

ABSTRAK

Ansori, Fery. 2020. Skripsi. **Pengaruh Kompetensi Kerja Dan Budaya Organisasi Terhadap Kinerja Karyawan Hotel Bromo View Kota Probolinggo**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan pada Hotel Bromo View Kota Probolinggo, dengan tujuan untuk mengetahui variabel kompetensi kerja dan budaya organisasi terhadap kinerja karyawan secara simultan (F), secara parsial (t) dan dominan.

Jenis penelitian yang digunakan adalah kuantitatif, dengan variabel kompetensi kerja (X_1), budaya organisasi (X_2), dan kinerja karyawan (Y). Populasi dalam penelitian ini sebanyak 52 karyawan Hotel Bromo View Kota Probolinggo. Sampel yang digunakan dalam penelitian ini adalah *Sampling jenuh* yaitu sebanyak 52 karyawan. Dalam penelitian ini, peneliti menggunakan uji kualitas data, analisis regresi berganda, uji hipotesis regresi secara simultan (uji F), uji hipotesis regresi secara parsial (uji t), serta uji hipotesis dominan.

Hasil penelitian menunjukkan bahwa hasil pengujian kualitas data menunjukkan bahwa semua konsep pengukuran variabel kompetensi kerja (X_1), budaya organisasi (X_2), dan kinerja karyawan (Y) yang digunakan dalam penelitian ini valid dan reliabel. Dalam pengujian analisis regresi berganda hasil menunjukkan bahwa kompetensi kerja dan budaya organisasi berpengaruh signifikan terhadap kinerja karyawan dibuktikan dari hasil $Y = 6,649 + 0,418X_1 + 0,396X_2$, secara simultan terbukti bahwa ada pengaruh signifikan antara kompetensi kerja dan budaya organisasi terhadap kinerja karyawan Hotel Bromo View Kota Probolinggo dengan nilai $F_{hitung} > F_{tabel}$ ($27,951 > 3,18$) ($sig\ 0,000 < 0,05$). Secara parsial ada pengaruh yang signifikan antara kompetensi kerja dan budaya organisasi terhadap kinerja karyawan Hotel Bromo View Kota Probolinggo di tunjukkan dengan nilai $t_{hitung\ X_1} = 3,342$ dan $t_{hitung\ X_2} = 4,512$ lebih besar dari $t_{tabel\ 2,009}$ ($t_{hitung} > t_{tabel}$). Hasil hipotesis dominan menunjukkan variabel X_2 budaya organisasi memiliki nilai t_{hitung} lebih besar dibandingkan variabel X_1 kompetensi kerja.

Kata Kunci : Kompetensi Kerja, Budaya Organisasi, Kinerja Karyawan.

ABSTRACT

Ansori, Fery. 2020.Thesis. **The Effect of Work Competence and Organizational Culture on the Performance of Bromo View Hotel Employees at Probolinggo City.** Management Study Program, Faculty of Economics, PancaMarga University Probolinggo.

This research was conducted at the Bromo View Hotel, Probolinggo City, with the aim of finding out the work competence and organizational culture variables on employee performance simultaneously (F), partially (t) and dominantly.

This type of research is quantitative, with the variable work competence (X_1), organizational culture (X_2), and employee performance (Y). The population in this study were 52 employees of Bromo View Hotel Probolinggo City. The sample used in this study was saturated sampling, totaling 52 employees. In this study, researchers used data quality tests, multiple regression analysis, simultaneous regression hypothesis tests (F test), partial regression hypothesis tests (t test), and dominant hypothesis testing.

The results showed that the results of testing the quality of the data showed that all the concepts of measuring work competency variables (X_1), organizational culture (X_2), and employee performance (Y) used in this study were valid and reliable. In the multiple regression analysis test the results show that work competence and organizational culture have a significant effect on employee performance as evidenced from the results of $Y = 6,649 + 0,418X_1 + 0,396X_2$, simultaneously it is proven that there is a significant influence between work competence and organizational culture on employee performance at Bromo View Hotel Probolinggo City with a value of $F_{count} > F_{table}(27,951 > 3,18)$ (sig $0,000 < 0,05$). Partially there is a significant influence between work competence and organizational culture on the performance of Bromo View Hotel Probolinggo employees in the show that the value of $t_{count} X_1 = 3,342$ and $t_{count} X_2 = 4,512$ is greater than $t_{table} 2,009$ ($t_{count} > t_{table}$). The results of the dominant hypothesis show that the X_2 variable of organizational culture has a greater t_{count} than the X_1 variable work competence.

Keywords: Work Competence, Organizational Culture, Employee Performance.