

# **PENGARUH IMPLEMENTASI *E-GOVERNMENT* DAN KEPEMIMPINAN TERHADAP KINERJA ORGANISASI YANG DIMEDIASI OLEH MOTIVASI KERJA PEGAWAI PADA DIREKTORAT JENDERAL PERDAGANGAN LUAR NEGERI KEMENTERIAN PERDAGANGAN**

## **ABSTRAK:**

Penelitian ini bertujuan untuk menganalisis pengaruh Implementasi *E-Government*, dan Kepemimpinan terhadap Kinerja Organisasi yang dimediasi oleh Motivasi Kerja Pegawai pada Direktorat Jenderal Perdagangan Luar Negeri Kementerian Perdagangan. Penelitian ini menggunakan metode kuantitatif dengan menggunakan data primer berupa survey. Sampel penelitian yang digunakan sebanyak 162 pegawai. Data dikumpulkan dengan menggunakan kuesioner dengan skala likert 1-5. Teknik analisis data yang digunakan adalah SEM dengan software PLS. Hasil penelitian ini menunjukkan bahwa: (1) Implementasi *e-government* berpengaruh signifikan terhadap motivasi kerja pegawai, (2) Kepemimpinan tidak berpengaruh signifikan terhadap motivasi kerja pegawai, (3) Implementasi *e-government* tidak berpengaruh signifikan terhadap kinerja organisasi, (4) Kepemimpinan berpengaruh signifikan terhadap kinerja organisasi, (5) Motivasi kerja pegawai berpengaruh signifikan terhadap kinerja organisasi, (6) Motivasi kerja pegawai signifikan memediasi implementasi *e-government* terhadap kinerja organisasi, (7) Motivasi kerja pegawai tidak berpengaruh signifikan dalam memediasi kepemimpinan terhadap kinerja organisasi.

# MERCU BUANA

**Kata Kunci:** E-government, Kepemimpinan, Motivasi Kerja Pegawai, Kinerja Organisasi.

# THE IMPACT OF E-GOVERNMENT IMPLEMENTATION AND LEADERSHIP ON ORGANIZATIONAL PERFORMANCE MEDIATED BY EMPLOYEE WORK MOTIVATION AT THE DIRECTORATE GENERAL OF FOREIGN TRADE, MINISTRY OF TRADE

## ABSTRACT:

This research finds out and analyzes the impact of E-Government Implementation and Leadership on Organizational Performance mediated by Employee Work Motivation at the Directorate General of Foreign Trade, Ministry of Trade. A quantitative method using primary data in the form of a survey. This research sample used was 162 employees. Data was collected using a questionnaire with a Likert scale of 1-5. The data analysis technique used is SEM with PLS software. The results of this study show; (1) Implementation of *e-government* has a significant effect on employee work motivation, (2) Leadership has no significant effect on employee work motivation, (3) *E-government* implementation has no significant effect on organizational performance, (4) Leadership has a significant effect on organizational performance, (5) Employee work motivation has a significant effect on organizational performance, (6) Employee work motivation significantly mediates *e-government implementation* on organizational performance, (7) Employee work motivation has no significant effect in mediating leadership on organizational performance.

**Keywords:** E-Government, Leadership, Employee Work Motivation, Organizational Performance.