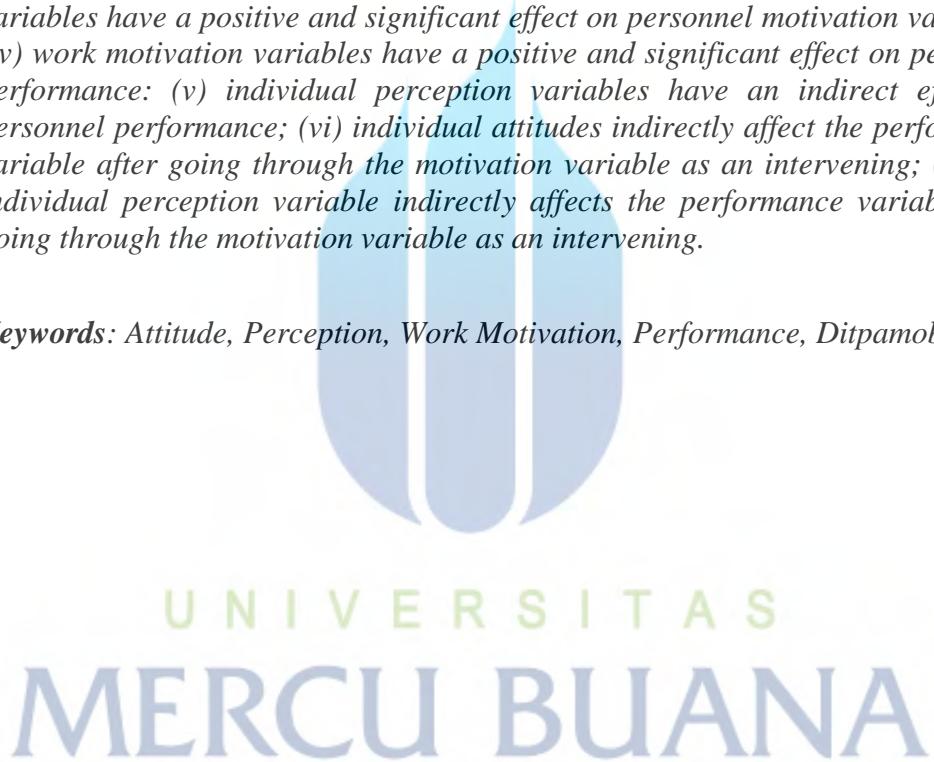


ABSTRACT

The following research aims to analyze the influence of individual attitudes, individual perceptions, individual work motivation, and personnel performance in the Ditpamobvit Polda XYZ organizational environment. In this case, the motivation in this study becomes the intervening variable. The research uses descriptive quantitative as the methodology with a causal relationship approach. The primary data collection process was carried out through a direct questionnaire technique to 280 respondents based on Slovin sampling. Meanwhile, data analysis using Structural Equation Model (SEM) with SmartPLS (Partial Least Square) 3.0. The results of hypothesis testing show: (i) individual attitude variables have an indirect effect on personnel performance; (ii) the individual attitude variable has a positive and significant effect on the motivation variable; (iii) individual perception variables have a positive and significant effect on personnel motivation variables; (iv) work motivation variables have a positive and significant effect on personnel performance; (v) individual perception variables have an indirect effect on personnel performance; (vi) individual attitudes indirectly affect the performance variable after going through the motivation variable as an intervening; (vii) the individual perception variable indirectly affects the performance variable after going through the motivation variable as an intervening.

Keywords: Attitude, Perception, Work Motivation, Performance, Ditpamobvit.



ABSTRAK

Penelitian berikut dilaksanakan untuk melakukan analisis pengaruh sikap individu, persepsi individu, motivasi kerja individu dan kinerja personel di lingkungan organisasi Ditpamobvit Polda XYZ. Motivasi dijadikan sebagai variabel intervening penelitian. Metode deskriptif kuantitatif menggunakan pendekatan sebab akibat diimplementasikan dalam penelitian. Data primer dihimpun teknik kuesioner yang disebarluaskan pada 280 responden berdasarkan pengambilan sampel Slovin. Data dianalisis dengan *Structural Equation Model (SEM) dengan SmartPLS (Partial Least Square)* 3.0. Hasil pengujian hipotesis memperlihatkan: (i) variabel sikap individu berpengaruh tidak langsung terhadap kinerja personel; (ii) variabel sikap individu memiliki pengaruh positif dan signifikan terhadap variabel motivasi; (iii) variabel persepsi individu memiliki pengaruh positif dan signifikan terhadap variabel motivasi personel; (iv) variabel motivasi kerja berpengaruh positif dan signifikan terhadap kinerja personel; (v) variabel persepsi individu berpengaruh tidak langsung terhadap kinerja personel; (vi) sikap individu secara tidak langsung berpengaruh terhadap variabel kinerja setelah melalui variabel motivasi sebagai intervening; (vii) variabel persepsi individu secara tidak langsung berpengaruh terhadap variabel kinerja setelah melalui variabel motivasi sebagai intervening.

Kata kunci: Ditpamobvit, Kinerja, Motivasi Kerja, Persepsi, Sikap.

