature studies and documentation studies. The results of this study are that partially the Commitment variable has a positive and significant effect on Employee Performance with a tcount value > ttable, (3.520 > 1.671,), the Work Ability variable has a positive and significant effect on Employee Performance with a tcount value > ttable, (3.167 > 1.671). Simultaneously the Commitment and Work Ability variables have a positive and significant effect on Employee Performance at Shopeeexpress Helvetia with a Fcount value > Ftable, (8.768 > 3.16). The R2 value (RSquare) is 0.524, which means that the Commitment and Work Ability variables have a positive and significant effect on Employee Performance at Shopeeexpress Helvetia by 52.40%, and the remaining 47.60% is influenced by other factors not studied.

Keywords: Commitment, Work Ability and Performance