

ABSTRAK

Penelitian ini bertujuan menganalisis model pola hubungan dari variabel kesadaran keamanan informasi, persepsi dukungan organisasi, motivasi SDM, dan kompetensi SDM dalam mempengaruhi kinerja SDM Kripto dan menganalisis hubungan dan pengaruh antar masing-masing variabel kesadaran keamanan informasi, persepsi dukungan organisasi, motivasi SDM, dan kompetensi SDM dalam mempengaruhi kinerja SDM Kripto. Data penelitian terdiri dari data primer yang diperoleh secara langsung melalui survey kuesioner dan data sekunder yang diperoleh melalui telaah terhadap literatur dan dokumen-dokumen. Metode sampling yang digunakan adalah stratified random sampling. Dari populasi sebesar 324 SDM Kripto diperoleh 140 orang sebagai sampel. Metode analisis yang digunakan dalam penelitian ini adalah structure equation model (SEM) dengan menggunakan Lisrel. Hasil penelitian menunjukkan model pola hubungan variabel-variabel yang memenuhi good of fit model dalam mempengaruhi kinerja SDM Kripto adalah variabel Kesadaran Keamanan Informasi (ISA) berhubungan signifikan dengan variabel Persepsi Dukungan Organisasi (POS), variabel Persepsi Dukungan Organisasi (POS) berhubungan signifikan dengan variabel Motivasi, variabel Kompetensi berhubungan signifikan dengan variabel Motivasi, dan variabel Motivasi berhubungan signifikan dengan variabel Kinerja. Tidak adanya pengaruh yang signifikan variabel kesadaran keamanan informasi, kompetensi, dan persepsi dukungan organisasi terhadap kinerja SDM. Terdapat pengaruh variabel kesadaran keamanan informasi terhadap persepsi dukungan organisasi. Terdapat pengaruh variabel persepsi dukungan organisasi dan variabel kompetensi terhadap motivasi SDM. Terdapat pengaruh variabel motivasi terhadap kinerja SDM.

Kata kunci: kinerja, kesadaran keamanan informasi, persepsi dukungan organisasi, kompetensi, motivasi

ABSTRACT

This study aimed to analyze the relationship of variable pattern models of information security awareness, perceive organizational support, employee motivation, and employee competencies in influencing the Crypto employee performance and analyze the relationship and influence between each variable information security awareness, perceive organizational support, Crypto employee motivation, and employee competencies in influencing Crypto employee performance. The data consisted of primary data obtained directly through a questionnaire survey and secondary data obtained through a review of literature and documents. The sampling method used was stratified random sampling. From a population of 324 140 Crypto employees obtained as samples. The method of analysis used in this study is structure equation modeling (SEM) using lisrel. The results showed the model variables relationship patterns that meet good of fit models in influencing the crypto employee performance is variable Information Security Awareness (ISA) significantly associated with the perceive Organizational Support (POS variables), Perceive Organizational Support (POS) variables significantly related with a motivation variable, competence variables significantly related with motivation variable, and motivation variables significantly related with employee performance variables. The absence of a significant effect of the information security awareness variable, competence, and perceived organizational support to the employee performance. There is a variable effect on the information security awareness of organizational support. There are variables influence the perception of organizational support and competence variables against human motivation. There are significant influence motivational variables on the employee performance.

Keywords: performance, information security awareness, perceived organizational support, competence, motivation