

PENGARUH KOMPETENSI DAN BEBAN KERJA TERHADAP KINERJA PEGAWAI BADAN PUSAT STATISTIK KABUPATEN BULELENG

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ABSTRAK

Penelitian ini dilaksanakan mempunyai tujuan guna melakukan pengujian hal-hal yang meliputi (1) pengaruh kompetensi terhadap kinerja pegawai, (2) pengaruh beban kerja terhadap kinerja pegawai, (3) pengaruh kompetensi dan beban kerja terhadap kinerja pegawai Badan Pusat Statistik Kabupaten Buleleng. Penelitian ini mempergunakan pendekatan penelitian kuantitatif kausal. Penelitian ini menggunakan sampel jenuh yang total responden sejumlah 32 orang. Data dikumpulkan dengan mempergunakan kuesioner yang dianalisis mempergunakan analisis regresi linear berganda. Adapun temuan di penelitian memperlihatkan bahwasanya (1) kompetensi berpengaruh positif serta signifikan terhadap kinerja pegawai, (2) beban kerja berpengaruh negatif serta signifikan terhadap kinerja pegawai, (3) kompetensi serta beban kerja secara simultan berpengaruh signifikan terhadap kinerja pegawai di Badan Pusat Statistik Kabupaten Buleleng.

Kata Kunci : kompetensi, beban kerja, kinerja pegawai

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ABSTRACT

This research was conducted with the aim of testing things that include (1) the influence of competence on employee performance, (2) the influence of workload on employee performance, (3) the influence of competence and workload on employee performance at the Central Statistics Agency of Buleleng Regency. This research uses a causal quantitative research design. This research is a study using saturated samples with a total of 32 respondents. Data were collected using a questionnaire that was analyzed using multiple linear regression analysis. The findings in the study show that (1) competence has a positive and significant effect on employee performance, (2) workload has a negative and significant effect on employee performance, (3) competence and workload simultaneously have a significant effect on employee performance at the Central Statistics Agency of Buleleng Regency.

Keywords: *competence, workload, employee performance*