

ABSTRAK

Dalam penelitian ini ditemukan permasalahan kinerja karyawan yang terdapat pada PT. Alfa Polimer Indonesia, masalah penelitian ini adalah belum optimal nya kinerja karyawan yang di sebabkan oleh rendah nya *hard skill* dan *soft skill* pada karyawan PT. Alfa Polimer Indonesia. *hard skill*, dan, *soft skill* merupakan faktor yang diduga berpengaruh terhadap kinerja karyawan. Penelitian ini dilakukan berdasarkan data penilaian kinerja karyawan pada PT. Alfa Polimer Indonesia memperoleh kategori sedang pada data penilaian kinerja karyawan yang menunjukkan kinerja karyawan pada PT. Alfa Polimer Indonesia kurang baik. Metode penelitian yang digunakan yaitu metode deskriptif dan verifikatif. Teknik sampling yang digunakan yaitu *non-probability sampling* yang menggunakan teknik *incidental sampling* dengan jumlah sampel sebanyak 74 responden. Metode analisis data yang digunakan adalah uji validitas dan reliabilitas, *Method of Successive Interval* (MSI), analisis regresi linier berganda, korelasi berganda, koefisien determinasi dan uji hipotesis dengan menggunakan alat bantu SPSS Statistic 26. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara *hard skill* terhadap kinerja karyawan pada PT. Alfa Polimer Indonesia dan *soft skill* terhadap kinerja karyawan pada PT. Alfa Polimer Indonesia. Besarnya pengaruh *hard skill* dan *soft skill* terhadap kinerja karyawan secara simultan adalah sebesar 63,1%. Sedangkan secara parsial besarnya pengaruh *hard skill* terhadap kinerja karyawan sebesar 20,8%, dan, pengaruh *soft skill* terhadap kinerja karyawan sebesar 42,3%.

Kata Kunci: *Hard Skill, Soft Skill, dan, Kinerja Karyawan*

ABSTRACT

In this study, employee performance problems were found at PT. Alfa Polimer Indonesia, the problem of this study is the suboptimal employee performance caused by low hard skills and soft skills in employees of PT. Alfa Polimer Indonesia. Hard skills, and soft skills are factors that are thought to influence employee performance. This study was conducted based on employee performance assessment data at PT. Alfa Polimer Indonesia obtained a moderate category in employee performance assessment data which showed that employee performance at PT. Alfa Polimer Indonesia was not good. The research method used was descriptive and verification methods. The sampling technique used was non-probability sampling using incidental sampling techniques with a sample size of 74 respondents. The data analysis method used was validity and reliability testing, Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination and hypothesis testing using SPSS Statistic 26. The results showed that there was a positive and significant influence between hard skills on employee performance at PT. Alfa Polimer Indonesia and soft skills on employee performance at PT. Alfa Polimer Indonesia. The magnitude of the influence of hard skills and soft skills on employee performance simultaneously is 63.1%. While partially the magnitude of the influence of hard skills on employee performance is 20.8%, and the influence of soft skills on employee performance is 42.3%.

Keywords: *Hard Skill, Soft Skill, and Employee Performance*