

ABSTRACT

YUNITA SARI. 2023. The Influence of Job Descriptions and Competence on Employees' Performance in the Simpang Sub-District Office, Ogan Komering Ulu Selatan Regency. This research was under the guidance of Noviansyah, S.E., M.Si., and Dyah Ayu Putriani, S.Pd., M.Si.

This study discussed job descriptions and competencies on the performance of employees of the Simpang Sub-District Head Office, Ogan Komering Ulu Selatan District. The data collection technique used in this study was through distributing questionnaires. Total population of 31 people. The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis, there was an influence of job descriptions on the performance of the employees of the Simpang Sub-District Head Office, Ogan Komering Ulu Selatan Regency, with a t value of 8.699. The competency variable had an influence on the performance of the employees of the Simpang Sub-District Head Office, Ogan Komering Ulu Selatan Regency with a t-value of 3,834. Simultaneously, it was found that there was an influence of job descriptions and competencies on the performance of employees of the Simpang Sub-District Head Office, Ogan Komering Ulu Selatan Regency. with a calculated F value of 290.255. The coefficient of determination (R²) obtained was 0.951. This showed that the influence of job description and competence on performance was 95.1%, while the remaining 4.9% was influenced by other variables not mentioned in this study.

Keywords: Job Description, Competence, Performance.

ABSTRAK

YUNITA SARI. 2023. Pengaruh *Job Description* Dan Kompetensi Terhadap Kinerja Pegawai Kantor Camat Simpang Kabupaten Ogan Komering Ulu Selatan. Skripsi Dibimbing oleh Bapak Noviansyah, S.E., M.Si. Selaku Pembimbing I, dan Ibu Dyah Ayu Putriani, S.Pd.,M.Si. Selaku Pembimbing II.

Penelitian ini membahas tentang *job description* dan kompetensi terhadap kinerja pegawai kantor camat simpang kabupaten ogan komering ulu selatan. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 31 orang. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh *job description* terhadap kinerja pegawai kantor camat simpang kabupaten ogan komering ulu selatan dengan nilai t hitung sebesar 8.699. Variabel kompetensi ada pengaruh terhadap kinerja pegawai kantor camat simpang kabupaten ogan komering ulu selatan dengan nilai t hitung sebesar 3.834. Secara simultan didapatkan ada pengaruh *job description* dan kompetensi terhadap kinerja pegawai kantor camat simpang kabupaten ogan komering ulu selatan. dengan nilai F hitung sebesar 290.255. Koefisien determinasi (R^2) yang diperoleh sebesar 0.951. Hal ini menunjukkan berarti sumbangan pengaruh *job description* dan kompetensi terhadap kinerja sebesar 95.1% sedangkan sisanya 4.9% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini.

Kata Kunci : *Job Description*, Kompetensi, Kinerja.