

## **ABSTRAC**

AFRILIANI (2022). *Employee Performance at PT. Nusa Sarana Citra Bakti Suzuki Baturaja Branch : The Impact of Division of Labor and Delegation of Authority. Mrs. Roro Dimas Veronica Priharti, S.E., M.M., as Advisor II, and Mrs. Yunita Sari, S.E., M.Si, as Advisor I. The objective of this investigation is to ascertain how career advancement and the division of labor affect worker performance at the PT. Nusa Sarana Citra Bakti Suzuki Baturaja Branch.*

*Multiple Linear Regression is the approach used for data analysis. The division of labor has a significant impact on employee performance at PT. Nusa Sarana Citra Bakti Suzuki Baturaja Branch, according to the results of the partial analysis, with a t-value of 3,772. With a t-count value of 6,732, the division of labor variable at PT. Nusa Sarana Citra Bakti Suzuki Baturaja Branch, significantly influences worker performance. With a calculated F value of 113,386, it was discovered that career development and the division of labor have an impact on employee performance of employees of PT. Nusa Sarana Citra Bakti Suzuki Baturaja Branch. The calculated R<sup>2</sup> coefficient of determination is 0,887. This demonstrates that career development and the division of labor 88,7% have an influence on employee performance to an extent of 11,3%, while other factors outside the scope of this study, such as work motivation, leadership style, organizational culture, work environment, loyalty, and commitment, have an influence on their maining. (Kasmir, 2019: 189).*

**Key Words : Work Division, Authority Delegation, and Employee Performance**

## ABSTRAK

AFRILIANI (2022). Pengaruh Pembagian Kerja Dan Pendelegasian Wewenang Terhadap Kinerja Karyawan Pada PT. Nusa Sarana Citra Bakti Suzuki Cabang Baturaja. Ibu Dr. Yunita Sari, S.E., M.Si, selaku Dosen Pembimbing I dan Ibu Roro Dimas Veronica Priharti, S.E., M.M, selaku Dosen Pembimbing II. Penelitian ini bertujuan untuk mengetahui pengaruh pengembangan karier dan Pembagian Kerja terhadap Kinerja Karyawan karyawan Pada PT. Nusa Sarana Citra Bakti Suzuki Cabang Baturaja

Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh signifikan Pembagian Kerja terhadap Kinerja Karyawan karyawan PT. Nusa Sarana Citra Bakti Suzuki Cabang Baturaja dengan nilai t hitung sebesar 3,772. Pada Variabel Pembagian Kerja ada pengaruh signifikan terhadap Kinerja Karyawan karyawan PT. Nusa Sarana Citra Bakti Suzuki Cabang Baturajadengan nilai t hitung sebesar 6,732. Secara simultan didapatkan ada pengaruh Pembagian Kerja dan Pendelegasian Wewenang terhadap Kinerja Karyawan pada PT. Nusa Sarana Citra Bakti Suzuki Cabang Baturajadengan nilai F hitung sebesar 133.386. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0,887. Hal ini menunjukkan berarti sumbangan pengaruh pengembangan karier dan Pembagian Kerja terhadap Kinerja Karyawan sebesar 88,7% sedangkan sisanya 11,3% dipengaruhi oleh variabel lain diluar penelitian ini yaitu motivasi kerja, gaya kepemimpinan, budaya organisasi, lingkungan kerja, loyalitas, komitmen. (Kasmir,2019:189).

Kata Kunci: Pembagian Kerja, Pendelegasian Wewenang, Kinerja Karyawan

