

**ANALISIS FAKTOR-FAKTOR YANG  
MEMPENGARUHI KINERJA PEGAWAI  
(Studi Empiris pada Pegawai Direktorat Jenderal  
Perbendaharaan Kementerian Keuangan  
di Kota Semarang)**



**SKRIPSI**

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## **ABSTRACT**

*This study aims to analyze the determinants of employees' performance in Direktorat Jenderal Perbendaharaan (DJPBN) Kementerian Keuangan in Semarang City. This study examining the effect of work motivation, work competency, role perception and perceived organization support on employees' performance.*

*Data collection was conducted by questionnaire survey method on the non-managerial employees of Kantor Wilayah DJPBN Provinsi Jawa Tengah and Kantor Pelayanan Perbendaharaan Negara Semarang II. Using primary data collected from 107 respondents, employees' performance was regressed on work motivation, work competency, role perception and perceived organization support. Multiple regression model was employed to analyze the data.*

*The results of this study indicate that : (1) work motivation has positive and significant effect on employees' performance, (2) work competency has positive and significant effect on employees' performance, (3) role perception has no significant effect on employees' performance, and (4) perceived organization support has no significant effect on employees' performance.*

*Keywords : Employees' performance, work motivation, work competency, role perception, perceived organization support*

## **ABSTRAK**

Penelitian ini bertujuan untuk menguji faktor-faktor yang berpengaruh terhadap kinerja pegawai Direktorat Jenderal Perbendaharaan (DJPBN) Kementerian Keuangan di Kota Semarang. Dalam penelitian ini diuji pengaruh motivasi kerja, kompetensi kerja, persepsi peranan dan persepsi dukungan organisasi terhadap kinerja pegawai.

Pengumpulan data dalam penelitian ini dilakukan dengan metode survei melalui kuesioner kepada para pegawai level non-manajerial Kantor Wilayah DJPBN Provinsi Jawa Tengah dan Kantor Pelayanan Perbendaharaan Negara Semarang II. Menggunakan data primer yang diperoleh dari 107 responden, kinerja pegawai diregresikan dengan motivasi kerja, kompetensi kerja, persepsi peranan dan persepsi dukungan organisasi. Model regresi berganda digunakan untuk menganalisis data.

Hasil penelitian ini mengindikasikan bahwa : (1) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, (2) kompetensi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, (3) persepsi peranan tidak berpengaruh signifikan terhadap kinerja pegawai, dan (4) persepsi dukungan organisasi tidak berpengaruh signifikan terhadap kinerja pegawai.

Kata kunci : kinerja pegawai, motivasi kerja, kompetensi kerja, persepsi peranan, persepsi dukungan organisasi

## DAFTAR ISI

	Halaman
HALAMAN JUDUL .....	i
HALAMAN PERSETUJUAN SKRIPSI.....	ii
HALAMAN PENGESAHAN KELULUSAN UJIAN.....	iii
PERNYATAAN ORISINALITAS SKRIPSI .....	iv
ABSTRACT .....	v
ABSTRAK .....	vi
KATA PENGANTAR .....	vii
DAFTAR TABEL .....	xii
DAFTAR GAMBAR.....	xiii
DAFTAR LAMPIRAN.....	xiv
BAB I PENDAHULUAN .....	1
1.1 Latar Belakang Masalah .....	1
1.2 Rumusan Masalah.....	12
1.3 Tujuan dan Kegunaan Penelitian.....	13
1.3.1 Tujuan Penelitian .....	13
1.3.2 Kegunaan Penelitian .....	13
1.4 Sistematika Penulisan .....	14
BAB II TELAAH PUSTAKA.....	15
2.1 Landasan Teori dan Penelitian Terdahulu .....	15
2.1.1 Teori ERG ( <i>Existence, Relatedness, Growth</i> ) .....	15
2.1.2 Teori Penetapan Tujuan.....	17
2.1.3 Teori Dukungan Organisasi.....	19
2.1.4 Kinerja Pegawai.....	22
2.1.5 Motivasi Kerja .....	26
2.1.6 Kompetensi Kerja .....	29
2.1.7 Persepsi Peranan .....	32
2.1.8 Persepsi Dukungan Organisasi .....	33
2.1.9 Penelitian Terdahulu .....	36
2.2 Kerangka Pemikiran .....	39
2.3 Pengembangan Hipotesis .....	41
2.3.1 Hubungan antara Motivasi Kerja dan Kinerja Pegawai.....	41
2.3.2 Hubungan antara Kompetensi Kerja dan Kinerja Pegawai .....	42
2.3.3 Hubungan antara Persepsi Peranan dan Kinerja Pegawai.....	44
2.3.4 Hubungan antara Persepsi Dukungan Organisasi dan Kinerja Pegawai.....	46
BAB III METODE PENELITIAN .....	48
3.1 Variabel Penelitian dan Definisi Operasional Variabel.....	48
3.1.1 Variabel Penelitian.....	48
3.1.2 Definisi Operasional Variabel .....	49
3.2 Populasi dan Sampel.....	54

3.3 Jenis dan Sumber Data.....	55
3.4 Metode Pengumpulan Data.....	56
3.5 Metode Analisis.....	56
<b>BAB IV HASIL DAN PEMBAHASAN .....</b>	<b>63</b>
4.1 Gambaran Umum Responden .....	63
4.2 Analisis Data .....	70
4.2.1 Statistik Deskriptif .....	70
4.2.2 Uji Kualitas Data.....	72
4.2.2.1 Uji Reliabilitas .....	72
4.2.2.2 Uji Validitas.....	73
4.2.3 Uji Asumsi Klasik.....	76
4.2.3.1 Uji Normalitas.....	76
4.2.3.2 Uji Multikolinieritas.....	78
4.2.3.3 Uji Heteroskedastisitas .....	79
4.2.4 Analisis Regresi.....	81
4.2.4.1 Koefisien Determinasi.....	81
4.2.4.2 Uji Statistik F.....	82
4.2.4.3 Uji Statistik t.....	82
4.3 Pembahasan Hasil Analisis Data.....	86
4.3.1 Pengaruh Motivasi Kerja terhadap Kinerja Pegawai .....	86
4.3.2 Pengaruh Kompetensi Kerja terhadap Kinerja Pegawai .....	87
4.3.1 Pengaruh Persepsi Peranan terhadap Kinerja Pegawai .....	89
4.3.1 Pengaruh Persepsi Dukungan Organisasi terhadap Kinerja Pegawai.....	90
<b>BAB V PENUTUP .....</b>	<b>92</b>
5.1 Simpulan .....	92
5.2 Keterbatasan Penelitian.....	94
5.3 Saran .....	95
<b>DAFTAR PUSTAKA .....</b>	<b>96</b>
<b>LAMPIRAN-LAMPIRAN.....</b>	<b>100</b>

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