

## ABSTRAK

Kinerja dalam sebuah perusahaan dapat dipengaruhi oleh banyak hal. Diantara sekian banyak hal yang dapat mempengaruhi, berdasarkan identifikasi masalah, wawancara dan data yang diperoleh. Peneliti memutuskan untuk meneliti variabel *Employee Knowledge* dan *Skill* sebagai dua faktor yang dapat mempengaruhi variabel Kinerja pegawai di PT. INTI Kota Bandung. Salah satu bukti bahwa adanya permasalahan kinerja adalah dari data latar belakang lulusan dan pelatihan keahlian, belum ada satupun indikator kinerja yang realisasinya mencapai target manajemen.

Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh *Employee Knowledge* dan *Skill* terhadap kinerja pegawai baik secara parsial maupun simultan. Populasi dalam penelitian ini adalah seluruh karyawan PT. INTI Kota Bandung yang berjumlah 68 orang. Sampel yang digunakan dalam penelitian ini menggunakan teknik sensus atau sampel jenuh dimana seluruh anggota populasi dijadikan sampel. Kemudian metode yang digunakan dalam penelitian ini adalah metode penelitian deskriptik verifikatif dengan pendekatan kuantitatif.

Hasil uji linier berganda diketahui hasil uji parsial (uji t) untuk variabel *employee knowledge* terhadap kinerja pegawai diketahui  $t_{hitung}$  sebesar 5,898 dengan  $t_{tabel}$  diketahui sebesar 1,997. Kemudian hasil uji parsial (uji t) untuk variabel *skill* terhadap kinerja pegawai diketahui  $t_{hitung}$  sebesar 8,713 dengan  $t_{tabel}$  diketahui sebesar 1,997. Selanjutnya hasil uji simultan (Uji F) untuk variabel *employee knowledge* dan *skill* secara simultan terhadap kinerja pegawai diketahui  $F_{hitung}$  sebesar 37,416 dan  $F_{tabel}$  sebesar 3,14, maka *employee knowledge* dan *skill* secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai. Untuk hasil uji koefisien determinasi ( $r^2$ ) diketahui dengan hasil 0,535, maka kontribusi secara simultan *employee knowledge* dan *skill* terhadap kinerja pegawai adalah sebesar 53,5% dan sisanya 46,5% dipengaruhi oleh variabel lain diluar penelitian ini.

**Kata Kunci : *Employee Knowledge*, *Skill*, dan Kinerja Pegawai**

## ABSTRACT

*Performance in a company can be influenced by many things. Among the many things that can affect, based on identification of problems, interviews and data obtained. The researcher decided to examine the variable Employee Knowledge and Skill as two factors that can influence the variable performance of employees at PT. INTI Kota Bandung. One proof that the existence of performance problems is from graduated background and skill training, there has not been a single performance indicator whose realization has reached the management target.*

*The research aims to reveal whether there is any influence by employee knowledge and skill towards staff's performance partially and simultaneously. Population in this research is of all PT. INTI Kota Bandung staff members numbered 68 people. Samples used in this research is census technique or saturated sample which every single population member is used. Then the method is verificated-descriptive research with quantitative approach.*

*The double linear examination results the partial examination (t test) for employee knowledge variable towards the employees performance known as follow: t count are 5,898 with t table are known to be 1,997. Then the partial examination results (t test) for skill variable towards employess performance are known to be as follows: t count are 8,713 with t count are known to be 1,997. The simultaneous examination (F test) for employee knowledge variable and simultaneous skill are known to be as follows: F count are 37,416 and F table are 3, 14. So, employee knowledge and skill influence simultaneously and positively to the employees significant performance. For determination coefficient examination results (r<sup>2</sup>), research shows value 0,535, so the simultaneous contribution of temployee knowledge and skill towards employees performance are 53,5% and the rests are 46,5% which are influenced by other variables beyond the research's outline.*

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**Keywords: employee knowledge, skill, and staff's performance.**