

ABSTRAK

ANALISIS PENGARUH KOMPETENSI DAN DISIPLIN KERJA TERHADAP KINERJA SDM DI DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU (DPM-PTSP) KOTA BANDAR LAMPUNG

**By:
Benny Nugraha**

Penelitian ini bertujuan untuk mengetahui pengaruh (1) kompetensi terhadap kinerja SDM, (2) disiplin kerja terhadap kinerja SDM, dan (3) kompetensi dan disiplin kerja terhadap kinerja SDM di Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPM-PTSP) Kota Bandar Lampung.

Penelitian ini adalah sebuah penelitian deskriptif kuantitatif. Populasi dalam penelitian ini adalah seluruh pegawai DPM-PTSP Kota Bandar Lampung yang merupakan pegawai ASN dan pegawai kontrak. Sampel penelitian ini berjumlah 51 yang ditentukan dengan menggunakan teknik *purposive sampling*. Teknik pengumpulan data yang digunakan adalah penyebaran kuesioner, pencatatan dokumen, dan wawancara kemudian data dianalisis menggunakan analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa (1) kompetensi berpengaruh signifikan terhadap kinerja SDM, (2) disiplin kerja berpengaruh terhadap kinerja SDM, (3) dan kompetensi dan disiplin kerja secara simultan berpengaruh terhadap kinerja SDM di DPM-PTSP Kota Bandar Lampung.

Kata Kunci: kompetensi, disiplin kerja, kinerja SDM

ABSTRACT

ANALYSIS OF THE EFFECT OF COMPETENCE AND WORK DISCIPLINE ON HR PERFORMANCE IN THE DEPARTMENT OF INVESTMENT AND ONE DOOR INTEGRATED SERVICE (DPM-PTSP), BANDAR LAMPUNG CITY

**By:
Benny Nugraha**

The purpose of this study was to determine the effect of (1) competence on HR performance, (2) work discipline on HR performance, and (3) competence and work discipline on HR performance in the Department of Investment and One Stop Services (DPM-PTSP) Bandar City Lampung.

This was a quantitative descriptive study. The population in this study was all employees of DPM-PTSP Bandar Lampung City who were ASN employees and contract employees. The sample of this research was 51 determined by using the purposive sampling technique. The data collection technique used was questionnaire. Then the data was analyzed using the multiple linear regression analysis.

The results of the study showed that (1) competence had a significant effect on HR performance, (2) work discipline had an effect on HR performance, (3) and competence and work discipline simultaneously had an effect on HR performance in DPM-PTSP Bandar Lampung City.

Keywords: competence, work discipline, HR performance