

ABSTRAK

Jayadiputra, Sang Made Ari (2024), Pengaruh Kompetensi, Lingkungan Kerja Non Fisik, Dan Sistem Informasi Terhadap Kinerja Pengelola Kepegawaian Di Lingkungan Pemerintah Kabupaten Buleleng. Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata Kunci: kompetensi, lingkungan kerja non fisik, sistem informasi, kinerja

Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi, lingkungan kerja non fisik, dan sistem informasi terhadap kinerja Pengelola Kepegawaian di lingkungan Pemerintah Kabupaten Buleleng. Penelitian ini menggunakan desain deskriptif kuantitatif dengan metode survei. Populasi dalam penelitian ini berjumlah 71 Pengelola Kepegawaian, dimana seluruhnya dipergunakan sebagai sampel. Metode analisis data menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan (1) kompetensi berpengaruh positif dan signifikan terhadap kinerja Pengelola Kepegawaian, (2) lingkungan kerja non fisik berpengaruh positif dan signifikan terhadap kinerja Pengelola Kepegawaian, (3) sistem informasi berpengaruh positif dan signifikan terhadap kinerja Pengelola Kepegawaian, dan (4) kompetensi, lingkungan kerja non fisik, dan sistem informasi berpengaruh secara simultan terhadap kinerja Pengelola Kepegawaian. Kemampuan variabel kompetensi, lingkungan kerja non fisik, dan sistem informasi secara bersama - sama memengaruhi variabel kinerja Pengelola Kepegawaian sebesar 68,8%, sedangkan sisanya sebesar 31,2% dipengaruhi oleh variabel lain. Disarankan kepada Pemerintah Kabupaten Buleleng untuk melakukan pemetaan kompetensi dan memaksimalkan pelayanan kepegawaian dengan meningkatkan kompetensi pegawai, membangun lingkungan kerja yang positif, dan penerapan sistem informasi secara berkelanjutan.

ABSTRACT

Jayadiputra, Sang Made Ari (2024), The Influence of Competency, Non-Physical Work Environment, and Information Systems on the Performance of Personnel Managers in the Buleleng Regency Government Environment. Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Keywords: competency, non-physical work environment, information system, performance

This research aims to analyze the influence of competency, non-physical work environment, and information systems on the performance of Personnel Managers within the Buleleng Regency Government. This research uses a quantitative descriptive design with survey methods. The population in this study was 71 Personnel Managers, all of whom were used as samples. The data analysis method uses multiple linear regression analysis. The research results show (1) competency has a positive and significant effect on the performance of Personnel Managers, (2) the non-physical work environment has a positive and significant effect on the performance of Personnel Managers, (3) information systems have a positive and significant effect on the performance of Personnel Managers, and (4) competence, non-physical work environment, and information systems simultaneously influence the performance of Personnel Managers. The ability of competency variables, non-physical work environment, and information systems together influence the Personnel Manager performance variable by 68.8%, while the remaining 31.2% is influenced by other variables. It is recommended to the Buleleng Regency Government to carry out competency mapping and maximize personnel services by increasing employee competency, building a positive work environment, and implementing information systems on an ongoing basis.