

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pengetahuan, latar belakang pendidikan dan pengalaman kerja terhadap kinerja karyawan di PT Adisukma Land Development. Teknik pengambilan sampel menggunakan teknik sampel jenuh dengan semua karyawan dijadikan sampel penelitian. Data diperoleh dengan membagikan kuesioner kepada 53 responden melalui google form. Teknik analisis data pada penelitian ini menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, uji regresi linear berganda, dan uji hipotesis dengan bantuan aplikasi SPSS 16. Hasil uji hipotesis pada penelitian ini membuktikan bahwa: 1) Pengetahuan berpengaruh positif dan signifikan terhadap Kinerja Karyawan, 2) Latar Belakang Pendidikan berpengaruh positif dan signifikan terhadap Kinerja Karyawan, 3) Pengalaman Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan dan 4) Ketiga variabel Pengetahuan, Latar Belakang Pendidikan dan Pengalaman Kerja berpengaruh secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan PT Adisukman Land Development.

Kata kunci: Pengetahuan, Latar Belakang Pendidikan, Pengalaman Kerja dan Kinerja Karyawan.

ABSTRACT

This study aims to analyze the effect of knowledge, educational background and work experience on employee performance at PT Adisukma Land Development. The sampling technique uses a saturated sample technique based on all employees as the research sample. Data was obtained by distributing questionnaires to 53 respondents via the Google form. Data analysis techniques in this study used validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression test, partial test, simultaneous test and coefficient of determination test with the help of the SPSS 16 application. The results of the hypothesis testing in this study prove that : 1) Knowledge has a positive and significant effect on Employee Performance, 2) Educational Background has a positive and significant effect on Employee Performance, 3) Work Experience has a positive and significant effect on Employee Performance and 4) The three variables Knowledge, Educational Background and Work Experience have an effect simultaneously has a positive and significant effect on the performance of employees of PT Adisukman Land Development.

Keywords: *Knowledge, Educational Background, Work Experience and Employee Performance.*