

**PENGARUH ANALISIS PEKERJAAN TERHADAP KINERJA
KARYAWAN**

**(Studi Kasus pada Karyawan *Phone Banking*
di PT. Infomedia Solusi Humanika)**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh analisis pekerjaan terhadap kinerja karyawan *phone banking* PT. Infomedia Solusi Humanika. Variabel pada penelitian ini adalah *job description*, *job specification* dan kinerja.

Jenis Penelitian ini adalah penelitian penjelasan (*explanatory research*) dengan pendekatan kuantitatif. Peneliti menggunakan teknik *simple random sampling* dan jumlah sampel pada penelitian ini adalah 75 responden. Metode pengumpulan data dengan kuesioner. Analisis data dilakukan dengan menggunakan uji asumsi klasik dan pengujian hipotesis dengan menggunakan analisis regresi linier berganda.

Hasil penelitian ini menunjukkan bahwa *job description* secara parsial berpengaruh signifikan terhadap kinerja karyawan *phone banking* PT. Infomedia Solusi Humanika. Sedangkan *job specification* secara parsial tidak berpengaruh signifikan terhadap kinerja karyawan *phone banking* PT. Infomedia Solusi Humanika.

Kata Kunci: Job Description, Job Specification, Kinerja Karyawan

THE INFLUENCE OF JOB ANALYSIS ON EMPLOYEE PERFORMANCE
(A Case Study on ThePhone Banking Employees of
PT. Infomedia Solusi Humanika)

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ABSTRACT

The purpose of this research is to determine the influence of job analysis on the performance of phone banking employee of PT. Infomedia Solusi Humanika. Variables of this study are job description, job specification and performance.

The type of this research is an explanatory research with quantitative approach. The research used simple random sampling technique and the number of the samples in this study was 75 respondent. Data analysis was performed using the classical assumption and hypothesis testing with multiple linear regreesion method.

The results of this research indicate that job description partially has an influence on the performance of phone banking employee PT. Infomedia Solusi Humanika significantly. While job specification partially does not have an influence onthe performance of phone banking employee PT. Infomedia Solusi Humanika siginificantly.

Keywords: Job Description, Job Specification, Employee Performance