ANALISIS FAKTOR-FAKTOR YANG MEMPENGARUHI KINERJA KARYAWAN UNIT SPINNING 2 PT. APAC INTI CORPORA

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Abstrak

PT. Apac Inti Corpora (AIC) merupakan perusahaan tekstil yang terkemuka di dunia dan terbesar di Indonesia. Beberapa hasil produksi PT. AIC berupa kain denim, benang, kain mentah Grey, dan *Garment uniform*/seragam. Dari hasil produksi tersebut, sebanyak 70% produk diekspor ke luar negeri dan sisanya dijual di dalam negeri. Oleh karena itu, untuk menjamin kualitas produk yang dihasilkan, peran karyawan dalam mengawasi proses produksi sangat diperlukan.

Penilaian kinerja karyawan unit Spinning 2 PT. AIC meliputi aspek penilaian kualitas dan kuantitas hasil kerja, penunjang di bidang kerja (penguasaan pengetahuan di bidang kerja, operasional di bidang kerja, perilaku di bidang kerja), peran aktif dalam kegiatan yang dilaksanakan oleh perusahaan, ketidakhadiran/absensi dalam tahun berjalan, dan sanksi administrasi/indispliner. Berdasarkan hasil penilaian kinerja karyawan unit Spinning 2, banyak karyawan yang mendapatkan nilai C dan D. Hal ini dikarenakan kurangnya *score* yang diperoleh pada aspek penilaian kualitas dan kuantitas hasil kerja, aspek penunjang dibidang kerja, peran aktif dalam kegiatan yang dilaksanakan oleh perusahaan, ketidakhadiran/absensi dan indispliner.

Untuk mengetahui faktor apa saja yang mempengaruhi kinerja karyawan maka penelitian menggunakan beberapa variabel penelitian yaitu budaya organisasi, motivasi, kepuasan kerja dan kinerja. Structural Equation Modeling (SEM) dalam penelitian ini menggunakan bantuan software AMOS. Hasil penelitian menunjukkan bahwa variabel budaya organisasi, motivasi, dan kepuasan kerja memiliki pengaruh terhadap variabel kinerja karyawan.

Kata kunci : kinerja, budaya organisasi, motivasi, kepuasan kerja, SEM

Abstract

PT. Apac Inti Corpora (AIC) is a leading textile company in the world and the largest in Indonesia. Some of the results produced by AIC are denim fabric, yarn, raw cloth Grey, and Garment uniform / uniform. From the results of such production, 70% products are exported to foreign countries and the rest sold domestically. Therefore, to ensure the quality of products produced, the employee's role in overseeing the production process is indispensable.

Spinning 2 unit employee performance PT. AIC appraisal includes assessment of the quality and the quantity aspects of work, supporting work in the field (mastery of knowledge in the field work, operational work in the field, the behavior in the field of work), an active role in activities undertaken by the company, absence / attendance in current year, and sanctions administrative / discplinary. Based on the results of employee performance appraisal Spinning 2 unit, many employees who obtain a grade of C and D. This is because the lack of scores obtained on the assessment of the quality and quantity aspects of work, supporting aspects of work in the field, an active role in activities undertaken by the company, absence / attendance and discplinary.

To find out what factors affect the performance of the employee research studies using several variables namely organizational culture, motivation, job satisfaction and performance. Structural Equation Modeling (SEM) in this study using the help of AMOS software. The results of data processing of the estimated value of indicators in each variable, and the Goodness of Fit. The result showed that variables of organizational culture, motivation and job satisfaction has an influence on employee performance variables.

Keyword : performance, organizatonal culture, motivation, work satisfaction, SEM