

ABSTRAK

Kania Humaira Barus, NIM. 7203210036. Pengaruh *Self leadership* dan Kompetensi Terhadap Kinerja Pegawai Pada UPTD Sertifikasi Benih Dinas Ketahanan Pangan, Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara.

Tujuan penelitian ini adalah 1. Untuk mengetahui pengaruh *Self leadership* terhadap Kinerja Pegawai pada UPTD Sertifikasi Benih Dinas Ketahanan Pangan, Tanaman Pangan Dan Hortikultura Provinsi Sumatera Utara. 2. Untuk mengetahui pengaruh Kompetensi terhadap Kinerja Pegawai pada UPTD Sertifikasi Benih Dinas Ketahanan Pangan, Tanaman Pangan Dan Hortikultura Provinsi Sumatera Utara. 3. Untuk mengetahui pengaruh *Self leadership* dan Kompetensi terhadap Kinerja Pegawai pada UPTD Sertifikasi Benih Dinas Ketahanan Pangan, Tanaman Pangan Dan Hortikultura Provinsi Sumatera Utara.

Penelitian ini dilaksanakan di Kantor UPTD Sertifikasi Benih Dinas Ketahanan Pangan, Tanaman Pangan Dan Hortikultura Provinsi Sumatera Utara. Populasi dalam penelitian ini adalah seluruh pegawai yang bekerja pada UPTD Sertifikasi Benih Dinas Ketahanan Pangan, Tanaman Pangan Dan Hortikultura Provinsi Sumatera Utara. Sampel yang digunakan dalam penelitian ini yaitu seluruh pegawai dengan jumlah 70 responden. Teknik pengambilan sampel yang digunakan adalah total sampling. Teknik analisis data yang digunakan adalah uji validitas dan reliabilitas, uji asumsi klasik, analisis regresi linier berganda dan pengujian hipotesis menggunakan uji t dan uji f serta koefisien determinasi (R^2).

Hasil penelitian menunjukkan bahwa *Self leadership* berpengaruh positif dan signifikan terhadap kinerja pegawai pada UPTD Sertifikasi Benih Dinas Ketahanan Pangan, Tanaman Pangan Dan Hortikultura Provinsi Sumatera Utara. Kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai pada UPTD Sertifikasi Benih Dinas Ketahanan Pangan, Tanaman Pangan Dan Hortikultura Provinsi Sumatera Utara. Dan *Self leadership* dan kompetensi berpengaruh positif dan signifikan terhadap Kinerja Pegawai pada UPTD Sertifikasi Benih Dinas Ketahanan Pangan, Tanaman Pangan Dan Hortikultura Provinsi Sumatera Utara.

ABSTRACT

Kania Humaira Barus, NIM. 7203210036. *The Influence of Self leadership and Competence on Employee Performance at the Seed Certification UPTD of the Food Security, Food Crops and Horticulture Service of North Sumatra Province.*

The objectives of this research are 1. To determine the influence of Self leadership on Employee Performance at the Seed Certification UPTD of the Food Security, Food Crops and Horticulture Service of North Sumatra Province. 2. To determine the influence of Competency on Employee Performance at the Seed Certification UPTD of the Food Security, Food Crops and Horticulture Service of North Sumatra Province. 3. To determine the influence of Self leadership and Competence on Employee Performance at the Seed Certification UPTD of the Food Security, Food Crops and Horticulture Service of North Sumatra Province.

This research was carried out at the UPTD Seed Certification Office of the Food Security, Food Crops and Horticulture Service of North Sumatra Province. The population in this study were all employees who worked at the UPTD Seed Certification Service for Food Security, Food Crops and Horticulture, North Sumatra Province. The sample used in this research was all employees with a total of 70 respondents. The sampling technique used was total sampling. The data analysis techniques used are validity and reliability testing, classic assumption testing, multiple linear regression analysis and hypothesis testing via the t test and f test and the coefficient of determination (R^2).

The results of the research show that Self leadership has a positive and significant effect on employee performance at the Seed Certification UPTD of the Food Security, Food Crops and Horticulture Service of North Sumatra Province. Competency has a positive and significant effect on employee performance at the Seed Certification UPTD of the Food Security, Food Crops and Horticulture Service of North Sumatra Province. And Self leadership and competence have a positive and significant effect on Employee Performance at the UPTD Seed Certification Service for Food Security, Food Crops and Horticulture, North Sumatra Province.