

ABSTRAK

ANDI PANGERANG. 2024. *Pengaruh Kemampuan Dan Motivasi Terhadap Kinerja Karyawan Pada PT. Telkom Ragonal 7 Kawasan Indonesia Timur Bagian Planning Engineering deployment KOTA MAKASSAR.* SKRIPSI. Jurusan Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh : Sitti Marhumi dan Muhiddin Daweng

Tujuan penelitian ini untuk mengetahui pengaruh kemampuan dan motivasi terhadap kinerja karyawan pada PT. Telkom Ragonal 7 Kawasan Indonesia Timur Bagian Planning Engineering deployment. Jenis penelitian yang digunakan adalah kuantitatif populasi dalam penelitian ini adalah karyawan pada Planning Engineering deployment yaitu 32 orang.

Berdasarkan hasil penelitian data dengan menggunakan perhitungan statistik melalui bantuan Statistical Package for the Social Science (SPSS) versi 25. Hal tersebut dibuktikan dengan uji t sebesar $3,836 > t$ tabel $2,012$ dan nilai signifikan sebesar $0,000 < 0,05$. Berdasarkan data diatas, bahwa pengaruh kemampuan dan motivasi terhadap kinerja karyawan berpengaruh secara positif dan signifikan terhadap kinerja karyawan.

KATA KUNCI: *Kemampuan, Motivasi, Kinerja karyawan*

ABSTRACT

ANDI PANGERANG. 2020. *The Influence of Ability and Motivation on Employee Performance at PT. Telkom Regional 7 Eastern Indonesia Region Planning Engineering deployment Section Makassar City. THESIS. Department of Management, Faculty of Economics and Business, University of Muhammadiyah Makassar. Mentored by: Sitti Marhumi and Muhiddin Daweng*

The purpose of this study aims to determine the influence of ability and motivation on employee performance at PT. Telkom Regional 7 Eastern Indonesia Region Planning Engineering deployment section. The type of research used is quantitative, the population in this study is employees in Planning Engineering deployment, which is 32 people.

Based on the results of data research using statistical calculations through the help of Statistical Package for the Social Science (SPSS) version 25. This is evidenced by a t test of $3.836 > t$ table of 2.012 and a significant value of $0.000 < 0.05$. Based on the data above, that the influence of ability and motivation on employee performance has a positive and significant effect on employee performance.

KEYWORDS: *Ability, Motivation, Employee Performance*