

ABSTRACT

Every company or organization has a desire to achieve their own goals, in reaching that goals there are some important aspects to make it happen, one of them is human resources, each company wants employees to work it's full potential and increase the contribution of the employees to the organization, to optimize the performance of employees is with the delegation of authority.

This study aims to determine the effect of delegation of authority on employee performance at PT PLN (Persero) Distribusi Jawa Barat dan Banten. The method used in this study is quantitative with a type of descriptive causality research. Respondents in this study was obtained by using probability sampling techniques. The analysis technique used is simple regression analysis.

The results of the descriptive analysis show the delegation of authority variables get an average in a good category, and the employee performance variables obtain an average in the good category. Based on the results of regression analysis, hypothesis testing, and coefficient of determination, it can be concluded that delegation of authority has a significant positive effect on employee performance, seen based on the results of t test tcount of 4.134 > t table of 1.669 with a significance level of 0.000 and the result of the determination coefficient of 0, 20.

Based on the results of the study, the conclusion of this study is the delegation of authority and performance of employees at PT PLN (Persero) Distribution West Java and Banten included in the good category. Furthermore, research proves that delegation of authority has a positive and significant effect on employee performance with contributions of 20.1% and the remaining 79.9% is influenced by other factors not examined in this study.

Keywords : Delegation of Authority, Employee Performance, Human Resources