

The Influence of Hard Skill and Soft Skill on Employee Performance

(Case Study Of CV. Kharisma Jaya)

THESIS

To meet any of the requirements
Bachelor of Management Degrees



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**MANAGEMENT STUDY PROGRAM
FACULTY OF ECONOMICS AND BUSINESS
UNIVERSITY OF MUHAMMADIYAH MALANG**

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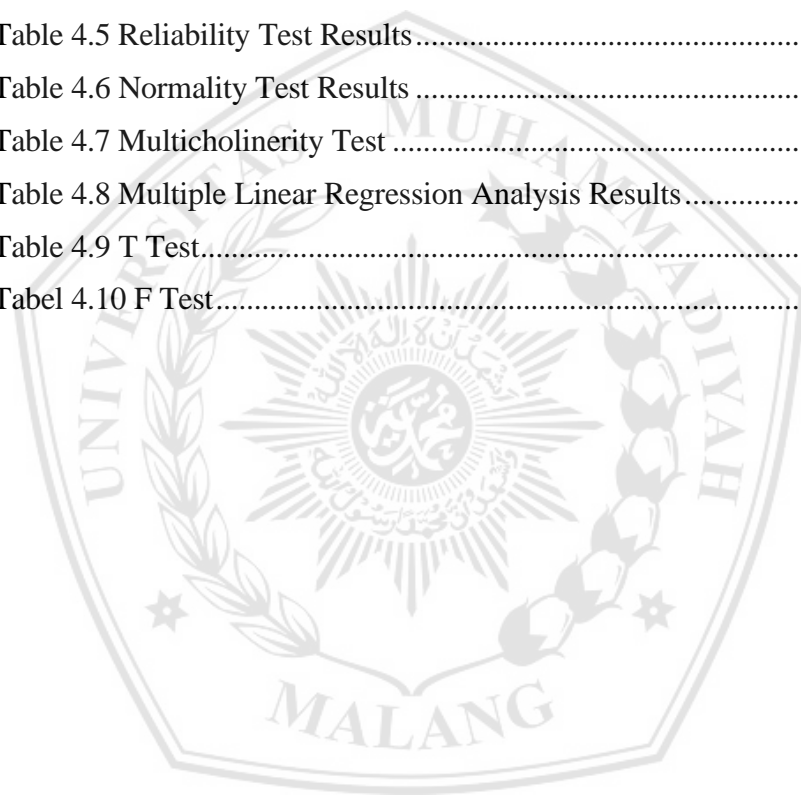
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(Case Study of Employee CV. Kharisma Jaya)

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ABSTRACT

This research aims to determine the influence of hard skills on employee performance. The effect of soft skills on employee performance. And the influence of hard skills and soft skills simultaneously. The population in this study were employees of CV. Kharisma Jaya, totaling 38 employees, used a sample of 38 respondents using total sampling technique. The method used uses path analysis with SPSS 25. From this research the results obtained: hard skills have a significant positive effect on employee performance. soft skills have a significant positive effect on employee performance. hard and soft skills simultaneously influence employee performance.

Keywords – hard skills, soft skills, employee performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh hard skill terhadap kinerja karyawan. mengetahui pengaruh soft skill terhadap kinerja karyawan. mengetahui pengaruh hard skill dan soft skill secara simultan. Populasi dalam penelitian ini adalah karyawan CV. Kharisma Jaya yang berjumlah 38 karyawan dengan menggunakan sampel sebanyak 38 responden dengan Teknik total sampling. Metode yang digunakan menggunakan analisis jalur dengan SPSS 25. Dari penelitian ini didapatkan hasil: hard skill berpengaruh positif signifikan terhadap kinerja karyawan. soft skill

berpengaruh positif signifikan terhadap kinerja karyawan. hard skill dan soft skill berpengaruh secara simultan terhadap kinerja karyawan.

Kata Kunci – *hard skill, soft skill, kinerja karyawan*



FOREWORD

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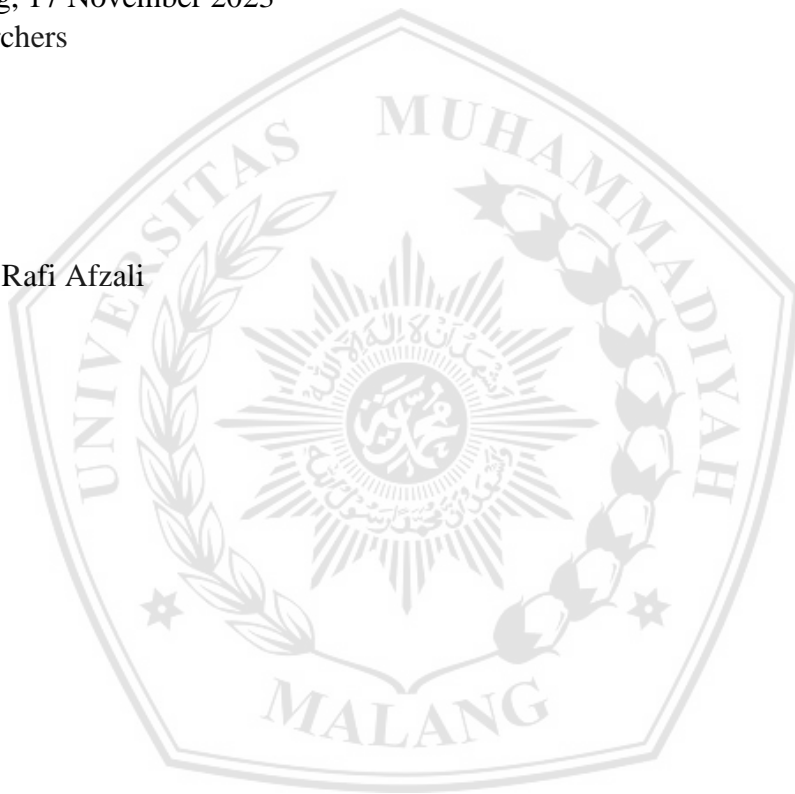
1. Dr. Fauzan M.Pd, as Rector of the University of Muhammadiyah Malang.
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Malang, 17 November 2023
Researchers

Abdul Rafi Afzali



CHAPTER V

CONCLUSION

A. Conclusion

Based on the results of research and discussion of the influence of hard skills and soft skills on employee performance on CV. Kharisma Jaya, then the following conclusions can be drawn:

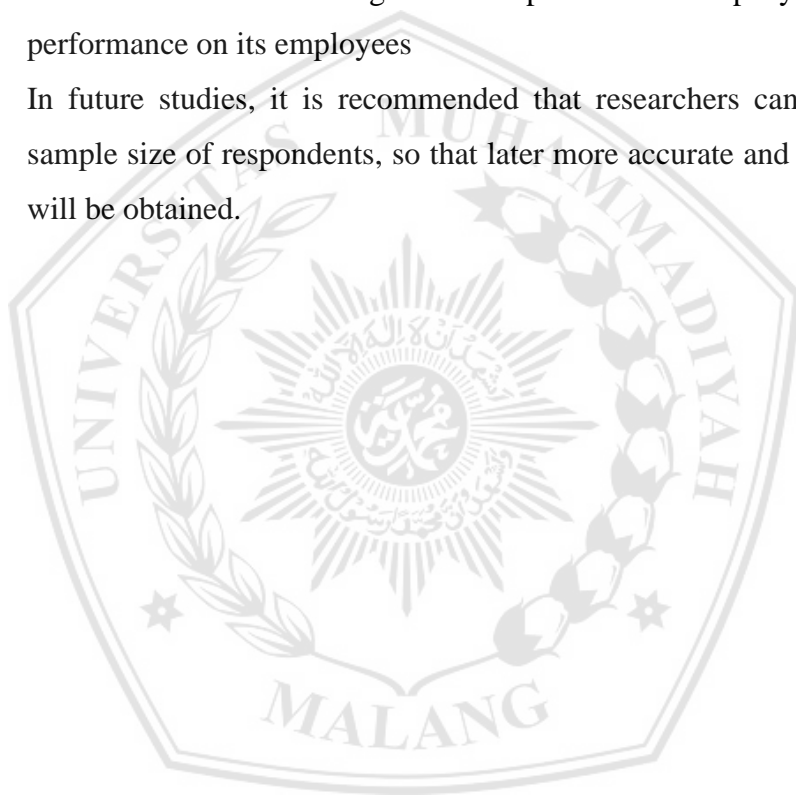
1. Hard skills have a significant positive effect on the performance of the employee CV Kharisma Jaya. This shows that paying attention to the hard skills possessed by each employee can have an impact on increasing the performance of CV Kharisma Jaya.
2. Soft skills have a significant positive effect on the performance of the employee CV Kharisma Jaya. This shows that paying attention to the soft skills possessed by each employee can have an impact on increasing the performance of CV Kharisma Jaya.
3. Hard skills and soft skills simultaneously affect employee performance at CV Kharisma Jaya. This can show that the variables of hard skills and soft skills can affect the improvement of employee performance together on CV. Kharisma Jaya.

B. Suggestion

Based on the results of the study and these conclusions, researchers can provide suggestions as follows:

1. Part of CV. Kharisma Jaya is expected to always pay attention to the hard skills possessed by its employees. This of course, if optimized and always considered, can have a good impact on the company. One way to optimize the hard skills of employees is to conduct training to improve employee abilities.

2. Part of CV. Kharisma Jaya is expected to always pay attention to the soft skills possessed by its employees. This of course, if optimized and always considered, can have a good impact on the company. One way to optimize the soft skills of employees is to conduct seminars to improve employee abilities.
3. In future studies, researchers are advised to be able to expand the scope of the influence of independent variables on employee performance. This is intended to have a more significant impact on the company in improving performance on its employees
4. In future studies, it is recommended that researchers can use a wider sample size of respondents, so that later more accurate and varied results will be obtained.



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