

**PENGARUH KEMAMPUAN, MOTIVASI DAN KOMUNIKASI
ORGANISASI TERHADAP KINERJA PEGAWAI KANTOR BADAN
PERTANAHAN NASIONAL KABUPATEN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui (1) pengaruh kemampuan terhadap kinerja pegawai Kantor Badan Pertanahan Nasional Kabupaten Buleleng. (2) pengaruh motivasi terhadap kinerja pegawai Kantor Badan Pertanahan Nasional Kabupaten Buleleng. (3) pengaruh komunikasi organisasi terhadap kinerja pegawai Kantor Badan Pertanahan Nasional Kabupaten Buleleng. (4) pengaruh kemampuan, motivasi dan komunikasi organisasi terhadap kinerja pegawai Kantor Badan Pertanahan Nasional Kabupaten Buleleng. Penelitian ini tergolong kedalam jenis penelitian kausal. Jumlah sampel yang digunakan dalam penelitian ini yaitu sebesar 103 responden. Metode pengumpulan data yang digunakan dalam penelitian ini adalah kuesioner. Penelitian ini menggunakan metode analisis regresi linier berganda yaitu meliputi uji t dan uji F dengan bantuan aplikasi pengolahan data *SPSS For Windows Versi 2*. Adapun hasil penelitian ini menunjukkan (1) ada pengaruh secara positif dan signifikan antara kemampuan terhadap kinerja pegawai Kantor Badan Pertanahan Nasional Kabupaten Buleleng dengan nilai signifikansi $0,004 < 0,05$, H_0 ditolak. (2) ada pengaruh secara positif dan signifikan antara motivasi terhadap kinerja pegawai Kantor Badan Pertanahan Nasional Kabupaten Buleleng dengan nilai signifikansi $0,000 < 0,05$, H_0 ditolak. (3) ada pengaruh secara positif dan signifikan antara komunikasi organisasi terhadap kinerja pegawai Kantor Badan Pertanahan Nasional Kabupaten Buleleng dengan nilai signifikansi $0,001 < 0,05$, H_0 ditolak. (4) ada pengaruh secara positif dan signifikan antara kemampuan, motivasi, dan komunikasi organisasi terhadap kinerja pegawai Kantor Badan Pertanahan Nasional Kabupaten Buleleng dengan nilai signifikansi $0,000 < 0,05$, H_0 ditolak. Kemampuan, motivasi dan komunikasi organisasi berpengaruh sebesar 71,2% terhadap kinerja pegawai Kantor Badan Pertanahan Nasional Kabupaten Buleleng, dibuktikan dengan nilai koefisien determinasi sebesar 0,712.

Kata kunci: Kemampuan, Motivasi, Komunikasi, Kinerja pegawai

ABSTRACT

This study aims to determine (1) the effect of ability on the performance of employees of the Buleleng Regency National Land Agency Office. (2) the influence of motivation on the performance of employees of the Buleleng Regency National Land Agency Office. (3) the influence of organizational communication on the performance of employees of the Buleleng Regency National Land Agency Office. (4) the influence of ability, motivation and organizational communication on the performance of employees of the Buleleng Regency National Land Agency Office. This research belongs to the type of causal research. The number of samples used

in this research is 103 respondents. The data collection method used in this study was a questionnaire. This study uses multiple linear regression analysis methods, which include the t test and F test with the help of the SPSS For Windows Version 2 data processing application. The results of this study indicate (1) there is a positive and significant influence between ability on the performance of employees of the District National Land Agency Office Buleleng with a significance value of $0.004 < 0.05$, H_0 is rejected. (2) there is a positive and significant influence between motivation on the performance of employees of the Buleleng Regency National Land Agency Office with a significance value of $0.000 < 0.05$, H_0 is rejected. (3) there is a positive and significant influence between organizational communication on the performance of employees of the Buleleng Regency National Land Agency Office with a significance value of $0.001 < 0.05$, H_0 is rejected. (4) there is a positive and significant influence between the ability, motivation, and organizational communication on the performance of employees of the Buleleng Regency National Land Agency Office with a significance value of $0.000 < 0.05$, H_0 is rejected. Ability, motivation and organizational communication have an effect of 71.2% on the performance of employees of the Buleleng Regency National Land Agency Office, as evidenced by the coefficient of determination of 0.712.

Keywords: Ability, Motivation, Communication, Employee performance

