

ABSTRAK

PENGARUH KOMPETENSI TERHADAP KINERJA PEGAWAI APARATUR SIPIL NEGARA DINAS PERINDUSTRIAN DAN PERDAGANGAN PROVINSI JAWA BARAT

Kinerja pegawai Aparatur Sipil Negara di Dinas Perindustrian dan Perdagangan Provinsi Jawa Barat berdasarkan data penilaian kinerja instansi masih berada pada kategori cukup, dengan capaian target kerja yang belum maksimal. Kondisi ini diduga berkaitan dengan adanya kesenjangan kompetensi pegawai, khususnya pada aspek penguasaan teknologi, pemahaman regulasi, serta perencanaan kerja. Penelitian ini bertujuan untuk mengetahui kondisi kompetensi, kondisi kinerja, serta besarnya pengaruh kompetensi terhadap kinerja pegawai pada instansi tersebut. Penelitian menggunakan pendekatan kuantitatif dengan sifat deskriptif dan verifikatif. Sampel berjumlah 64 responden dari populasi 175 pegawai, ditentukan melalui simple random sampling dan rumus Slovin. Data dikumpulkan menggunakan kuesioner skala Likert dan dianalisis dengan regresi linier sederhana melalui program SPSS. Hasil penelitian menunjukkan bahwa secara persepsi pegawai, baik kompetensi maupun kinerja berada pada kategori baik, meskipun masih terdapat beberapa indikator dengan skor relatif rendah pada kedua variabel. Perbedaan ini mengindikasikan adanya kesenjangan antara penilaian kinerja formal instansi dan penilaian diri pegawai. Kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai, dengan korelasi sebesar 0,793 (kategori kuat) dan kontribusi sebesar 62,9%, sedangkan 37,1% sisanya dipengaruhi faktor lain. Temuan penelitian ini menunjukkan bahwa peningkatan kompetensi pegawai melalui pelatihan berkelanjutan perlu terus diupayakan agar kinerja pegawai meningkat secara optimal.

Kata Kunci: Kompetensi, Kinerja Pegawai, Aparatur Sipil Negara

ABSTRACT

THE EFFECT OF COMPETENCY ON THE PERFORMANCE OF CIVIL SERVANTS AT THE DEPARTMENT OF INDUSTRY AND TRADE OF WEST JAVA PROVINCE

The performance of Civil Servants (ASN) at the Department of Industry and Trade of West Java Province, based on the institution's performance appraisal data, remains in the fair category, with work target achievement that has not yet been maximized. This condition is presumably related to competency gaps among employees, particularly in technological proficiency, regulatory understanding, and work planning. This research aims to determine the condition of employee competence, the condition of employee performance, and the extent to which competence influences employee performance at the institution. This study employs a quantitative approach with descriptive and verificative methods. The sample consists of 64 respondents drawn from a population of 175 employees, determined through simple random sampling and the Slovin formula. Data were collected using a Likert-scale questionnaire and analyzed through simple linear regression using SPSS. The results show that, based on employee perception, both competence and performance fall into the good category, although several indicators in both variables show relatively low scores. This discrepancy indicates a gap between the institution's formal performance appraisal and employees' self-assessment. Competence has a positive and significant effect on employee performance, with a correlation coefficient of 0.793 (classified as strong) and a contribution of 62.9%, while the remaining 37.1% is influenced by other factors. The findings of this study indicate that continuous improvement of employee competence through sustainable training is necessary to optimally enhance employee performance.

Keywords: Competency, Employee Performance, Civil Servants