

ABSTRACT

“The Effect of Orientation and Work Experience for Employee’s Performance At PT. Marinal Indoprima Branch Sumenep” Under the guidance of Dr. Muhammad Alkirom Wildan SE., Msi and Dr. Hj. Iriani Ismail, Dra., MM.

The aims of this study are; 1) To determine whether the orientation and work experience together effect the employee’s performance at PT. Marinal Indoprima Branch Sumenep; 2) To determine whether the orientation and work experience partially effect at PT. Marinal Indoprima Branch Sumenep; 3) To determine which is dominant among the variables are orientation, work experience effect to employee’s performance at PT. Marinal Indoprima Branch Sumenep.

The hypothesis of this study suspected that; 1) orientation and work experience variables are positive and significant effect simultaneously to employee’s performance at PT. Marinal Indoprima Branch Sumenep; 2) orientation and work experience variables are positive and significant effect to employee’s performance at PT. Marinal Indoprima Branch Sumenep; 3) work experience variable is dominant effect at PT. Marinal Indoprima Branch Sumenep.

The result of multiple linear regression analysis are; 1) orientation and work experience variables effect simultaneously are positive and significant to the employee’s performance with the Adjusted R Square of 0,845; 2) partially, orientation and work experience variables effect to the employee’s performance with the value of orientation variable t_{count} 7,887 and work experience variable t_{count} 4,088; 3) orientation is the dominant effect to employee’s performance with the value of (B) 0,631.

Keywords: Orientation, Work Experience, Employee’s Performance.

ABSTRAK

“Pengaruh Orientasi dan Pengalaman Kerja terhadap Kinerja Karyawan di PT. Marinal Indoprima Cabang Sumenep” Dibawah bimbingan Dr. Muhammad Alkirom Wildan, SE., Msi dan Dr. Hj. Iriani Ismail, Dra., MM.

Tujuan dari penelitian ini adalah; 1) untuk mengetahui apakah orientasi dan pengalaman kerja secara bersama-sama berpengaruh terhadap kinerja karyawan di PT. Marinal Indoprima Cabang Sumenep; 2) untuk mengetahui apakah orientasi dan pengalaman kerja secara parsial berpengaruh terhadap kinerja karyawan PT. Marinal Indoprima Cabang Sumenep; 3) untuk mengetahui variabel manakah yang berpengaruh dominan terhadap kinerja karyawan PT. Marinal Indoprima Cabang Sumenep.

Hipotesis penelitian ini; 1) diduga variabel orientasi dan pengalaman kerja berpengaruh positif dan signifikan secara simultan terhadap kinerja karyawan PT. Marinal Indoprima Cabang Sumenep; 2) diduga variabel orientasi dan pengalaman kerja secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan di PT. Marinal Indoprima Cabang Sumenep; 3) diduga variabel pengalaman kerja berpengaruh dominan terhadap kinerja karyawan di PT. Marinal Indoprima Cabang Sumenep.

Berdasarkan hasil analisis regresi linear berganda; 1) secara simultan orientasi dan pengalaman kerja berpengaruh terhadap kinerja karyawan dengan nilai Adjusted R Square sebesar 0,845; 2) secara parsial orientasi dan pengalaman kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai variabel orientasi t_{hitung} 7,887 dan variabel pengalaman kerja t_{hitung} 4,088; 3) variabel orientasi berpengaruh dominan terhadap kinerja karyawan dengan nilai (B) 0,632.

Kata Kunci: Orientasi, Pengalaman Kerja, Kinerja Karyawan.