

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui dan menguji seberapa besar Pengaruh Kompetensi, Disiplin Kerja, dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada Kantor Pos Cabang Utama Surabaya 6000.

Metode penelitian yang digunakan yaitu metode kuantitatif dan menggunakan data primer yang didukung data dari setiap responden (kuesioner). Teknik pengambilan sampel yang digunakan adalah sampel jenuh dengan jumlah sampel 47 responden karyawan Kantor Pos Cabang Utama Surabaya 6000. Dalam penelitian ini menggunakan metode analisis linier berganda dan menggunakan program SPSS versi 26.

Berdasarkan hasil pengujian yang menggunakan analisis uji t maka hasil penelitian menunjukkan bahwa variabel Kompetensi berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan Kantor Pos Cabang Utama Surabaya 6000, variabel Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan Kantor Pos Cabang Utama Surabaya 6000, sedangkan variabel Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan Kantor Pos Cabang Utama Surabaya 6000.

Kata Kunci: Kompetensi, Disiplin Kerja, Lingkungan Kerja, dan Kinerja Karyawan.

ABSTRACT

This research aimed to find out and examine how far the competence, work discipline, and work environment affected employees' performance at Surabaya Post Office, main branch 6000.

The research was quantitative research with primary data, which was supported by questionnaires from respondents. Moreover, the data collection technique used saturated sampling technique. In line with that, there were 47 employees' respondents of Surabaya Post Office, main branch 6000 which fulfilled the criteria as research sample. Furthermore, the data analysis technique used multiple linear regression analysis with SPSS (Statistical Product and Service Solution) 26.

According to the research result, which used t-analysis, it concluded that competence had a positive but insignificant effect on employees' performance at Surabaya Post Office, main branch 6000. On the other hand, work discipline had a positive and significant effect on employees' performance at Surabaya Post Office, main branch 6000. Likewise, work environment had a positive and significant effect on employees' performance at Surabaya Post Office, main branch 6000.

Keywords: Competence, Work Discipline, Work Environment, Employees' Performance



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