

**PENGARUH *SUPPLY CHAIN MANAGEMENT* (SCM) DAN INOVASI
TEKNOLOGI TERHADAP KINERJA KARYAWAN PADA
OPERASIONAL PT. INDAH LOGISTIK CARGO**

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ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh *Supply Chain Management* (SCM) dan inovasi teknologi terhadap kinerja karyawan pada operasional PT. Indah Logistik Cargo, baik secara parsial maupun simultan. Desain penelitian deskriptif. Jenis penelitian kuantitatif. Populasi menggunakan yaitu seluruh karyawan di PT. Indah Logistik Cargo sebanyak 49 orang. Teknik penentuan sampel menggunakan *total sampling*. Instrumenn menggunakan kuesioner. Analisis data menggunakan analisis regresi linier berganda. Pengujian hipotesis menggunakan uji t (parsial) dan uji F (simultan). Hasil regresi linier berganda didapatkan kedua variabel bebas memiliki nilai koefisien regresi positif, keseluruhan memiliki nilai *R Square* (R^2) sebesar 0,570 (kontribusi pengaruh variabel bebas terhadap variabel terikat sebesar 57,0%). Hasil pengujian hipotesis uji t (parsial) didapatkan kedua variabel bebas memiliki nilai $t_{hitung} > t_{tabel}$ dan nilai signifikan $< 0,05$. Hasil pengujian hipotesis uji F (simultan) didapatkan nilai $F_{hitung} > F_{tabel}$ dan signifikan $< 0,05$. Sehingga disimpulkan bahwa *Supply Chain Management* (SCM) dan inovasi teknologi berpengaruh signifikan terhadap kinerja karyawan pada operasional PT. Indah Logistik Cargo, baik secara parsial maupun simultan. Pimpinan perusahaan dianjurkan untuk mengintegrasikan penguatan *Supply Chain Management* (SCM) dan inovasi teknologi secara bersamaan melalui perencanaan sistem kerja yang terpadu, peningkatan koordinasi digital, serta evaluasi kinerja berbasis data agar sinergi keduanya mampu mendorong peningkatan produktivitas karyawan secara menyeluruh.

Kata Kunci: *Supply Chain Management* (SCM), Inovasi Teknologi, Kinerja Karyawan.

***THE EFFECT OF SUPPLY CHAIN MANAGEMENT (SCM) AND
TECHNOLOGY INNOVATION ON EMPLOYEE PERFORMANCE IN THE
OPERATIONS OF PT. INDAH LOGISTIK CARGO***

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ABSTRACT

The aim of this research is to determine the effect of Supply Chain Management (SCM) and technology innovation on employee performance in the operations of PT. Indah Logistik Cargo, both partially and simultaneously. The research design is descriptive. The type of research is quantitative. The population used consists of all employees at PT. Indah Logistik Cargo, totaling 49 people. The sample determination technique used is total sampling. The instrument used is a questionnaire. Data analysis uses multiple linear regression analysis. Hypothesis testing uses t-test (partial) and F-test (simultaneous). The multiple linear regression results show that both independent variables have positive regression coefficient values, and overall have an R Square (R^2) value of 0.570 (the contribution of the influence of the independent variables on the dependent variable is 57.0%). The hypothesis testing results for the t-test (partial) show that both independent variables have $t\text{-calculated} > t\text{-table}$ and significance value < 0.05 . The hypothesis testing results for the F-test (simultaneous) show $F\text{-calculated} > F\text{-table}$ and significance < 0.05 . Thus, it is concluded that Supply Chain Management (SCM) and technology innovation significantly affect employee performance in the operations of PT. Indah Logistik Cargo, both partially and simultaneously. Company leaders are advised to integrate the strengthening of Supply Chain Management (SCM) and technology innovation simultaneously through integrated work system planning, enhanced digital coordination, and data-based performance evaluation so that the synergy of both can drive overall employee productivity improvement.

Keywords: *Supply Chain Management (SCM), Technology Innovation, Employee Performance.*