

ABSTRACT

(MUHAMMAD SYAFII / 1900861201117 / 2025 / THE EFFECT OF WORK PROFESSIONALISM, TRAINING AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT AGUNG TOYOTA SIPIN JAMBI / LECTURER I Dr. SUDIRMAN, SE, M.Ei. / LECTURER II KHULUQON AZIMA, SE, MM.)

Work Professionalism, Training and work discipline play a very important role in employee performance. Therefore, the purpose of this study is to describe work professionalism, training, work discipline and employee performance at PT. Agung Toyota Sipin Jambi and to analyze the effect of work professionalism, training and work discipline on employee performance at PT. Agung Toyota Sipin Jambi simultaneously and partially.

The research method in this study is descriptive and quantitative. The distribution of questionnaires with the number of samples in this study were all employees at PT. Agung Toyota Sipin Jambi in 2024 as many as 40 people, Data analysis using SPSS Ver 23 and using a multiple linear regression model with the calculation results $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$.

Multiple linear regression model with the results $Y = 1.927 + 0.386X_1 + 0.439X_2 + 0.452X_3 + e$. The regression coefficient of Work Professionalism (X_1) is 0.386, the regression coefficient of Training (X_2) is 0.439 and the regression coefficient of Work Discipline (X_3) is 0.452.

Determination Coefficient = R Square (R^2) of 0.879, this figure states that the variables of Work Professionalism (X_1), Training (X_2) and Work Discipline (X_3) are able to explain the Performance variable (Y) of 87.9% and the remaining 12.1% is explained by other factors not included in this research model such as, Work Motivation, Work Environment, and others.

Work Professionalism (X_1), Training (X_2) and Work Discipline (X_3) simultaneously have a significant effect on the Employee Performance variable (Y). Work Professionalism (X_1), Training (X_2) and Work Discipline (X_3) partially have a positive and significant effect on Employee Performance (Y).

Keywords: Work Professionalism, Training, Work Discipline, Performance

ABSTRAK

(MUHAMMAD SYAFII / 1900861201117 / 2025 / PENGARUH PROFESIONALISME KERJA, PELATIHAN DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN DI PT AGUNG TOYOTA SIPIN JAMBI / DOSEN I Dr. SUDIRMAN, SE, M.Ei. / DOSEN II KHULUQON AZIMA, SE, MM.)

Profesionalisme kerja, pelatihan dan disiplin kerja memegang peranan yang sangat penting dalam kinerja karyawan. Oleh karena itu, tujuan penelitian ini adalah untuk mendeskripsikan profesionalisme kerja, pelatihan, disiplin kerja dan kinerja karyawan di PT. Agung Toyota Sipin Jambi dan menganalisis pengaruh profesionalisme kerja, pelatihan dan disiplin kerja terhadap kinerja karyawan di PT. Agung Toyota Sipin Jambi secara simultan dan parsial.

Metode penelitian dalam penelitian ini adalah deskriptif dan kuantitatif. Penyebaran kuesioner dengan jumlah sampel dalam penelitian ini adalah seluruh karyawan di PT. Agung Toyota Sipin Jambi tahun 2024 sebanyak 40 orang, Analisis data menggunakan SPSS Ver 23 dan menggunakan model regresi linier berganda dengan hasil perhitungan $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$.

Model regresi linier berganda dengan hasil $Y = 1,927 + 0,386X_1 + 0,439X_2 + 0,452X_3 + e$. Koefisien regresi Profesionalisme Kerja (X_1) sebesar 0,386, koefisien regresi Pelatihan (X_2) sebesar 0,439 dan koefisien regresi Disiplin Kerja (X_3) sebesar 0,452.

Koefisien Determinasi = R Square (R^2) sebesar 0,879, angka ini menyatakan bahwa variabel Profesionalisme Kerja (X_1), Pelatihan (X_2) dan Disiplin Kerja (X_3) mampu menjelaskan variabel Kinerja (Y) sebesar 87,9% dan sisanya sebesar 12,1% dijelaskan oleh faktor lain yang tidak dimasukkan dalam model penelitian ini seperti, Motivasi Kerja, Lingkungan Kerja, dan lain-lain.

Profesionalisme Kerja (X_1), Pelatihan (X_2) dan Disiplin Kerja (X_3) secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Profesionalisme Kerja (X_1), Pelatihan (X_2) dan Disiplin Kerja (X_3) secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y).

Kata Kunci: Profesionalisme Kerja, Pelatihan, Disiplin Kerja, Kinerja