

Pengaruh kompetensi karyawan tingkat struktural dan persepsi bawahannya terhadap unit performance pada departemen produksi PT. Aerofood Indonesia = The influence of employee level structural competence and subordinate perception to unit performance at production department PT. Aerofood Indonesia

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk melihat apakah ada perbedaan antara kompetensi karyawan tingkat struktural dan persepsi bawahannya serta melihat pengaruh antara kompetensi karyawan tingkat struktural dan persepsi bawahannya terhadap kinerja unit produksi di PT Aerofood Indonesia. Penelitian dilakukan di PT Aerofood Indonesia pada 17 karyawan tingkat struktural di Departemen Produksi dan 85 karyawan yang merupakan bawahan dari masing-masing karyawan tingkat struktural tersebut. Pengukuran kompetensi menggunakan Sandwith's Competency Domain Model yang terbagi menjadi 5 domain, yaitu conceptual/creative competencies, interpersonal competencies, leadership competencies, administrative domain dan technical domain. Pengolahan data menggunakan uji t dan analisis regresi dengan dibantu software SPSS. Hasil dari penelitian ini menunjukkan bahwa tidak ada perbedaan nilai antara kompetensi karyawan tingkat struktural dan persepsi bawahannya. Selain itu, dari hasil analisis regresi, dapat disimpulkan bahwa peran variabel independen berupa gap kompetensi berpengaruh terhadap pencapaian unit performance di Departemen Produksi PT Aerofood Indonesia yang ditunjukkan dengan nilai koefisien R sebesar 0,970.

ABSTRACT

This study aims to see whether there is a difference between the competence of the employees of the structural level and the perception of their subordinates and to see the influence between the employees 39 competence of the structural level and the perception of their subordinates to the performance of production unit in PT Aerofood Indonesia. The research was conducted at PT Aerofood Indonesia on 17 structural level employees in the Production Department and 85 employees who were subordinate to each of the employees of the structural level. Competency measurement using Sandwith 39 s Competency Domain Model is divided into 5 domains, namely conceptual creative competencies, interpersonal competencies, leadership competencies, administrative domain and technical domain. Data processing using t test and regression analysis with assisted SPSS software. The results of this study indicate that there is no difference in value between the competence of employees of the structural level and the perception of their subordinates. In addition, from the results of regression analysis, it can be concluded that the role of independent variables in the form of competence gaps affect the achievement of performance units in the Department of Production PT Aerofood Indonesia shown by the value of coefficient R of 0.970.