**ABSTRAK**

**PENGARUH *LEARNING ORGANIZATION* DAN KOMPETENSI TERHADAP KINERJA PEGAWAI DI BADAN PUSAT**

**STATISTIK KABUPATEN DELI SERDANG**

**OLEH :**

**DIKA HIDAYATI**

**NPM. 183114262**

Penelitian ini merupakan jenis penelitian asosiatif yang melihat pengaruh *learning organization* dan kompetensi terhadap kinerja pegawai di Badan Pusat Statistik Kabupaten Deli Serdang dan pengujian hipotesis menggunakan Analisis Regresi Linear Berganda pada α=5%. Populasi dalam penelitian ini adalah seluruh pegawai Badan Pusat Statistik Kabupaten Deli Serdang. Sampel yang digunakan dalam penelitian ini adalah pegawai di Badan Pusat Statistik Kabupaten Deli Serdang sebanyak 39 orang dengan menggunakan rumus *slovin*. Hasil penelitian ini menunjukkan bahwa adanya pengaruh secara positif dan signifikan antara variabel *learning organization* dan kompetensi terhadap Kinerja Pegawai di Badan Pusat Statistik Kabupaten Deli Serdang. Pada uji F diketahui bahwa variabel *learning organization* dan kompetensi secara bersama-sama mempengaruhi variabel kinerja pegawai di Badan Pusat Statistik Kabupaten Deli Serdang secara positif dan signifikan. Pada uji t diketahui bahwa *learning organization* berpengaruh lebih dominan terhadap kinerja pegawai di Badan Pusat Statistik Kabupaten Deli Serdang. Hasil yang didapat dalam penelitian ini menunjukkan bahwa secara Parsial berpengaruh positif dan signifikan. Nilai *R Square* =0,733, berarti 73,3% faktor-faktor yang mempengaruhi Kinerja dapat dijelaskan oleh variabel bebas *(Learning Organization* dan Kompetensi) sedangkan sisanya 26,7% dijelaskan oleh faktor-faktor lain yang tidak diteliti dalam penelitian ini.

**Kata Kunci: *Learning organization*, Kompetensi, Kinerja Pegawai**

**ABSTRACT**

This research is an associative type of research that looks at the effect of learning organization and competence on employee performance at the Central Bureau of Statistics of Deli Serdang Regency and testing the hypothesis using Multiple Linear Regression Analysis at =5%. The population in this study were all employees of the Central Statistics Agency of Deli Serdang Regency. The sample used in this study were employees at the Central Bureau of Statistics of Deli Serdang Regency as many as 39 people using the slovin formula. The results of this study indicate that there is a positive and significant influence between learning organization and competence variables on employee performance at the Central Bureau of Statistics of Deli Serdang Regency. In the F test, it is known that the learning organization and competence variables together affect the employee performance variable at the Central Bureau of Statistics of Deli Serdang Regency positively and significantly. In the t-test, it is known that learning organization has a more dominant effect on employee performance at the Central Statistics Agency, Deli Serdang Regency. The results obtained in this study indicate that partially positive and significant effect. R Square value = 0.733, meaning that 73.3% of the factors that influence performance can be explained by independent variables (Learning Organization and Competence) while the remaining 26.7% is explained by other factors not examined in this study.

**Keywords: Learning organization, Competence, Employee Performance.**