

## ABSTRAK

Penelitian ini dilatarbelakangi oleh belum optimalnya kinerja Aparatur Sipil Negara (ASN) di Dinas Ketenagakerjaan Kota Bandung yang ditunjukkan melalui tingkat keterlambatan, ketidakhadiran tanpa keterangan, keterlambatan penyelesaian laporan harian, serta rendahnya motivasi kerja pegawai terutama pada aspek pengakuan kinerja dan peluang pengembangan karier. Kondisi tersebut diduga memengaruhi kualitas pelayanan dan efektivitas kerja instansi. Penelitian ini bertujuan untuk mengetahui kondisi motivasi kerja, kondisi kinerja ASN, serta pengaruh motivasi kerja terhadap kinerja ASN di Dinas Ketenagakerjaan Kota Bandung. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Penelitian dilakukan terhadap seluruh ASN di lingkungan Dinas Ketenagakerjaan Kota Bandung dengan teknik sampling jenuh. Pengumpulan data dilakukan melalui observasi, wawancara, dokumentasi, dan penyebaran kuesioner, sedangkan analisis data menggunakan regresi linear sederhana dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa motivasi kerja memiliki pengaruh positif dan signifikan terhadap kinerja ASN. Motivasi kerja yang baik mampu meningkatkan kualitas kerja, ketepatan waktu, kedisiplinan, serta tanggung jawab ASN dalam melaksanakan tugasnya. Pengaruh antara motivasi kerja dan kinerja ASN berada pada kategori sangat kuat, sehingga motivasi kerja menjadi salah satu faktor penting dalam meningkatkan kinerja pegawai di lingkungan instansi pemerintah. Perbedaan penelitian ini dengan penelitian sebelumnya terletak pada objek penelitian yang berfokus pada ASN di Dinas Ketenagakerjaan Kota Bandung dengan penekanan pada aspek motivasi kerja dan kinerja ASN secara lebih spesifik.

**Kata Kunci:** Motivasi Kerja, Kinerja ASN, Aparatur Sipil Negara.

## **ABSTARCT**

*This research is motivated by the sub-optimal performance of the State Civil Apparatus (ASN) at the Bandung City Manpower Service, which is demonstrated by the level of tardiness, unexplained absences, delays in completing daily reports, as well as low employee work motivation, especially in the aspects of performance recognition and career development opportunities. This condition is thought to affect the quality of service and effectiveness of the agency's work. This research aims to determine the condition of work motivation, the condition of ASN performance, as well as the influence of work motivation on ASN performance in the Bandung City Employment Service. The research method used is a descriptive verification method with a quantitative approach. The research was conducted on all ASN within the Bandung City Employment Service using a saturated sampling technique. Data collection was carried out through observation, interviews, documentation and distributing questionnaires, while data analysis used simple linear regression with the help of the SPSS program. The research results show that work motivation has a positive and significant influence on ASN performance. Good work motivation can improve the quality of work, punctuality, discipline and ASN responsibility in carrying it out. The relationship between work motivation and ASN performance is in the very strong category, so work motivation is an important factor in improving employee performance in government agencies. The difference between this research and previous research lies in the research object which focuses on ASN in the Bandung City Employment Service with an emphasis on aspects of work motivation and ASN performance more specifically.*

**Keywords :** Work Motivation, ASN Performance, State Civil Service