

PENGARUH MOTIVASI KERJA DAN KEMAMPUAN KERJA TERHADAP KINERJA PEGAWAI PDAM TIRTA AMERTHA JATI KABUPATEN JEMBRANA

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh (1) motivasi kerja dan kemampuan kerja terhadap kinerja pegawai, (2) motivasi kerja terhadap kemampuan kerja pegawai, (3) motivasi kerja terhadap kinerja pegawai, dan (4) kemampuan kerja terhadap kinerja pegawai PDAM Tirta Amertha Jati Kabupaten Jembrana. Rancangan penelitian ini menggunakan kuantitatif kausal. Subjek penelitian adalah pegawai PDAM Tirta Amertha Jati Kabupaten Jembrana dan objeknya adalah motivasi kerja, kemampuan kerja, dan kinerja pegawai. Penelitian ini menggunakan metode populasi yaitu pegawai PDAM Tirta Amertha Jati Kabupaten Jembrana dengan jumlah 68 orang. Pengumpulan data dalam penelitian ini menggunakan kuesioner dan dianalisis dengan analisis jalur (*path analysis*). Hasil penelitian menunjukkan (1) motivasi kerja dan kemampuan kerja berpengaruh secara positif terhadap kinerja pegawai, (2) motivasi kerja berpengaruh secara positif terhadap kemampuan kerja pegawai, (3) motivasi kerja berpengaruh secara positif terhadap kinerja pegawai, dan (4) kemampuan kerja berpengaruh secara positif terhadap kinerja pegawai PDAM Tirta Amertha Jati Kabupaten Jembrana.

Kata kunci: kemampuan kerja, kinerja, motivasi kerja.

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ABSTRACT

This research aimed at determining the effect of (1) job motivation and job ability toward employee's performance, (2) job motivation toward job ability, (3) job motivation toward employee's performance, and (4) job ability toward employee's performance PDAM Tirta Amertha Jati Jembrana regency. This research's design is uses a causal quantitative. The subject of this research were employee of PDAM Tirta Amertha Jati Jembrana regency and the object of this research were job motivation, job ability, and employee's performance. The population of this research amounted to 68 people. The data were collected by using a questionnaire and analyzed by path analysis. The results show (1) job motivation and job ability have a positive effect toward employee's performance, (2) job motivation have a positive effect toward job ability employee, (3) job motivation have a positive effect toward employee's performance, and (4) job ability have a positive effect toward employee's performance of PDAM Tirta Amertha Jati Jembrana regency.

Keywords: *job ability, job motivation, performance.*