

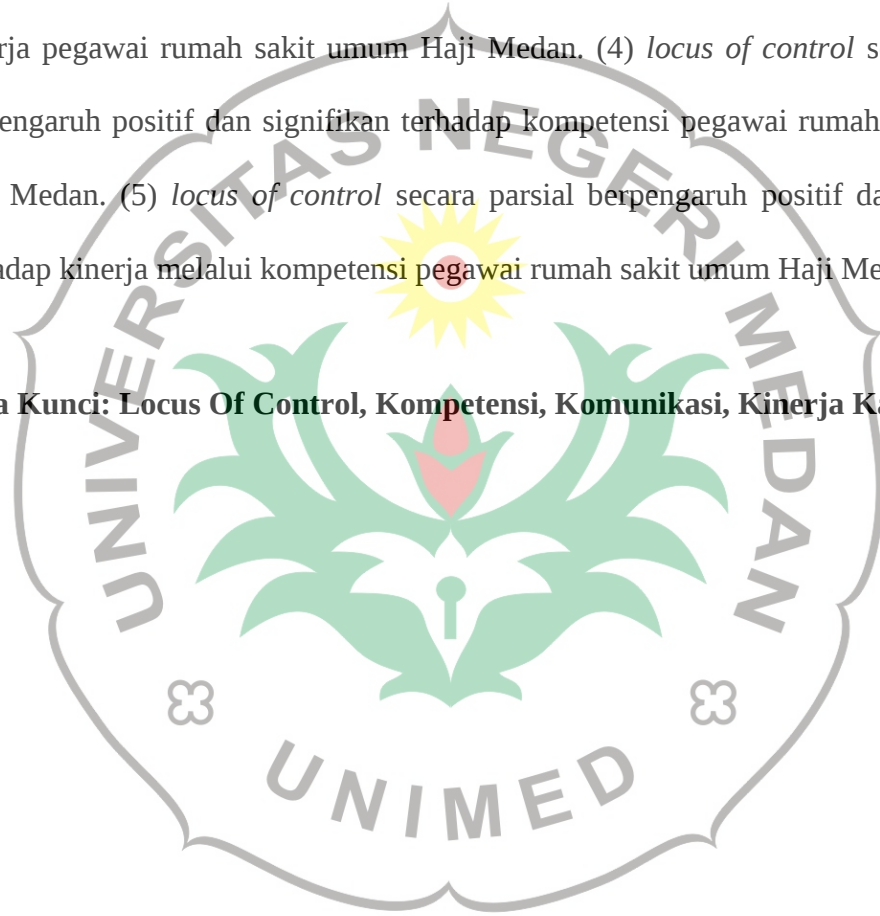
ABSTRAK

Nadhira Zahra Siregar. 7203210018. Pengaruh *Locus Of Control*, Kompetensi, dan Komunikasi Terhadap Kinerja Pegawai Rumah Sakit Umum Haji Medan. Jurusan Manajemen, Program Studi Manajemen. Fakultas Ekonomi, Universitas Negeri Medan

Penelitian ini bertujuan untuk: (1) mengetahui pengaruh *locus of control* terhadap kinerja pegawai di rumah sakit umum Haji Medan.; (2) mengetahui pengaruh kompetensi terhadap kinerja pegawai di rumah sakit umum Haji Medan; (3) mengetahui pengaruh komunikasi terhadap kinerja pegawai di rumah sakit umum Haji Medan; (4) mengetahui pengaruh *locus of control* terhadap kompetensi pegawai di rumah sakit umum Haji Medan; (5) mengetahui pengaruh *locus of control* terhadap kinerja pegawai melalui kompetensi di rumah sakit umum Haji Medan. Penelitian ini merupakan penelitian kuantitatif dan dilakukan di rumah sakit umum Haji Medan dengan sampel yang digunakan dalam penelitian ini berjumlah 100 orang yang menggunakan teknik pengambilan sampel dengan metode *simple random sampling*. Data pada penelitian ini diambil dengan mengambil data dari rumah sakit Haji Medan dan menyebarkan kuesioner kepada para perawat. Teknik analisis yang digunakan dalam menguji hipotesis adalah teknik analisis jalur. Hasil penelitian menunjukkan bahwa: (1) *locus of control* secara parsial berpengaruh positif dan signifikan terhadap kinerja pegawai rumah sakit umum Haji Medan. (2) kompetensi secara parsial berpengaruh positif dan signifikan terhadap kinerja pegawai rumah sakit umum Haji

Medan. (3) komunikasi secara parsial berpengaruh positif dan signifikan terhadap kinerja pegawai rumah sakit umum Haji Medan. (4) *locus of control* secara parsial berpengaruh positif dan signifikan terhadap kompetensi pegawai rumah sakit umum Haji Medan. (5) *locus of control* secara parsial berpengaruh positif dan signifikan terhadap kinerja melalui kompetensi pegawai rumah sakit umum Haji Medan.

Kata Kunci: Locus Of Control, Kompetensi, Komunikasi, Kinerja Karyawan.



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ABSTRACT

Nadhira Zahra Siregar. 7203210018. The Influence of Locus of Control, Competence, and Communication on Employee Performance at Haji Medan General Hospital. Management Department, Management Study Program. Faculty of Economics, Medan State University

This research aims to: (1) determine the effect of locus of control on employee performance at the Haji Medan general hospital; (2) determine the effect of competency on employee performance at the Haji Medan general hospital; (3) determine the effect of communication on employee performance at the Haji Medan general hospital; (4) determine the effect of locus of control on employee competence at the Haji Medan general hospital; (5) determine the effect of locus of control on employee performance through competency at the Haji Medan general hospital. This research is a quantitative research and was conducted at the Haji Medan general hospital with the sample used in this research totaling 100 people using a sampling technique using the simple random sampling method. The data in this study was taken by taking data from the Medan Haji Hospital and distributing questionnaires to nurses. The analysis technique used in testing the hypothesis is the path analysis technique. The research results show that: (1) locus of control partially has a positive and significant effect on the performance of employees at the Haji Medan General Hospital. (2) competency partially has a positive and significant effect on the performance of employees at the Haji Medan General Hospital. (3) communication partially has a positive and significant effect on the performance of employees at the Haji Medan General Hospital. (4) locus of control partially has a positive and significant effect on the competency of Haji Medan general hospital employees. (5) locus of control partially has a positive and significant effect on performance through the competency of Haji Medan general hospital employees.

Keywords: Locus of Control, Competence, Communication, Employee Performance.