

ABSTRAK

Pengaruh Disiplin Kerja, Kompetensi Dan Kepemimpinan Terhadap Kinerja Pegawai Balai Pelestarian Cagar Budaya Maluku Utara

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis; (1) Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Balai Pelestarian Cagar Budaya Maluku Utara; (2) Untuk mengetahui dan menganalisis Pengaruh Kompetensi Terhadap Kinerja Pegawai Balai Pelestarian Cagar Budaya Maluku Utara; dan (3) Untuk mengetahui dan menganalisis Kepemimpinan Terhadap Kinerja Pegawai Balai Pelestarian Cagar Budaya Maluku Utara. Jumlah sampel penelitian adalah sebanyak 48 pegawai pada Balai Pelestarian Cagar Budaya Maluku Utara. Alat uji yang digunakan adalah analisis regresi linear berganda (multiple regression) dengan menggunakan statistical package for social scientists (SPSS) sebagai alat uji statistik.

Hasil penelitian menunjukkan bahwa: (1) Disiplin kerja berpengaruh negatif dan tidak signifikan secara parsial terhadap kinerja pegawai Balai Pelestarian Cagar Budaya Maluku Utara. Hasil penelitian ini berarti bahwa, jika disiplin kerja menurun, maka kinerja pegawai akan menurun; (2) Kompetensi berpengaruh positif dan signifikan secara parsial terhadap kinerja pegawai Balai Pelestarian Cagar Budaya Maluku Utara. Hasil penelitian ini berarti bahwa, kompetensi yang baik, dapat meningkatkan kinerja pegawai; dan (3) Kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai Balai Pelestarian Cagar Budaya Maluku Utara. Hasil penelitian ini berarti bahwa, kepemimpinan yang baik, dapat meningkatkan kinerja pegawai.

Kata Kunci: Disiplin Kerja, Kompetensi Dan Kepemimpinan.

ABSTRACT

The Influence of Work Discipline, Competence and Leadership on the Performance of North Maluku Cultural Heritage Preservation Center Employees

The purpose of this research is to find out and analyze; (1) The Influence of Work Discipline on the Performance of the Employees of the North Maluku Cultural Heritage Preservation Center; (2) To find out and analyze the influence of competence on the performance of the employees of the North Maluku Cultural Heritage Preservation Center; and (3) To find out and analyze the Leadership on the Performance of the Employees of the North Maluku Cultural Heritage Preservation Center. The number of research samples was 48 employees at the North Maluku Cultural Heritage Preservation Center. The test tool used is multiple linear regression analysis (multiple regression) using the statistical package for social scientists (SPSS) as a statistical test tool.

The results showed that: (1) Work discipline had a negative and partially insignificant effect on the performance of the employees of the North Maluku Cultural Heritage Preservation Center. The results of this study mean that, if work discipline decreases, then employee performance will decrease; (2) Competence has a positive and significant partial effect on the performance of the employees of the North Maluku Cultural Heritage Preservation Center. The results of this study mean that good competence can improve employee performance; and (3) Leadership has a positive and significant effect on the performance of the employees of the North Maluku Cultural Heritage Preservation Center. The results of this study mean that good leadership can improve employee performance.

Keywords: Work Discipline, Competence and Leadership.