

RINGKASAN

Setiap organisasi di tuntut untuk selalu dapat menjaga pegawainya agar dapat menampilkan kinerja yang baik dan memelihara pegawainya agar dapat mendedikasikan diri kepada organisasi tempat dimana dia bekerja. Kinerja yang tinggi akan membawa dampak kinerja yang optimal, sehingga pencapaian tujuan organisasi dapat dicapai. Kinerja yang rendah akan membawa dampak pada organisasi sehingga membuat terhambatnya tujuan organisasi. Kinerja dapat dipengaruhi oleh beberapa faktor yaitu Motivasi Kerja, Komunikasi Pegawai, Kompetensi Pegawai dan lain-lain. Penelitian ini dilakukan di Kantor Satuan Polisi Pamong Praja Kabupaten Banyumas dengan sasaran yaitu pegawai Satuan Polisi Pamong Praja Kabupaten Banyumas.

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja, komunikasi pegawai dan kompetensi pegawai Satuan Polisi Pamong Praja Kabupaten Banyumas. Jenis penelitian yang digunakan adalah metode kuantitatif dengan seluruh populasi pegawai Satuan Polisi Pamong Praja Kabupaten Banyumas. Menggunakan sampel jenuh didapat 113 orang menjadi responden. Untuk menguji pengaruh motivasi kerja, komunikasi pegawai dan kompetensi pegawai terhadap kinerja pegawai digunakan metode statistik uji regresi ordinal. Pengolahan data dilakukan dengan menggunakan program SPSS 160 *For Windows*.

Berdasarkan hasil penelitian menunjukkan bahwa motivasi kerja, komunikasi pegawai dan kompetensi pegawai berpengaruh secara positif dan signifikan terhadap kinerja pegawai Satuan Polisi Pamong Praja Kabupaten Banyumas. Berdasarkan hasil uji Regresi Ordinal diketahui adanya pengaruh yang positif dan signifikan antara Motivasi Kerja (X1), Komunikasi Pegawai (X2) dan Kompetensi Pegawai (X3) terhadap Kinerja Pegawai (Y) sebesar 0.338 dengan menunjukkan arah yang positif dan signifikansi 0.000.

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

SUMMARY

Every organization is required to always be able to look after its employees so that they can show good performance and maintain their employees so that they can dedicate themselves to the organization where they work. High performance will have an optimal performance impact, so that the achievement of organizational goals can be achieved. Low performance will have an impact on the organization, thus obstructing organizational goals. Performance can be influenced by several factors, namely Work Motivation, Employee Communication, Employee Competence and others. This research was conducted at the Office of the Civil Service Police Unit of the Banyumas Regency with the target of being the employees of the Civil Service Police Unit of the Banyumas Regency.

This study aims to determine the effect of work motivation, employee communication and employee competence of the Civil Service Police Unit of Banyumas Regency. The type of research used is a quantitative method with the entire population of employees of the Civil Service Police Unit of Banyumas Regency. Using a saturated sample, 113 people became respondents. To test the effect of work motivation, employee communication and employee competence on employee performance, the statistical method of ordinal regression is used. Data processing was performed using the SPSS 160 For Windows program.

Based on the results of the study shows that work motivation, employee communication and employee competence have a positive and significant effect on the performance of the employees of the Civil Service Police Unit of Banyumas Regency. Based on the results of the Ordinal Regression test, it is known that there is a positive and significant influence between Work Motivation (X1), Employee Communication (X2) and Employee Competence (X3) on Employee Performance (Y) of 0.338 by showing a positive direction and a significance of 0.000.

Keywords: Work Motivation, Employee Communication, Employee Competence and Employee Performance.