

ABSTRAK

Sofialola Naibaho, NIM: 7203210002. “Pengaruh *Human Capital* dan *Quality of Work Life* Terhadap Kinerja Karyawan PT. Karya Plasindo”. Skripsi, Jurusan Manajemen Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan 2024.

Penelitian ini bertujuan untuk mengetahui Pengaruh *Human Capital* dan *Quality of Work Life* Terhadap Kinerja Karyawan PT. Karya Plasindo. Metode yang digunakan penelitian ini adalah kuantitatif. Populasi dalam penelitian ini sebanyak 187 orang karyawan di bagian produksi dan menggunakan *purposive sampling* sebanyak 132 orang karyawan sebagai responden. Teknik analisis data yang digunakan dalam penelitian ini adalah uji validitas, uji reliabilitas, kemudian menggunakan uji analisis regresi linier berganda, uji hipotesis menggunakan uji t parsial, uji F simultan, dan uji koefisien determinasi (uji R^2). Pengolahan data menggunakan SPSS 18 for Windows. Berdasarkan hasil penelitian secara parsial menunjukkan bahwa adanya pengaruh positif dan signifikan variabel *human capital* terhadap kinerja karyawan PT. Karya Plasindo. Adanya pengaruh positif dan signifikan variabel *quality of work life* terhadap kinerja karyawan PT. Karya Plasindo. Berdasarkan hasil penelitian menunjukkan bahwa variabel *human capital* dan *quality of work life* secara simultan berpengaruh terhadap kinerja karyawan PT. Karya Plasindo.

Kata Kunci: *Human Capital, Quality of Work Life, Kinerja Karyawan*

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ABSTRACT

Sofialola Naibaho, NIM: 7203210002. "The Effect of Human Capital and Quality of Work Life on Employee Performance of PT. Karya Plasindo". Thesis, Department of Management, Management Study Program, Faculty of Economics, State University of Medan 2024.

This study aims to determine the effect of Human Capital and Quality of Work Life on Employee Performance of PT Karya Plasindo. The method used in this research is quantitative. The population in this study were 187 employees in the production department and used purposive sampling of 132 employees as respondents. The data analysis techniques used in this study are validity test, reliability test, then using multiple linear regression analysis test, hypothesis testing using partial t test, simultaneous F test, and determination coefficient test (R² test). Data processing using SPSS 18 for Windows. Based on the partial research results, it shows that there is a positive and significant influence of human capital variables on the performance of PT Karya Plasindo employees. There is a positive and significant influence of quality of work life variables on the performance of employees of PT Karya Plasindo. Based on the results showed that human capital and quality of work life variables simultaneously affect the performance of employees of PT. Karya Plasindo.

Keywords: Human Capital, Quality of Work Life, Employee Performance

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