

ABSTRAK

Nama : Nurul Husna
Program Studi : Manajemen
Judul : Pengaruh Pengetahuan, Keterampilan, dan Kemampuan Terhadap Kinerja Karyawan di Era Disrupsi Bidang Kesehatan (Pada RSIA Abby Kota Lhokseumawe)

Penelitian ini bertujuan untuk menganalisis pengaruh pengetahuan, keterampilan, dan kemampuan terhadap kinerja karyawan di era disrupsi, khususnya di sektor kesehatan. Variabel independen dalam penelitian ini adalah pengetahuan, keterampilan, dan kemampuan, sedangkan variabel dependen adalah kinerja karyawan. Data primer diperoleh melalui penyebaran kuesioner kepada karyawan RSIA Abby Kota Lhokseumawe. Teknik pengambilan sampel menggunakan metode purposive sampling. Metode analisis data yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial, pengetahuan, keterampilan, dan kemampuan berpengaruh positif dan signifikan terhadap kinerja karyawan. Secara simultan, ketiga variabel tersebut juga berpengaruh signifikan terhadap kinerja karyawan di RSIA Abby. Penelitian ini memberikan kontribusi dalam memahami pentingnya pengelolaan *human capital* dalam meningkatkan kualitas pelayanan kesehatan serta sebagai dasar perumusan strategi peningkatan kompetensi karyawan di era disrupsi.

Kata Kunci: Keterampilan, Kemampuan, Kinerja Karyawan, RSIA Abby Kota Lhokseumawe.

ABSTRACT

Name : Nurul Husna

Study Program : Management

Judul : The Influence of Knowledge, Skills, and Abilities on Employee Performance in the Disruption Era in the Health Sector (Case Study at RSIA Abby, Lhokseumawe City)

This study aims to analyze the influence of knowledge, skills, and abilities on employee performance in the disruption era, particularly in the health sector. The independent variables in this research are knowledge, skills, and abilities, while the dependent variable is employee performance. Primary data were obtained through the distribution of questionnaires to employees at RSIA Abby, Lhokseumawe City. The sampling technique used was purposive sampling. The data analysis method employed was multiple linear regression. The results showed that partially, knowledge, skills, and abilities have a positive and significant effect on employee performance. Simultaneously, all three variables also significantly influence employee performance at RSIA Abby. This research contributes to understanding the importance of human capital management in improving the quality of healthcare services and provides a basis for developing strategies to enhance employee competencies in the disruption era.

Keywords: Skills, Abilities, Employee Performance, RSIA Abby Lhokseumawe City.