

ABSTRACT

THE IMPACTS OF WORKERS COMPETENCY, WORKING CHARACTERISTIC, AND WORKING TIME TO EMPLOYEES PERFORMANCE UPON TRANSPORTATION AGENCY CITY OF BANDAR LAMPUNG

By

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The local government Bandar Lampung in providing services to people on this city has units of the organization SKPD, as acting in accordance with the duties and function services. DISHUB Bandar Lampung as Transportation Agency City of Bandar Lampung as one of the regional work units in the local government environment has TUPOKSI in the field of Bandar Lampung transportation. DISHUB UPT-PKB Bandar Lampung is through Technical Implementation Unit Testing Vehicle is an important unit to role in serving the community in the field of motor vehicle testing service.

The main problem in this research is how much influence the variable competency, work characteristics, work time for employee performance UPT-PKB DISHUB or Transportation Agency Bandar Lampung. The hypothesis of this research is woker competency, job characteristics and working time have positive effect on employee performance UPT PKB DISHUB Bandar Lampung.

The object of this research are employees of the UPT-PKB Dishub Bandar Lampung with a number of 32 employees as a whole will be the object of this research, so this research using population sensus. This research use the multiple regression with three independent variables (Xi) are variable competency, work characteristics, and characteristics of working time. The dependent variable (Y) this model is the employee performance of UPT-PKB.

The results of research and hypothesis testing concluded, except the insignificant variable competence, the other two variables which is job characteristics and the characteristics of the working time have positive effect on employee performance UPT PKB Transportation Agency Bandar Lampung was accepted. The greatest influence on employee performance improvement UPT PKB Transportation Agency Bandar Lampung is the effect of variable working time by 70.0%, the effect of variable characteristics of the work amounted to only 26.6%, and the smallest influence is the effect of variable competence effect by 0,00%.

Keywords: Competency, working characteristics, working time, and the performance of employees.