

## Analisis pengaruh kepribadian, kemampuan kerja dan motivasi kerja terhadap kinerja SDM outsourcing pada PT. Catur Karya Sentosa Medan

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### Abstrak

Employee performance is the level of achievement of the implementation of certain tasks in this regard include individual performance, group performance, company performance is influenced by internal and external. Employee performance will be influenced by many factors, some of which is personality, ability, and motivation. The objectives of this study is to know and to analyze the influence of personality, ability, and motivation on employee outsourcing performance at PT. Catur Karya Sentosa Medan. The method used in this study is the survey approach, the study was descriptive quantitative and the nature of the research is explanatory research. The population in this study was all employees outsourcing at PT. Catur Karya Sentosa Medan, with the amount to 42 employees, and sample in this study all population. Data were collected by doing interviews, documentation study and giving questionnaires. Variables examined by using a likert scale. First questionnaires was tested by using the validity and reliability test. Processing data with SPSS software version 17.0 ware analyzed by using descriptive analysis an hypotesis testing with multiple linear regression.