

ABSTRAK

INA ZAKINA ALDA, Pengaruh Kompetensi Pegawai, Motivasi kerja, dan Budaya Kerja Terhadap Kinerja Pegawai pada Dinas Sosial Kota Makassar dengan pembimbing Murdifin Haming dan A.M Hasbi.

Penelitian ini bertujuan untuk menganalisis Pengaruh Kompetensi Pegawai, Motivasi kerja, dan Budaya Kerja Terhadap Kinerja Pegawai pada Dinas Sosial Kota Makassar.

Penelitian ini dilakukan dengan menggunakan pendekatan kuantitatif menyebarkan angket atau kuisioner. Data yang digunakan adalah data primer dan data sekunder. Sampel yang diambil sebanyak 84 orang. Alat analisis instrumen uji penelitian yang digunakan yaitu uji validitas, uji realibilitas. Analisis Uji Data yaitu uji normalitas data dan uji linearitas. Analisis Uji asumsi klasik yaitu uji autokorelasi, uji multikoloniaritas, uji heteroskedastisitas, uji analisis regresi linear berganda. Serta pengujian hipotesis yaitu uji analisis secara simultan, uji koefisien determinasi, dan uji parsial.

Hasil penelitian ini menunjukkan bahwa yang dijadikan landasan penelitian terhadap kinerja pegawai dan penarikan kesimpulan atas pengaruh variabel bebas terhadap kinerja pegawai Dinas Sosial Kota Makassar ada didasarkan pada hasil tabel 22. Yaitu tabel mengenai koefisien korelasi dan determinasi parsial variabel bebas terhadap kinerja pegawai. Semua koefisien korelasi adalah positif. Artinya apabila variabel bebas ditingkatkan intensitas penerapannya maka kinerja pegawai akan meningkat. Nilai korelasi (r) kompetensi pegawai (X_1) sebesar 0.917, motivasi kerja (X_2) sebesar 0.194, dan nilai korelasi (r) budaya kerja sebesar 0.343. Semua variabel bebas penelitian yaitu kompetensi pegawai (X_1), motivasi kerja (X_2), dan budaya kerja (X_3) berpengaruh signifikan terhadap kinerja pegawai Dinas Sosial Kota Makassar.

Kata Kunci: Kompetensi Pegawai, Motivasi Kerja, Budaya Kerja, dan Kinerja Pegawai

Abstract

INA ZAKINA ALDA, *The Influence of Employee Competence, Work Motivation, and Work Culture on Employee Performance at Social Service of Makassar City with the guidance of Murdifin Haming and A.M Hasbi.*

This study aims to analyze the Influence of Employee Competence, Work Motivation, and Work Culture on Employee Performance at Social Service of Makassar City.

This research was conducted by using quantitative approach of spreading the questionnaire or questionnaire. The data used are primary data and secondary data. Samples taken as many as 84 people. Instrument analysis instrument used in this research is the test of validity, reliability test. Data Test Analysis is a test of data normality and linearity test. Classical assumption test analysis is autocorrelation test, multicollinearity test, heteroskedasticity test, multiple linear regression analysis test. As well as testing the hypothesis of simultaneous test analysis, coefficient of determination test, and partial test.

The results of this study indicate that the basis of research on employee performance and drawing conclusions on the influence of independent variables on the performance of employees Social Service City of Makassar is based on the results table 22. That table about the correlation coefficient and partial determination of independent variables on employee performance. All correlation coefficients are positive. This means that if the independent variable increased the intensity of its implementation then the performance of employees will increase. The correlation value (r) of employee competence (X_1) is 0.917, work motivation (X_2) is 0.194, and the correlation (r) of work culture (X_3) is 0.343. All independent variables of research that are employee competence (X_1), work motivation (X_2), and work culture (X_3) have a significant effect on performance of employees of Makassar Social Service.

Keywords: *Employee Competence, Work Motivation, Work Culture, and Employee Performance.*