

## ABSTRAK

### **Pengaruh Motivasi dan Komitmen terhadap Kinerja Karyawan Kantor Kecamatan Tanjungsiang**

Fenomena yang terjadi dilapangan yaitu tidak sedikit masyarakat yang mengeluh ketika ingin membuat KTP atau kartu keluarga pelayanannya kurang baik dan terkesan lambat . Selain itu, peneliti juga melakukan wawancara nonformal kepada pegawai kantor kecamatan Tanjungsiang, ketika peneliti pergi ke kantor kecamatan Tanjungsiang, peneliti melihat dari beberapa pegawai yang bekerja di kantor kecamatan Tanjungsiang, terdapat pegawai yang terlihat santai atau berleha – leha pada saat jam kerja, tidak memiliki semangat dan juga kurangnya rasa tanggung jawab yang mereka miliki disaat menjalankan kewajibannya disaat jam kerja sedang berlangsung.

Penelitian ini bertujuan untuk menguji Pengaruh Motivasi dan Komitmen Terhadap Kinerja Pegawai Kantor Kecamatan Tanjungsiang Metode penelitian yang digunakan adalah kuantitatif dengan menggunakan metode deskriptif dan verifikatif. Data dikumpulkan melalui instrumen penelitian dan dianalisis secara statistik. Penelitian ini menggunakan sampel sebanyak 50 responden dengan metode Sampling Jenuh pada Kantor Kecamatan Tanjungsiang. Teknik analisis data yang digunakan yaitu uji asumsi klasik, analisis linier berganda, koefisien korelasi, dan koefisien determinasi menggunakan bantuan SPSS version 16.

Hasil penelitian Analisis linier berganda menunjukkan hasil positif, uji koefisien korelasi menunjukkan adanya hubungan yang kuat antara Motivasi, Komitmen dan Kinerja karyawan. Selain itu, koefisien determinasi menunjukkan bahwa Motivasi dan Komitmen berpengaruh terhadap kinerja karyawan.

Kata Kunci : Motivasi, Komitmen, Kinerja Karyawan

## **ABSTRACT**

### ***The Effect of Motivation and Commitment on Employee Performance of the Tanjungsiang District Office***

*The phenomenon that occurs in the field is that quite a few people complain that when they want to make a KTP or family card, the service is not good and seems slow. Apart from that, the researcher also conducted non-formal interviews with employees of the Tanjungsiang sub-district office. When the researcher went to the Tanjungsiang sub-district office, the researcher saw that from several employees who worked at the Tanjungsiang sub-district office, there were employees who looked relaxed or relaxed during working hours, did not have enthusiasm and also a lack of sense of responsibility that they have when carrying out their obligations during working hours.*

*This research aims to examine the influence of motivation and commitment on the performance of Tanjungsiang District Office Employees. The research method used is quantitative using descriptive and verification methods. Data was collected through research instruments and analyzed statistically. This research used a sample of 50 respondents using the Saturated Sampling method at the Tanjungsiang District Office. The data analysis techniques used are the classical assumption test, multiple linear analysis, correlation coefficient, and coefficient of determination using SPSS version 16.*

*The results of the Multiple linear analysis showed positive results correlation coefficient test research show that there is a strong relationship between motivation, commitment and employee performance. Apart from that, the coefficient of determination shows that Motivation and Commitment influence employee performance.*

**Keywords :** *Motivation, Commitment, employee performance.*