

**THE INFLUENCE OF COMPETENCE AND WORK DISIPLINE
TO EMPLOYEE PERFORMANCE IN PUBLIC RELATIONS
BUREAU MINISTRY OF INDUSTRY REPUBLIC
OF INDONESIA**

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Abstract

The research was conducted with the aim of knowing and proving the effect of competence and work discipline on the performance of employees of the Public Relations Bureau of the Ministry of Industry of the Republic of Indonesia, totaling 48 people. The sample technique used is Non Probability Sampling with saturated sample types. Media assistance in data processing using SPSS Version 25 using the T test and F test, so that the results can be known and proven statistically that: (1) Competence of employees of the Public Relations Bureau of the Ministry of Industry of the Republic of Indonesia has a significant positive effect on the resulting performance, (2)) Work discipline of employees of the Public Relations Bureau of the Ministry of Industry of the Republic of Indonesia has a significant positive effect on the resulting performance, (3) Competence and work discipline of employees of the Public Relations Bureau of the Ministry of Industry of the Republic of Indonesia have a significant positive effect simultaneously on the resulting performance.

Keywords : Competence; Work Discipline; Employee Performance.

PENGARUH KOMPETENSI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI BIRO HUBUNGAN MASYARAKAT KEMENTERIAN PERINDUSTRIAN RI

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Abstrak

Penelitian dilakukan dengan tujuan untuk mengetahui dan membuktikan mengenai pengaruh kompetensi dan disiplin kerja terhadap kinerja pegawai Biro Hubungan Masyarakat Kementerian Perindustrian RI yang berjumlah 48 orang. Teknik sampel yang digunakan adalah *Non Probability Sampling* dengan jenis sampel jenuh. Media bantuan dalam olah data menggunakan SPSS Versi 25 dengan menggunakan Uji T dan Uji F, sehingga hasilnya dapat diketahui dan dibuktikan secara statistic bahwa: (1) Kompetensi pegawai Biro Hubungan Masyarakat Kementerian Perindustrian RI memiliki pengaruh positif yang signifikan terhadap kinerja yang dihasilkan, (2) Disiplin kerja pegawai Biro Hubungan Masyarakat Kementerian Perindustrian RI memiliki pengaruh positif yang signifikan terhadap kinerja yang dihasilkan, (3) Kompetensi dan disiplin kerja pegawai Biro Hubungan Masyarakat Kementerian Perindustrian RI memiliki pengaruh positif yang signifikan secara bersama-sama terhadap kinerja yang dihasilkan.

Kata Kunci : Kompetensi; Disiplin Kerja; Kinerja.