

ABSTRACT

This study intended to analyze the influence of Competence, Motivation, Job Satisfaction on Employee Performance. The dimension of Competence, Motivation, Job Satisfaction were taken from various sources. Samples were taken from all of employee in Direktorat Produksi dan Usaha Budidaya. The total sample was 60 respondents. Collecting the data through questionnaires, the data were collected was analyzed by using the test validity and reliability of th data. Further, was checking with classical asumption and core analysis by using simple linear regression and multiple regression, The results showed Job Satisfaction variable did not affected to the employee performance while Motivation and Competence variable has significant impact on employee performance. From the result of the test of correlation analysis dimension was getting the results that motivation variable was correlated most strongly that was on the need dimension initiative in work, while the competence variable on the social competence dimensions has the strongest correlation to the work quality dimensions of on employee performance variable. Job Satisfaction dimension has no significant effect on the employee performance variable.

Keywords : *Competence, Motivation, Job Satisfaction, Employee Performance*



ABSTRAK

Penelitian ini bertujuan untuk menganalisa Pengaruh Kompetensi, Motivasi, Kepuasan Kerja terhadap Kinerja Pegawai . Dimensi Kompetensi, Motivasi, Kepuasan Kerja diambil dari berbagai sumber. Sampel diambil dari semua jumlah pegawai di Direktorat Produksi dan Usaha Budidaya. Total sampelnya adalah 60 responden. Pengumpulan data melalui pengisian kuisisioner, data yang dikumpulkan dianalisa menggunakan pengujian validitas dan reliabilitas data. Selanjutnya dilakukan pengecekan dengan asumsi klasik dan analisa inti dengan menggunakan regresi linear sederhana dan regresi berganda. Hasil penelitian menunjukkan variable Kepuasan Kerja tidak berpengaruh terhadap Kinerja Pegawai sedangkan variable Kompetensi dan Motivasi berpengaruh signifikan terhadap Kinerja Pegawai. Dari hasil uji analisis korelasi dimensi didapatkan hasil bahwa variable motivasi memiliki korelasi yang paling kuat yaitu pada dimensi kebutuhan akan prestasi terhadap inisiatif dalam bekerja sedangkan variable Kompetensi pada dimensi kompetensi sosial memiliki korelasi paling kuat terhadap dimensi kualitas kerja pada variable kinerja pegawai. Dimensi kepuasan kerja tidak mempunyai pengaruh signifikan terhadap variable kinerja pegawai.

Kata kunci : Kompetensi, Motivasi, Kepuasan Kerja, Kinerja Pegawai

