

ABSTRAK

Putra Indrawan, Ketut (2025), Pengaruh Kepemimpinan, Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Aparatur Desa di Kecamatan Kintamani, Kabupaten Bangli. Tesis, Program Studi Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha. Tesis ini telah disetujui dan diperiksa oleh Pembimbing I: Dr. Komang Krisna Heryanda, S.E., M.M dan Pembimbing II: Dr. M. Rudi Irwansyah, S.Pd., M.Pd.

Kata Kunci: Aparatur Desa, Disiplin Kerja, Kinerja, Motivasi Kerja

Pelayanan publik di desa-desa yang ada di Kecamatan Kintamani kerap menjadi sorotan dan keluhan masyarakat akibat belum optimalnya kinerja aparatur desa dalam menjalankan tugas dan fungsinya. Banyak warga yang mengeluhkan lambannya proses pelayanan administrasi, kurangnya responsivitas aparat terhadap kebutuhan masyarakat, serta rendahnya kedisiplinan dan profesionalisme dalam memberikan layanan. Penelitian ini bertujuan menjabarkan kinerja aparatur desa dari sisi kepemimpinan, motivasi kerja, dan disiplin kerja di Kantor Kepala Desa di Kecamatan Kintamani, Kabupaten Bangli. Jumlah responden yang di pakai berdasarkan teknik sampling dalam penelitian ini adalah sejumlah 77 perangkat desa. Metode pengambilan data menggunakan kuisioner dan di analisis dengan analisis regresi linier berganda. Hasil penelitian menemukan ketiga variabel yaitu kepemimpinan, disiplin kerja dan motivasi kerja berpengaruh terhadap kinerja aparatur desa di Kecamatan Kintamani. Variabel kepemimpinan adalah variabel dengan pengaruh terbesar dibandingkan variabel lainnya. Hal ini mengindikasikan bahwa peran pemimpin desa, baik dalam memberikan arahan, mengambil keputusan, maupun dalam memotivasi dan mengawasi bawahan, sangat menentukan efektivitas pelaksanaan tugas aparatur desa. Kepemimpinan yang kuat dan visioner mampu menciptakan lingkungan kerja yang produktif, meningkatkan kedisiplinan, serta mendorong aparatur untuk bekerja lebih optimal dalam memberikan pelayanan kepada masyarakat. Temuan ini menegaskan bahwa peningkatan kualitas kepemimpinan di tingkat desa merupakan kunci strategis dalam upaya memperbaiki kinerja aparatur desa secara menyeluruh.

ABSTRACT

Putra Indrawan, Ketut (2025), The Influence of Leadership, Work Discipline, and Work Motivation on the Performance of Village Apparatus in Kintamani District, Bangli Regency. Thesis, Management Science Study Program, Postgraduate Program, Ganesha University of Education. This thesis has been approved and reviewed by Supervisor I: Dr. Komang Krisna Heryanda, S.E., M.M and Supervisor II: Dr. M. Rudi Irwansyah, S.Pd., M.Pd.

Keywords: Village Apparatus, Work Discipline, Performance, Work Motivation

Public services in villages in Kintamani District are often in the spotlight and complaints of the community due to the lack of optimal performance of village officials in carrying out their duties and functions. Many residents complained about the slow administrative service process, the lack of responsiveness of the apparatus to the needs of the community, and the low discipline and professionalism in providing services. This study aims to describe the performance of village officials in terms of leadership, work motivation, and work discipline at the Village Head Office in Kintamani District, Bangli Regency. The number of respondents used based on the sampling technique in this study was 77 village apparatus. The data collection method used questionnaires and was analyzed by multiple linear regression analysis. The results of the study found that three variables, namely leadership, work discipline and work motivation, had an effect on the performance of village officials in Kintamani District. The leadership variable is the variable with the greatest influence compared to other variables. This indicates that the role of village leaders, both in providing direction, making decisions, and in motivating and supervising subordinates, greatly determines the effectiveness of the implementation of the duties of village officials. Strong and visionary leadership is able to create a productive work environment, increase discipline, and encourage the apparatus to work more optimally in providing services to the community. These findings confirm that improving the quality of leadership at the village level is a strategic key in efforts to improve the performance of village apparatus as a whole.