

## ABSTRAK

**Nanda Pratama Daulay NIM:7193210011. “Pengaruh Budaya *Kaizen* Dan Keterampilan Karyawan Terhadap Kinerja Karyawan Pada PT. Bridgestone Sumatra Rubber Estate”. Skripsi, Jurusan Manajemen Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui Pengaruh Budaya *Kaizen* Dan Keterampilan Karyawan Terhadap Kinerja Karyawan Pada PT. Bridgestone Sumatra Rubber Estate. Sampel diambil dari karyawan PT. Bridgestone Sumatra Rubber Estate dengan menggunakan teknik Purposive Sampling sebanyak 150 responden. Teknik pengumpulan data melalui kuesioner atau angket yang telah diuji validitas dan reliabilitasnya. Metode analisis data yang digunakan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji asumsi klasik, uji analisis regresi linear berganda, uji hipotesis uji-t, uji-f, uji koefisien determinasi dengan menggunakan program SPSS *Versi 25.0 For Windows*. Hasil penelitian pada uji parsial menunjukkan bahwa Budaya *Kaizen* berpengaruh positif dan signifikan terhadap Kinerja pada karyawan PT. Bridgestone Sumatra Rubber Estate dan Keterampilan Karyawan berpengaruh positif dan signifikan terhadap Kinerja pada karyawan PT. Bridgestone Sumatra Rubber Estate. Pada uji simultan variabel Budaya *Kaizen* dan Keterampilan Karyawan secara simultan berpengaruh positif dan signifikan terhadap Kinerja. Hasil penelitian melalui uji Determinasi *R-Square* ( $R^2$ ) dapat disimpulkan bahwa variabel Budaya *Kaizen*, dan Keterampilan Karyawan berpengaruh terhadap Kinerja pada Karyawan PT. Bridgestone Sumatra Rubber Estate sebesar 41,2% serta sisanya yaitu 59,8% dijelaskan oleh variabel lain yang tidak terdapat pada penelitian ini.

**Kata Kunci : Budaya *Kaizen*, Keterampilan Karyawan, Kinerja**



## ABSTRACT

***Nanda Pratama Daulay NIM: 7193210011. ‘The Influence of Kaizen Culture and Employee Skills on Employee Performance at PT. Bridgestone Sumatra Rubber Estate’’. Thesis, Management Department, management Study Program, Faculty Of Economics, Medan State University.***

*This research aims to determine the influence of Kaizen culture and employeeskills on employee performance at PT. Bridgestone Sumatra Rubber Estate. Samples were taken from employees of PT. Bridgestone Sumatra Rubber Estate Using Purposive Sampling technique of 150 respondents. Data collection techniques are through questionnaires or questionnaires whose validity and reliability have been tested. The data analysis methods used in this research are validity test, reliability test, classical assumption test, multiple linear regression analisys test, t-test hypothesis test, f-test, coefficient of determination test using the SPSS Version 25.0 For Windows program. The results of the partial test research show that Kaizen Culture has a positive and significant effect on the performance of PT employees Bridgestone Sumatra Rubber Estate and Employee Skills have a positive and significant effect on the performance of PT employees. Bridgestone Sumatra Rubber Estate. In the simultaneous test, the Kaizen Culture and Employee Skills variables simultaneously had a positive and significant effect on performance. The result of research using the R-Square Determination test ( $R^2$ ) can be concluded that the variables Kaizen Culture and Employee Skills influence the performance of PT employees. Bridgestone Sumatra Rubber Estate was 41.2% and the remaining 59.8% was expalined by other variables not included in this research.*

***Keywords: Kaizen Culture, Employee Skills, Performance***

