

RINGKASAN

Penelitian ini adalah tentang kinerja pegawai Badan Perencanaan Pembangunan Daerah Kabupaten Brebes yang di anggap perlu ada pendorong dalam memenuhi pencapaian target seluruh kegiatan perencanaan. Hasil penelitian awal di lapangan menunjukkan bahwa secara kuantitatif hampir seluruh target perencanaan, fasislitasi dan koordinasi terpenuhi, akan tetapi secara kualitatif hasil pekerjaan menunjukkan adanya hasil yang belum optimal. Kurang optimalnya motivasi pegawai karena kurang adanya dorongan, harapan untuk maju serta adanya pemerataan insentif yang tidak seimbang, kurang optimalnya kemampuan kerja pegawai dalam melaksanakan pekerjaan dan rendahnya kemampuan untuk bekerjasama dan intern institusi terdapat pegawai yang sibuk melaksanakan tugas bahkan sampe harus melakukan lembur, namun di satu sisi terdapat pegawai yang santai. Penelitian ini menitik beratkan tujuannya menganalisis hubungan serta pengaruh faktor motivasi kerja, disiplin kerja, kemampuan personal, dan kepribadian terhadap kinerja pegawai di lingkungan BAPPEDA Kabupaten Brebes. Metode yang digunakan dalam penelitian ini adalah deskriptif kuantitatif dimana data yang digunakan adalah adata primer dengan populasi sebanyak 72 orang pegawai dan sampel sebesar 50 % atau sebanyak 36 orang. Pengujian hipotesis menggunakan Koefisien Konkordansi Kendall W dan Analisis Regresi (Lininer dan berganda) .

Hasil penelitian dapat diketahui bahwa terdapat hubungan antara motivasi kerja (X_1) dengan kinerja pegawai (Y), terdapat hubungan antara disiplin kerja (X_2) dengan kinerja pegawai (Y), terdapat hubungan antara kemampuan personal (X_3) dengan kinerja pegawai (Y), terdapat hubungan antara kepribadian (X_4) dengan kinerja pegawai (Y). Hasil perhitungan dengan menggunakan Korelasi kendall W (*Kendall's coefficient of concordance W*) adalah sebesar 0,906, dengan angka *Chi-Square* 139,143 pada angka signifikansi 0,000. Sedangkan *Chi-Square* pada tabel dengan derajat kepercayaan 4 dan tingkat signifikansi 5% adalah 67,504. Hasil perhitungan statistik tersebut memberikan keputusan bahwa motivasi, disiplin, kemampuan, kepribadian secara bersama-sama memiliki hubungan positif dan signifikan dengan kinerja pegawai.

Selanjutnya besarnya pengaruh yang diberikan oleh variabel motivasi, disiplin, kemampuan dan kepribadian terhadap kinerja pegawai dapat diketahui dari nilai koefisien determinasi atau harga R^2 (*R square*) sebesar 0,695. Artinya bahwa kinerja pegawai mampu dijelaskan oleh dimensi motivasi, disiplin, kemampuan dan kepribadian sebesar 69,5%.

Dengan demikian dapat dikatakan bahwa tinggi rendahnya kinerja pegawai BAPPEDA Kabupaten Brebes dapat dipengaruhi oleh faktor motivasi, disiplin, kemampuan, dan kepribadian.

Kata kunci : Motivasi, Disiplin, Kemampuan , Kepribadian, Kinerja Pegawai,

SUMMARY

This study is about the employee's performance of Regional Development Planning Board in Brebes regency that there needs to be an incentive in achieving the target of all the planning activities. The results of early research in the field indicated that quantitatively almost the entire planning targets, facilities, and coordination met, but qualitatively the results of the work showed a result that was not optimal. Workers' motivation was less optimal due to lack of encouragement, hope for progress as well as unbalanced equity incentive. The capability of employees in carrying out the work was less optimal and the ability to cooperate was low. In internal institution employees were busy executing tasks until even have to do overtime, but in one hand there were relaxed employees. This research analyzes the relationship as well as the influence factors of work motivation, work discipline, personal abilities, and personality on the performance of employees within BAPPEDA of Brebes regency. The method used in this research was descriptive quantitative data. The data used was the primary data with total population was 72 employees and total sample was 50% or as many as 36 people. Hypothesis testing used the Spearman Rank Correlation Coefficient and Kendall's coefficient of concordance W and Regression Analysis.

The result of this research was that there was a relationship between work motivation (x_1) with employee performance (Y), there was a relationship between the discipline of work (x_2) with employee performance (Y), there was a relationship between personal ability (x_3) with employee performance (Y), there was a relationship between personality (x_4) with employee performance (Y). In the analysis calculation of Spearman Rank Correlation showed that there were jointly positive and significant relationships among variables of motivation, discipline, ability, personality with employees' performance, where the magnitude of the relationship was given based on the number of *r-square* 67.504%, which was obtained from the figures Kendall's coefficient of concordance $W = 0.906$ then Chi-Square figure 139.143 and significance numbers 0.000 while Chi-Square table with degrees of confidence 4 and significance level 5% was 67.504.

Furthermore, hypothesis testing using multiple regression analysis showed that there were jointly strong and significant influences among variables of motivation, discipline, ability, personality with employees' performance, where the magnitude of the relationship/ influence exerted by the *R Square* value (R^2) was equal to 0.695 (69.5%).

So, it can be said that the employee level performance BAPPEDA Brebes is Influenced by motivation, discipline, ability, and personality.

Keywords: Motivation, Discipline, Ability, Personality, Employees' Performance,