

ABSTRAK

Muhammad Amali Zikri, NPM: 71210312075, Pengaruh Kompetensi dan Fasilitas Kerja Terhadap Kinerja Pegawai di Kantor Badan Kepegawaian Daerah Provinsi Sumatera Utara. Dibimbing oleh : Bapak Julkarnain, S.Ag.,S.E.,M.M. sebagai pembimbing I dan Bapak M. Nelson Pinem, S.T.,M.M. sebagai pembimbing II. Skripsi, 2025.

Penelitian ini dilakukan di Kantor Badan Kepegawaian Daerah Provinsi Sumatera Utara, bertujuan untuk mengetahui seberapa besar Pengaruh Kompetensi dan Fasilitas Kerja Terhadap Kinerja Pegawai di Kantor Badan Kepegawaian Daerah Provinsi Sumatera Utara baik secara parsial maupun simultan. Dengan rumusan masalah: (1) Bagaimana pengaruh kompetensi terhadap kinerja pegawai di Kantor Badan Kepegawaian Daerah Provinsi Sumatera Utara, (2) Bagaimana pengaruh fasilitas kerja terhadap kinerja pegawai di Kantor Badan Kepegawaian Daerah Provinsi Sumatera Utara, (3) Bagaimana pengaruh kompetensi dan fasilitas kerja terhadap kinerja pegawai di Kantor Badan Kepegawaian Daerah Provinsi Sumatera Utara. Teknik pengumpulan data menggunakan kuesioner, wawancara, observasi dan studi kepustakaan. Dalam pengambilan sampel menggunakan teknik *simple random sampling*, dengan total sampel berjumlah 53 responden. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif. Analisis data yang digunakan dalam penelitian ini adalah uji validitas dan reabilitas, asumsi klasik menggunakan uji normalitas, multikolinieritas, heteroskedastisitas, autokorelasi, analisis regresi linear berganda, uji parsial (t), uji simultan (f), dan koefisien determinasi. Berdasarkan hasil penelitian ini menunjukkan: (1) Variabel Kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Badan Kepegawaian Daerah Provinsi Sumatera Utara, (2) Variabel Fasilitas Kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Badan Kepegawaian Daerah Provinsi Sumatera Utara, (3) Variabel Kompetensi dan Fasilitas Kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Badan Kepegawaian Daerah Provinsi Sumatera Utara.

Kata Kunci: Kompetensi, Fasilitas Kerja, Kinerja Pegawai

ABSTRACT

Muhammad Amali Zikri, NPM: 71210312075, The Effect of Competence and Work Facilities on Employee Performance at the Office of the Regional Staffing Agency of North Sumatra Province. Mentored by: Mr. Julkarnain. S.Ag., S.E., M.M. as the first supervisor and Mr. M. Nelson Pinem. S.T., M.M. as supervisor II. Thesis, 2025.

This research was conducted at the Office of the Regional Staffing Agency of North Sumatra Province, aims to find out how much influence Competence and Work Facilities have on Employee Performance at the Office of the Regional Staffing Agency of North Sumatra Province both partially and simultaneously. With the formulation of the problem: (1) How does competence affect employee performance at the Office of the Regional Staffing Agency of North Sumatra Province, (2) How does work facilities affect employee performance at the Office of the Regional Staffing Agency of North Sumatra Province, (3) How does competence and work facilities affect employee performance at the Office of the Regional Staffing Agency of North Sumatra Province. Data collection techniques using questionnaires, interviews, observations and literature studies. In sampling using simple random sampling technique, with a total sample of 53 respondents. The method used in this research is quantitative method. The data analysis used in this research is validity and reliability test, classical assumptions using normality test, multicollinearity, heteroscedasticity, autocorrelation, multiple linear regression analysis, partial test (t), simultaneous test (f), and coefficient of determination. Based on the results of this study indicate: (1) Competency variables have a positive and significant effect on employee performance at the Office of the Regional Staffing Agency of North Sumatra Province, (2) Work Facility variables have a positive and significant effect on employee performance at the Office of the Regional Staffing Agency of North Sumatra Province, (3) Competency and Work Facility variables have a positive and significant effect on employee performance at the Office of the Regional Staffing Agency of North Sumatra Province.

Keywords: Competence, Work Facilities, Employee Performance