

**PENGARUH INTEGRITAS, KOMPETENSI, DAN KOMITMEN
KARYAWAN TERHADAP KINERJA KARYAWAN KANTOR
PENGAWASAN DAN PELAYANAN BEA DAN CUKAI TIPE MADYA
CUKAI KEDIRI**

ABSTRAK

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Setiap instansi, baik swasta maupun pemerintah akan berupaya untuk meningkatkan kinerja karyawannya guna mencapai tujuannya. Tujuan penelitian ini adalah untuk mengetahui pengaruh integritas, kompetensi, dan komitmen terhadap kinerja karyawan Kantor Pengawasan dan Pelayanan Bea dan Cukai Tipe Madya Cukai Kediri. Populasi dalam penelitian adalah karyawan Kantor Pengawasan dan Pelayanan Bea dan Cukai Tipe Madya Cukai Kediri sebanyak 92 responden. Penentuan sampel dilakukan dengan teknik sampling jenuh. Analisa data dilakukan dengan teknik statistik seperti uji validitas, uji reliabilitas dan regresi berganda. Hasil penelitian menunjukkan bahwa integritas, kompetensi, dan komitmen secara simultan berpengaruh signifikan terhadap kinerja karyawan. Pimpinan Kantor Pengawasan dan Pelayanan Bea dan Cukai Tipe Madya Cukai Kediri, sebaiknya memperhatikan integritas, kompetensi, dan komitmen karyawannya agar kinerja mereka meningkat.

Kata Kunci: Integritas, Kompetensi, Komitmen, Kinerja Karyawan

***THE EFFECT OF INTEGRITY, COMPETENCE, AND EMPLOYEE
COMMITMENT TO EMPLOYEE PERFORMANCE TO KANTOR
PENGAWASAN DAN PELAYANAN BEA DAN CUKAI TIPE MADYA
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ABSTRACT

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Every agency, both private and government will try to improve the performance of its employees to achieve their goals. The purpose of this study was to determine the effect of integrity, competence, and commitment to employee performance of the Customs and Excise Office of the Customs and Excise Office of the Madya Cukai Type. The population in the study were employees of the Customs and Excise Office of the Customs and Excise Supervision and Services of 92 respondents. Sampling is done by saturated sampling technique. Data analysis was carried out using statistical techniques such as validity, reliability and multiple regression tests. The results show that integrity, competence, and commitment simultaneously have a significant effect on employee performance. The Head of the Customs and Excise Office of the Customs and Excise Supervision and Service Office for the type of excise, should pay attention to the integrity, competence and commitment of its employees so that their performance increases.

Keywords: Integrity, Competence, Commitment, Employee Performance