

Abstrak

Jutawan, I Komang (2024).” Pengaruh Motivasi dan Kemampuan Kerja Terhadap Kinerja Pegawai Bagian Umum dan Tata Laksana Universitas Pendidikan Ganesha, Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata kunci : kinerja, kemampuan kerja, motivasi, undiksha.

Kinerja organisasi ditunjang oleh kinerja pegawai secara individu yang terakumulasi keseluruhan. Universitas Pendidikan Ganesha (Undiksha) sangat konsen dalam peningkatan kinerja melalui kemampuan kerja maupun motivasi kerja. Penelitian ini bertujuan menganalisis kinerja pegawai pada bagian umum tata laksana dari sisi kemampuan kerja dan motivasi kerja. Responden penelitian sebanyak 48 orang. Penarikan data dilakukan dengan kuisisioner dan analisis data menggunakan analisis regresi linier berganda. Hasil penelitian menemukan kemampuan kerja dan motivasi berpengaruh positif signifikan terhadap kinerja pegawai. Hal ini berarti semakin tinggi kemampuan kerja dan motivasi kerja pegawai semakin tinggi pula kinerja pegawai bagian umum tata laksana Undiksha. Peningkatan kemampuan kerja dapat dilakukan dengan pemberian pelatihan secara berkelanjutan sehingga pekerjaan yang dilakukan semakin professional. Peningkatan motivasi dapat dilakukan dengan memperbaiki pola komunikasi diantara para pegawai maupun pegawai dengan atasan.

Abstract

Jutawan, I Komang (2024).” The Influence of Motivation and Work Ability on the Performance of Employees in the General Department and Management of Ganesha Education University, Thesis, Management Science, Postgraduate Program, Ganesha Education University.

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Keywords: performance, work ability, motivation, undiksha.

Organizational performance is supported by the overall accumulated performance of individual employees. Ganesha University of Education (Undiksha) is very concerned with improving performance through work ability and work motivation. This research aims to analyze employee performance in the general management section in terms of work ability and work motivation. The research respondents were 48 people. Data collection was carried out using a questionnaire and data analysis using multiple linear regression analysis. The research results found that work ability and motivation had a significant positive effect on employee performance. This means that the higher the employee's work ability and work motivation, the higher the performance of employees in the general administration section of Undiksha. Improving work abilities can be done by providing continuous training so that the work carried out becomes more professional. Increasing motivation can be done by improving communication patterns between employees and employees with superiors.