

Pengaruh kompetensi dan kepuasan kerja terhadap kinerja karyawan Sekretariat Direktorat Jenderal Minyak dan Gas Bumi = the Effect of competence and job satisfaction to employee's performance in Secretariat Directorate General of Oil and Gas

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Abstrak

The goal of this research is to identify the effect of competence and job satisfaction to employee's performance in Secretariat Directorate General of Oil and Gas. The characteristic of this research is descriptive. Type of method used is survey and population in this research is all employees who had bachelor degree, as many as 64 employees. Technique used to pick the sample is purposive sampling, from data collected the sample is 49 employees.

Data collection method used is-questionnaire. Knowledge test based on the job in each division and question about attitudes is to measure competence, and to measure job satisfaction is used question concerning with it. In addition to measure performance is used performance appraisal which spread out to all managers to evaluate their subordinates directly. Theories used in this research are theory on the topic of performance, competence, job satisfaction and individual characteristic.

Research result showing that there is positive and significant relationship between competence and performance at 0.606, significance at 0.000 and determinant coefficient 0.3772. There is positive and significant relationship between job satisfaction and performance at 0.694, significance at 0.000 and determinant coefficient 0.4816. In general, there are positive and significant relationship among variables, those are competence and job satisfaction with performance at 0.7691 significance at 0.000 and determinant coefficient 0.5913, regression equation $Y = 17.130 + 0.361X_1 + 0.411X_2$.