

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kompetensi dan Kepemimpinan terhadap Kinerja Karyawan di PT. Delami Garment Industries Bandung baik secara simultan maupun parsial. Analisis data yang digunakan adalah uji validitas dan reliabilitas, analisis regresi linier berganda, analisis korelasi berganda dan analisis koefisien determinasi. Pengujian hipotesis dilakukan melalui uji hipotesis secara simultan (uji f) dan uji hipotesis secara parsial (uji t). Pengolahan data dalam penelitian ini menggunakan program SPSS 23 *for windows*. Metode pengumpulan data yang digunakan dalam penelitian ini ialah penelitian lapangan dan penelitian kepustakaan. Sampel dalam penelitian ini sebanyak 97 responden dengan menggunakan sampling insidental. Hasil penelitian menunjukkan bahwa secara simultan Kompetensi dan Kepemimpinan berpengaruh positif dan signifikan terhadap Kinerja Karyawan sebesar 56,4%, secara parsial Kompetensi terhadap Kinerja Karyawan berpengaruh sebesar 20,36% dan Kepemimpinan terhadap Kinerja Karyawan berpengaruh sebesar 36,00%.

Keyword : Kompetensi, Kepemimpinan, dan Kinerja Karyawan

ABSTRACT

This study aims to determine the effect of Competence and Leadership on Employee Performance at PT. Delami Garment Industries Bandung both simultaneously and partially. Analysis of the data used is validity and reliability test, multiple linear regression analysis, multiple correlation analysis and coefficient of determination analysis. Hypothesis testing is done through simultaneous hypothesis testing (f test) and partial hypothesis testing (t test). Processing data in this study using the SPSS 23 program for Windows. The data collection method used in this study is field research and library research. The sample in this study were 97 respondents using incidental sampling. The results showed that simultaneously Competence and Leadership had a positive and significant effect on Employee Performance of 56.4%, partially Competence on Employee Performance had an effect of 20.36% and Leadership on Employee Performance had an effect of 36.00%.

Keyword: Competence, Leadership, and Employee Performance