

ABSTRAK

PENGARUH KOMPETENSI, *PERSONALITY*, DAN FASILITAS KERJA TERHADAP KINERJA PEGAWAI FAKULTAS TEKNIK UNIVERSITAS LAMPUNG

Oleh

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Kinerja pegawai merupakan salah satu faktor penentu keberhasilan suatu organisasi, termasuk institusi perguruan tinggi Fakultas Teknik Universitas Lampung sebagai salah satu institusi pendidikan tinggi menghadapi tantangan dalam meningkatkan kualitas tenaga kependidikan agar dapat mendukung proses tri dharma perguruan tinggi secara optimal. Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi, kepribadian, dan fasilitas kerja terhadap kinerja pegawai di Fakultas Teknik Universitas Lampung.

Desain penelitian yang digunakan adalah kuantitatif deskriptif dengan pendekatan eksplanatori, melalui penyebaran kuesioner kepada 88 responden. Data yang diperoleh dianalisis menggunakan regresi linear berganda.

Hasil empiris menunjukkan bahwa kompetensi, kepribadian, dan fasilitas kerja masing-masing berpengaruh positif dan signifikan terhadap kinerja pegawai. Di antara variabel yang diteliti, kompetensi merupakan faktor yang paling dominan dengan kontribusi sebesar 45,4%, diikuti oleh fasilitas kerja sebesar 26,2% dan kepribadian sebesar 19,2%. Secara keseluruhan, ketiga variabel tersebut memiliki daya jelaskan yang kuat terhadap kinerja pegawai, dengan nilai koefisien determinasi yang disesuaikan ($\text{Adjusted } R^2$) sebesar 0,892. Temuan ini menegaskan bahwa peningkatan kompetensi pegawai, penguatan aspek kepribadian, serta penyediaan fasilitas kerja yang memadai merupakan faktor penting dalam mengoptimalkan kinerja pegawai di lingkungan akademik Fakultas Teknik Universitas Lampung.

Kata kunci: kompetensi, kepribadian, *personality*, fasilitas kerja, kinerja pegawai

ABSTRACT

AN EMPIRICAL ANALYSIS OF COMPETENCE, PERSONALITY, AND WORK FACILITIES AS DETERMINANTS OF EMPLOYEE PERFORMANCE AT THE FACULTY OF ENGINEERING, UNIVERSITY OF LAMPUNG

By

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Employee performance is one of the key determinants of an organization's success, including higher education institutions. The Faculty of Engineering at the University of Lampung, as one such institution, faces challenges in improving the quality of its educational personnel to optimally support the implementation of the tri dharma of higher education. This study investigates the influence of competence, personality, and work facilities on employee performance within the Faculty of Engineering, University of Lampung.

A quantitative descriptive design with an explanatory approach was employed, utilizing questionnaires administered to 88 respondents. The data were analyzed through multiple linear regression.

The empirical findings reveal that competence, personality, and work facilities each exert a positive and statistically significant effect on employee performance. Among the examined variables, competence emerges as the most dominant predictor, accounting for 45.4% of the variance, followed by work facilities (26.2%) and personality (19.2%). Collectively, these factors demonstrate a strong explanatory power, with an adjusted coefficient of determination (Adjusted R^2) of 0.892. The results highlight that enhancing employee competence, fostering personality attributes, and ensuring the availability of adequate work facilities constitute critical determinants for optimizing employee performance in the academic context of the Faculty of Engineering, University of Lampung.

Keyword: Competency, Personality, Work Facilities, Employee Performance