

Pengaruh etos kerja dan daya saing terhadap prestasi kerja = The influence of work ethic and competitiveness toward job performance

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Abstrak

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Penelitian ini bertujuan untuk melihat seberapa besar variabel etos kerja dan daya saing memberikan pengaruh terhadap variabel prestasi kerja. Pada masa perkembangannya, manusia memiliki tugas perkembangan termasuk dalam perkembangan karir dan kematangan berperilaku sesuai dengan norma yang berlaku dalam agama dan masyarakat. Etos kerja dan daya saing merupakan bagian dari kematangan berperilaku dan kekuatan individu dalam mencapai prestasi kerja.

Penelitian ini menggunakan sampel sebanyak 30 manager, dengan tingkatan jabatan pada tataran manajerial yaitu manajer atas, menengah dan bawah. Metode pengambilan sampel menggunakan non probability sampling. Data yang diperoleh dianalisa menggunakan deskripsi kuantitatif, dengan model korelasi dan regresi berganda.

Hasil penelitian menunjukkan bahwa etos kerja memiliki korelasi positif yang signifikan, sedangkan daya saing memiliki korelasi positif yang tidak signifikan. Etos kerja memiliki pengaruh signifikan terhadap prestasi kerja. Secara bersama-sama variabel etos kerja dan daya saing memiliki pengaruh yang tidak signifikan dan memberikan kontribusi sebesar 9.8% terhadap variasi variabel prestasi kerja.

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ABSTRACT

This research conducted to determine the influence of work ethic and competitiveness toward job performance. In their growth, people have duties such as career development and mature behavior based on morality and religion values. Work ethic and competitiveness are the sides that propel people to gain of job performance.

The numbers of sample in this research are 30 managers, at level top manager, middle manager and low manager. The sampling method uses non probability sampling. All data analyzed by descriptive quantitative method with correlation and multiple regression models.

The result shows that work ethic has significant positive correlation with job performance, and competitiveness has positive correlation but not significant. Work ethic has significant influence toward job performance. However work ethic and competitiveness together have no significant influence toward job

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