

## ABSTRAKSI

Salah satu perusahaan yang dihadapkan dalam permasalahan persaingan yang tinggi adalah perusahaan otomotif, termasuk PT Astra International Tbk-Daihatsu di Surabaya. PT Astra International Tbk-Daihatsu di Surabaya merupakan perusahaan yang bergerak di bidang otomotif yang merupakan anak perusahaan dari Astra International Indonesia. Saat ini perusahaan dihadapkan pada permasalahan rendahnya kinerja, yang ditunjukkan oleh angka penjualan yang cenderung statis. Tujuan dari penelitian ini adalah untuk mengetahui apakah variabel kemampuan dan motivasi berpengaruh signifikan secara simultan terhadap kinerja karyawan dan untuk mengetahui apakah variabel kemampuan dan motivasi berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan. Populasi dalam penelitian ini adalah karyawan bagian penjualan dari PT. Astra internasional Tbk Daihatsu Surabaya sejumlah 40 orang. Sampel pada penelitian ini diambil dari seluruh karyawan bagian penjualan dari PT. Astra internasional Tbk Daihatsu Surabaya. Teknik sampel yang digunakan adalah metode *non probability sampling* dengan teknik *sampling jenuh* adalah teknik penentuan sampel bila semua anggota populasi digunakan sebagai sampel, oleh karena itu maka responden dalam penelitian ini sebanyak 40 orang. Teknik analisis yang digunakan regresi linear berganda dan untuk menguji hipotesis uji t dan uji F. Berdasarkan hasil pengujian dengan menggunakan regresi linier berganda dengan bantuan program SPSS diperoleh persamaan  $Y = -3,924 + 0,354 X_1 + 0,407 X_2$ . Sedangkan berdasarkan hasil pengujian ditemukan nilai  $F_{hitung}$  sebesar 14,660 yang dapat disimpulkan bahwa variabel kemampuan ( $X_1$ ) dan motivasi kerja ( $X_2$ ) secara simultan memiliki pengaruh yang signifikan terhadap kinerja karyawan pada PT. Astra internasional Tbk Daihatsu.

*Kata Kunci : kemampuan, motivasi kerja, kinerja karyawan*

## ABSTRACTION

One of the companies that was brought face to face in the problem of the high competition was the automotive company, including PT Astra International Tbk-Daihatsu in Surabaya. PT Astra International Tbk-Daihatsu in Surabaya was the company that moved in the automotive field that was the subsidiary company from Astra International Indonesia. At this time the company was brought face to face with the problem of the low level of the achievement, that was shown by the sales figure that tended static. The aim of this research was to know whether the capacity variable and the motivation were influential significant simultaneously towards the achievement of the employee and to know whether the capacity variable and the motivation were influential positive and significant partially towards the achievement of the employee. The population in this research was the employee of the sale part of PT. Astra internasional Tbk Daihatsu Surabaya totalling 40 people. The sample was in this research taken from all over the employee of the sale part of PT. Astra internasional Tbk Daihatsu Surabaya. Technically the sample that was used was the method non propobality sampling technically sampling bored with being technical the determination of the sample when all of the population's members were used as the sample, because of that then the respondent in this research totalling 40 people. Technically the analysis that digunakan linear regression multiplied and to test the test hypothesis t and the test F. was based on results of the testing by using linear regression multiplied with help of the SPSS program was received by the  $Y = \text{equality } -3.924 + 0,354 X1 + 0.407 X2$ . Whereas being based on results of the testing was found by the Fhitung value of 14.660 that could be concluded that the capacity variable (X1) and the work motivation (X2) simultaneously had the influence that signifikan towards the achievement of the employee to PT. Astra international Tbk Daihatsu.

Key word: the capacity, the work motivation, the achievement of the employee