

ABSTRAK

PENGARUH MOTIVASI KERJA TERHADAP KINERJA PEGAWAI DI INSTANSI PEMERINTAHAN BADAN PENDAPATAN DAERAH KABUPATEN CIAMIS

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Permasalahan penelitian ini berawal dari menurunnya kinerja pegawai di Badan Pendapatan Daerah Kabupaten Ciamis (Bapenda) yang ditandai dengan rendahnya konsistensi penyelesaian tugas, ketidaksesuaian hasil dengan standar, serta kedisiplinan dan kerja sama yang belum optimal. Kondisi ini diduga dipengaruhi oleh rendahnya motivasi kerja, terlihat dari kebiasaan menunda pekerjaan, kurang semangat, dan disiplin. Penelitian ini bertujuan mendeskripsikan, menganalisis, serta mengukur pengaruh motivasi kerja terhadap kinerja pegawai di Bapenda Ciamis. Metode yang digunakan adalah pendekatan kuantitatif, deskriptif dan verifikatif. Analisis data dilakukan melalui uji validitas, reliabilitas, uji normalitas, uji heteroskedastisitas, regresi linier sederhana, koefisien korelasi, koefisien determinasi dan uji t. Hasil penelitian menunjukkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap kinerja. Hal ini menegaskan bahwa semakin tinggi motivasi kerja maka semakin tinggi juga kinerja pegawai dan jika semakin rendah motivasi kerja maka semakin rendah kinerja. Perbedaan penelitian ini dengan penelitian terdahulu terletak pada metode regresi yang digunakan yaitu model *Regression Through the Origin*, lokasi penelitian dilakukan di Ciamis, objek penelitian yaitu Bapenda yang masih jarang diteliti, serta tahun penelitian terbaru yang relevan dengan keadaan saat ini. Selain itu, penelitian ini hanya berfokus pada variabel motivasi kerja dan kinerja tanpa variabel tambahan lainnya agar lebih terfokus pada pengaruh motivasi terhadap kinerja.

Kata kunci: Motivasi Kerja, Kinerja Pegawai.

ABSTRACT

THE INFLUENCE OF WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT THE REGIONAL REVENUE AGENCY OF CIAMIS REGENCY

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The problem of this research originates from the decline in employee performance at the Regional Revenue Agency of Ciamis Regency (Bapenda), as indicated by the low consistency in task completion, the mismatch of results with established standards, as well as suboptimal discipline and cooperation. This condition is presumed to be influenced by low work motivation, as reflected in habits of procrastination, lack of enthusiasm, and weak discipline. The purpose of this study is to describe, analyze, and measure the effect of work motivation on employee performance at Bapenda Ciamis. The method used is a quantitative approach, both descriptive and verificative. Data analysis was conducted through validity and reliability tests, normality test, heteroscedasticity test, simple linear regression, correlation coefficient, coefficient of determination, and t-test. The results of the study show that work motivation has a positive and significant effect on performance. This confirms that the higher the work motivation, the higher the employee performance, and conversely, the lower the work motivation, the lower the performance. The distinction of this study from previous research lies in the regression method applied, namely the Regression Through the Origin model, the research location in Ciamis, the object of study being Bapenda which has rarely been researched, as well as the latest research year that is relevant to the current situation. In addition, this research focuses solely on the variables of work motivation and performance, without additional variables, in order to concentrate more specifically on the influence of motivation on performance

Keywords: Work Motivation, Employee Performance.