

ABSTRAK

Stacia Andari(2023). Pengaruh Kompetensi, Motivasi Kerja, Dan Kepuasan Kerja Terhadap Prestasi Kerja Karyawan PDAM Tirta Saka Selabung Muaradua. Dibimbing oleh IbuRosmalaDewi, S.E.,M.Si. selaku pembimbing I dan ibuRani Anwar, S.Pd.,M.M selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Kompetensi, Motivasi Kerja, Dan Kepuasan Kerja Terhadap Prestasi Kerja Karyawan PDAM Tirta Saka Selabung Muaradua. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil uji hipotesis parsial variabel kompetensi nilai t-hitung ($4.564 > t\text{-tabel } (2.01808)$) maka H_1 diterima artinya ada pengaruh kompetensi terhadap prestasi kerja karyawan PDAM Tirta Saka Selabung Muaradua. Variabel motivasi kerja nilai t-hitung ($4.383 > t\text{-tabel } (2.01808)$) maka H_2 diterima artinya ada pengaruh motivasi kerja terhadap prestasi kerja karyawan PDAM Tirta Saka Selabung Muaradua. Variabel kepuasan kerja nilai t-hitung ($5.021 > t\text{-tabel } (2.01808)$) maka H_3 diterima artinya ada pengaruh kepuasan kerja terhadap prestasi kerja karyawan PDAM Tirta Saka Selabung Muaradua. Secara simultan didapatkan $F_{\text{hitung}} 89.387 > F_{\text{tabel}} 2.83$ maka H_4 diterima, artinya ada pengaruh kompetensi, motivasi kerja, dan kepuasan kerja terhadap prestasi kerja karyawan PDAM Tirta Saka Selabung Muaradua. Koefisien determinasi (R^2) yang diperoleh sebesar 0.855. Hal ini menunjukkan berarti sumbangan pengaruh Kompetensi, Motivasi Kerja dan Kepuasan Kerja terhadap Prestasi Kerja sebesar 85,5% sedangkan sisanya 14,5% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti Usaha (*effort*) dan *Abilities* (Yanti et al., 2019).

Kata Kunci: Kompetensi, Motivasi Kerja, Kepuasan Kerja dan Prestasi Kerja

ABSTRACT

Stacia Andari(2023). The Influence of Competence, Work Motivation, and Job Satisfaction on Work Performance of PDAM Tirta Saka Selabung Muaradua Employees. Under the guidance of RosmalaDewi, S.E., M.Si. and Rani Anwar, S.Pd., M.M.

This study aimed to determine the influence of competence, work motivation, and job satisfaction on employees' performance at PDAM Tirta Saka Selabung Muaradua. The data analysis technique used was multiple linear regression. Based on the results of the partial hypothesis test on the competency variable, the value of t-count (4.564) > t-table (2.01808) meant that H1 was accepted, meaning that there was an influence of competence on the work performance of PDAM Tirta Saka Selabung Muaradua employees. Work motivation variable t-count (4.383) > t-table (2.01808) then H2 was accepted meaning that there was an influence of work motivation on work performance of PDAM Tirta Saka Selabung Muaradua employees. Job satisfaction variable t-count (5.021) > t-table (2.01808) then H3 was accepted meaning that there was an influence of job satisfaction on employees' performance of PDAM Tirta Saka Selabung Muaradua. Simultaneously obtained Fcount 89.387 > Ftable 2.83 then H4 was accepted, meaning that there was an influence of competence, work motivation, and job satisfaction on the work performance of PDAM Tirta Saka Selabung Muaradua employees. The coefficient of determination (R²) obtained was 0.855. This meant that the influence of competence, work motivation and job satisfaction on work performance was 85.5%, while the remaining 14.5% was influenced by other variables not mentioned in this study, such as effort and abilities (Yanti et al., 2019).

Keywords: Competence, Work Motivation, Job Satisfaction and Work Achievement