ABSTRACT

THE EFFECT OF WORK EXPERIENCE AND WORK ABILITY ON THE PERFORMANCE OF EMPLOYEES OF THE PUBLIC WORKS AND SPATIAL PLAN OF TASIKMALAYA CITY

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The aim of this research was to determine and analyze the effect of work experience and work abilities on the performance of Tasikmalaya City Public Works and Spatial Planning Department employees. The method used is a survey method, data obtained directly through questionnaires to 83 respondents taken from employees of the Tasikmalaya City Public Works and Spatial Planning Department. The sampling method used was purposive sampling method and the analysis method used in this research was path analysis. Based on the research results, it was known that work experience is included in the good classification, work ability is included in the good classification, performance was included in the good classification. Simultaneously, it can be concluded that work experience and work ability affect the performance of Tasikmalaya City Public Works and Spatial Planning Department employees. Partially, work experience has a significant effect on employee performance, work ability has a significant effect on employee performance.

Keywords: *Work Experience, Work Ability, and Employee Performance*

ABSTRAK

PENGARUH PENGALAMAN KERJA DAN KEMAMPUAN KERJA TERHADAP KINERJA PEGAWAI DINAS PEKERJAAN UMUM DAN TATA RUANG KOTA TASIKMALAYA

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh pengalaman kerja dan kemampuan kerja terhadap kinerja pegawai Dinas Pekerjaan Umum dan Tata Ruang Kota Tasikmalaya. Metode yang digunakan adalah metode survey, data yang diperoleh langsung melalui kuesioner kepada 83 responden yang diambil dari pegawai Dinas Pekerjaan Umum dan Tata Ruang Kota Tasikmalaya. Metode pengambilan sampel yang digunakan adalah metode purposive sampling dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur. Berdasarkan hasil penelitian diketahui bahwa pengalaman kerja termasuk klasifikasi baik, kemampuan kerja termasuk dalam klasifikasi baik, kinerja termasuk dalam klasifikasi baik. Secara simultan dapat disimpulkan pengalaman kerja dan kemampuan kerja berpengaruh terhadap kinerja pegawai Dinas Pekerjaan Umum dan Tata Ruang Kota Tasikmalaya. Secara parsial pengalaman kerja berpengaruh sinifikan terhadap kinerja pegawai, kemampuan kerja berpengaruh signifikan terhadap kinerja pegawai.

Kata Kunci: pengalaman kerja, kemampuan kerja dan kinerja pegawai.