

CHAPTER III

RESEARCH METHODS

A. Research Location

This research was conducted on CV. Kharisma Jaya which is located at Jl. Merjosari Ds. Bangkok no 32, Gempol, Pasuruan, Jawa Timur

B. Types of Research

The type of research used by the author in this study is a quantitative method using a descriptive approach through the data collection survey process. This research method is based on the philosophy of positivism, where this science holds that a phenomenon can be classified, can be measured and tends to be observable and measurable (Sugiyono, 2015). When viewed from the level of elaboration, this research is classified as descriptive research. The quantitative research method with a descriptive approach was chosen because in this study researchers tried to measure several variable items to find a cause of a problem that was happening or that had occurred even though the researcher did not have power over the variable (Khotari, 2004).

C. Population, Sampling and Sampling Techniques

1. Population

According to Sugiyono, (2017) population is a generalized area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. Further explanation of population by Uma Sekaran and Bougie (2017) that population is a group of people, events, or various interesting things to be researched by researchers. From the two understandings above, it can be concluded that population is an object or subject that is in an area and meets certain conditions related to research problems. In this study, researchers determined the study population, namely all employees of CV Kharisma Jaya which is 38 people.

2. Samples and sampling techniques

The sample is the part of the population that is expected to be able to represent the population in the study. According to Sugiyono (2017), samples are part of the number and characteristics possessed by the population. The sample was conducted because researchers have limitations in conducting research both in terms of time, energy, funds and a very large population. Then the researcher must take a truly representative sample. The sample used in this study was all employee of CV Kharisma Jaya numbered 38 respondent.

The sampling technique used is total sampling. To determine the size of the sample according to (Arikunto, 2002) if the subject is less than 100 it is better to take all so that the research is population research. The sample used in this study was sampling using probability sampling techniques with total sampling.

D. Variable Operational Definition

Operational variable is a design of measuring instruments used to describe each research variable into the concept of dimensions and indicators. In addition, the goal is to make it easier for researchers to describe understanding and avoid differences in perception in this study. This research consists of three main variables to be studied, namely, hard skill (X_1), soft skill (X_2) and employee performance (Y) The following are operational variables:

Table 3.1 Definition of Operational Variables

No	Variable	Definition of Operational Variables	Dimension	Indicators
1	Hard Skills (Robbins, 2014)	Hard skills are the ability to master science, technology and technical skills in	Number Intelligence	ability to perform arithmetic quickly and accurately
			Verbal Comprehension	the ability to understand what is read or heard

No	Variable	Definition of Operational Variables	Dimension	Indicators
		employees of CV Kharisma Jaya	Inductive Reasoning	ability to identify problems logically
			Deductive Reasoning	Ability to use logic and assess the implications of an argument
			Memory	ability to remember
2	Soft Skills (Robbins, 2014)	Soft Skills are employee skills in dealing with other employees on the CV. Kharisma Jaya	Self-Awareness	Responsible for work
			Self-Management	Confident in solving existing problems
			Self-Motivation	Comply with applicable regulations
			Empathy	Able to foster good socialization between employees
			Social Skills	Sharing skills in fostering good socialization between employees
3	Employee Performance (Hasibuan, 2017)	Performance is the result of a process carried out by employees of CV Kharisma Jaya	Quantity	Time at work
			Quality of Work	Abilities, Skills and Work Results
			Cooperation	Cooperation between employees in completing work.
			Initiative	Creativity and Desire to work for the better

E. Data Types and Sources

The type of data used in this study is quantitative data. According to Sugiyono, (2015) quantitative data is data that can be measured and calculated directly, where the information or explanation is in the form of numbers or numbers. While the data used in this study is primary data, this data is obtained from the distribution of questionnaires or questionnaires to predetermined samples. According to Sugiyono, (2015) primary data is data directly obtained from respondents to researchers.

F. Data Collection Techniques

Data collection techniques in this study by distributing research instruments in the form of questionnaires to respondents. Questionnaire is a data collection technique by giving respondents a written question to be answered by respondents (Sugiyono, 2015).

The method used in distributing the questionnaire will be by sharing research instruments using a link to go to the google form that has been provided. The distribution of research instruments is carried out for 2 weeks, if within 2 weeks it has not been able to meet the number of respondents, then the distribution of research instruments will be carried out until the number of respondents is met.

G. Variable Measurement Techniques

In this study, researchers chose to use the *Likert* scale. This scale is considered suitable for obtaining respondent data where the purpose of this study is to test or see social phenomena that occur in the study population. According to Sugiyono, (2015) the *Likert* scale is used to measure the attitudes, opinions, and perceptions of a person or group towards social phenomena.

Each question or statement measured with a *Likert* scale has five levels of answer differentiation (Sugiyono, 2015). Where each answer has a predetermined score or weight, as detailed in the following table:

Table 3.2 Likert Scale

ANSWER CHOICES	SCORE
Strongly Disagree	1
Disagree	2
Doubt	3
Agree	4
Totally Agree	5

Information:

1. **Strongly Disagree answers** are scored **1 point**
2. **Disagree answers** are scored **2 points**
3. **Doubt answers** are scored **3 points**
4. **Agree answers** are scored **4 points**
5. **Strongly Agree answer** scored **5 points**

H. Instrument Test Techniques

1. Validity Test

The significance test is carried out by comparing the calculated r value with the table r value. In determining whether or not an item is feasible or not to be used, a correlation coefficient significance test is usually carried out at a significance level of 0.05, which means that an item is considered valid if it correlates significantly with the total score. If r count is greater than r table and the value is positive then the item or question or variable is declared valid. Conversely, if r count is smaller than r table, then the item or question or variable is declared invalid.

2. Reliability Test

Reliability is the ability of measuring instruments to remain consistent despite time changes (Syahrums & Salim, 2012). Implicitly, reliability contains objectivity because measurement results are not affected by who the gauge is (Sanusi, 2014). A research instrument is said to be reliable when it has a Cronbach Alpha value of > 0.6 , then the question is declared reliable or a construct or variable is declared

reliable. Conversely, if the Cronbach Alpha coefficient < 0.6 then the question is declared unreliable.

I. Classical Assumption Test

1. Normality Test

The Normality Test is carried out to determine whether the variables are normally distributed or not. This test uses the *SPSS 25 for Windows* program. To test normally distributed variables or not can use the *Kolmogorov-Smirnov Test* with attention to the results of significant values (*Monte Carlo Sig.*) on the testing process. The variable is normally distributed when the significant value is greater than 0.05 ($sig > 0.05$).

2. Multicollinearity Test

Multicollinearity test is carried out to see whether in the regression model there is a correlation between independent variables (Ghozali, 2012). This test can be done by looking at the results of indigo *Tolerance* and *VIF (Variance Inflation Factor)*. If the *Tolerance value* > 0.1 and the *VIF value* is less than equal to 10 ($VIF < 10$), it can be concluded that there is no multicolonicity between independent variables.

J. Data Analysis Techniques

1. Multiple Linear Regression Analysis

Multiple liner regression analysis is an analysis of the results of the development of simple linear regression analysis. This analysis is a measuring tool used to predict the effect of two or more independent variables on one dependent variable. In this study, multiple linear regression analysis was used to determine the effect of Hard skill (X_1) and soft skill (X_2) variables on employee performance (Y). In this study, multiple linear regression analysis used the *SPSS 25 for Windows* tool.

The multiple linear regression formula used in this study is as follows:

$$Y = a + b_1X_1 + b_2X_2$$

Information:

Y = Employee Performance Variable

a = Constant Parameter

b = Regression Coefficient Parameter

X_1 = Hard Skill Variable

X_2 = Soft Skill Variable

K. Test the hypothesis

1. T Test

Explained by Kuncoro, (2004) this partial statistical test or t test can see how far the influence of individual variables on related variables. This test uses *SPSS 25 for Windows* and is used to test hypotheses based on *sig values.*, as follows :

- a. If the *value of Sig. > 0.05* then the independent variable has no partial effect on the dependent variable.
- b. If the *value of Sig. < 0.05* then the independent variable has a partial effect on the dependent variable.

2. F Test

According to Kuncoro, (2004) F test or simultaneous statistical test is a test process that is useful to see whether all variables affect simultaneously related variables. The following are the requirements for the results of Test F decisions:

- a. If the value of *Sig. > 0.05* then the independent variable has no simultaneous effect on the dependent variable.
- b. If the value of *Sig. < 0.05* then the independent variable has a simultaneous effect on the dependent variable.