

ABSTRAK

Zefaninya Stephani Sinuraya, Nim 7203210045, “Pengaruh Profesionalisme Kerja, Time Management , dan Work Resilience Terhadap Kinerja Karyawan PT. Perkebunan Nusantara IV Regional 1 Medan”. Skripsi Jurusan Manajemen, Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan.

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui Pengaruh Pengaruh Profesionalisme Kerja, Time Management , dan Work Resilience Terhadap Kinerja Karyawan PT. Perkebunan Nusantara IV Regional 1 Medan. Teknik pengambilan sampel yang digunakan adalah total sampling dengan sampel sebanyak 63 orang karyawan. Teknik pengumpulan data dalam penelitian dilakukan dengan kuesioner/ angket. Teknik analisis data dalam penelitian ini menggunakan analisis regresi linier berganda dengan bantuan program SPSS menggunakan SPSS 28

Berdasarkan hasil penelitian uji hipotesis menunjukkan bahwa Profesionalisme Kerja berpengaruh positif dan signifikan terhadap Kinerja karyawan PT. Perkebunan Nusantara IV Regional 1 Medan. Time Management berpengaruh positif dan signifikan terhadap Kinerja karyawan PT. Perkebunan Nusantara IV Regional 1 Medan. Work Resilience berpengaruh positif dan signifikan terhadap Kinerja karyawan PT. Perkebunan Nusantara IV Regional 1 Medan.

Kata Kunci: Profesionalisme Kerja, Time Management , Work Resilience , Kinerja Karyawan

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ABSTRACT

Zefaninya Stephani Sinuraya, Nim 7203210045, "The Influence of Work Professionalism, Time Management , and Work Resilience on PT Employee Performance. Perkebunan Nusantara IV Regional 1 Medan". Management Department Thesis, Management Study Program, Faculty of Economics, Medan State University.

This research is a quantitative study which aims to determine the influence of work professionalism, Time Management and Work Resilience on employee performance at PT. Perkebunan Nusantara IV Regional 1 Medan. The sampling technique used was total sampling with a sample of 63 employees. Data collection techniques in research were carried out using questionnaires. The data analysis technique in this research uses multiple linear regression analysis with the help of the SPSS program using SPSS 28

Based on the results of hypothesis testing research, it shows that work professionalism has a positive and significant effect on the performance of PT employees. Perkebunan Nusantara IV Regional 1 Medan. Time Management has a positive and significant effect on the performance of PT employees. Perkebunan Nusantara IV Regional 1 Medan. Work Resilience has a positive and significant effect on the performance of PT employees. Perkebunan Nusantara IV Regional 1 Medan

Keywords: *Work Professionalism, Time Management , and Work Resilience on PT Employee Performance.*

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