

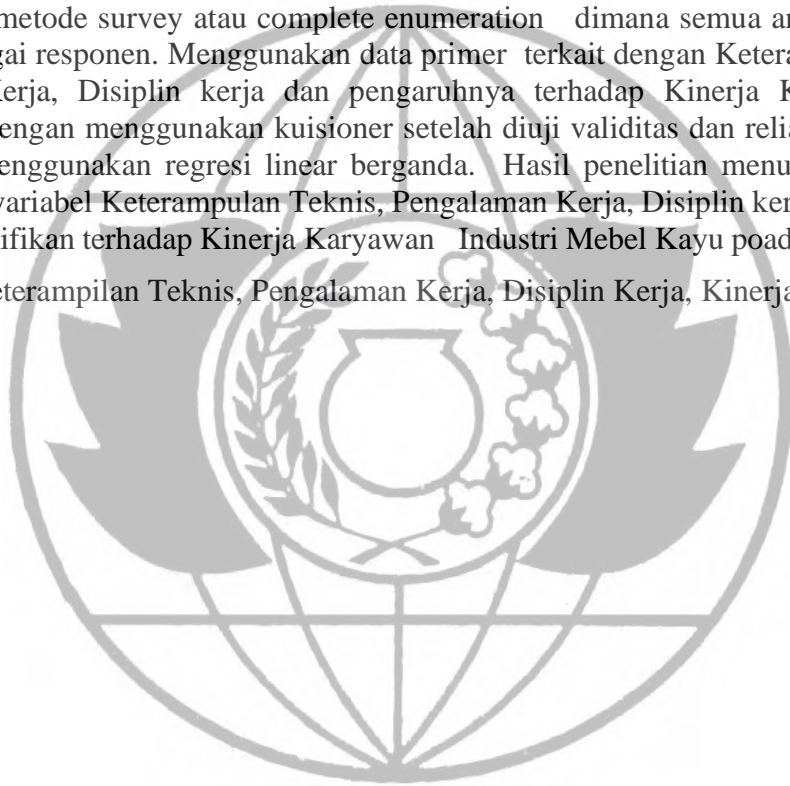
# **PENGARUH KETERAMPILAN TEKNIS, PENGALAMAN KERJA, DAN DISIPLIN KERJA TERHADAP KINEREJA KARYAWAN**

Denny Amelia Eka Wahyuningtiyas<sup>1</sup>  
e-mail : DennyAmeliae@gmail.com  
Sonang Sitohang<sup>2</sup>  
e-mail : sonangsitohang52@yahoo.com

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui Pengaruh Keterampilan Teknis, Pengalaman Kerja dan Disiplin Kerja terhadap Kinerja Karyawan Industri Mebel Kayu pada LIK Sidoarjo. Populasi dalam penelitian ini adalah karyawan perusahaan Industri Mebel Kayu sebanyak 35 orang yang telah memiliki pengalaman kerja 2 tahun. Teknik sampling menggunakan metode survey atau complete enumeration dimana semua anggota populasi dijadikan sebagai responden. Menggunakan data primer terkait dengan Keterampilan Teknis, Pengalaman Kerja, Disiplin kerja dan pengaruhnya terhadap Kinerja Karyawan yang dikumpulkan dengan menggunakan kuisisioner setelah diuji validitas dan reliabilitas. Sedangkan alat analisis menggunakan regresi linear berganda. Hasil penelitian menunjukkan bahwa Secara parsial variabel Keterampilan Teknis, Pengalaman Kerja, Disiplin kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan Industri Mebel Kayu pada LIK Sidoarjo.

**Kata kunci:** Keterampilan Teknis, Pengalaman Kerja, Disiplin Kerja, Kinerja Karyawan.



## ABSTRACT

*This study aims to explain the influence of technical skills, work experience, and work discipline on the performance of employees in the wood furniture industry at LIK Sidoarjo. Preliminary research results show that the problem at this Center is that wooden furniture products are still found that are less consistent in size in 2018, colors that do not match consumer tastes, and it is still found that employees are often late for work but return home earlier than the set time. Meanwhile, the production during the Covid-19 pandemic was only sold relatively very small so that some employees were forced to be temporarily housed. The population in this study were employees who had worked for 2 years at the Wood Furniture Industry company at LIK Sidoarjo, amounting to 35 people. using a saturated sample with the census method. While the primary data collection using questionnaires, multiple linear regression data analysis techniques. The results showed that Technical Skills, Work Experience, and Work Discipline had a positive and significant effect on the Performance of the Wood Furniture Industry Employees at LIK Sidoarjo.*

*Keywords: technical skills, work experience, work discipline, employee performance*

