

**PENGARUH KOMPETENSI DAN MOTIVASI
TERHADAP KINERJA PENGURUS
BUMDESA SE-KECAMATAN
BANJAR**

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ABSTRAK

Tujuan penelitian ini yaitu mendapatkan temuan eksplanatif yang telah diuji terkait pengaruh (1) kompetensi pada kinerja pengurus, (2) motivasi pada kinerja pengurus, (3) kompetensi pada motivasi pengurus pada BUMDesa se-Kecamatan Banjar, dan (4) motivasi memediasi pengaruh kompetensi terhadap kinerja. Adapun desain penelitiannya yaitu kuantitatif kausal. Subjek penelitian ini yaitu pengurus inti pada BUMDesa se-Kecamatan Banjar. Objek penelitian ini berfokus pada variabel kompetensi, motivasi serta kinerja pengurus. Populasi penelitian ini berjumlah 48 orang. Data didapatkan melalui teknik kuesioner lalu dianalisis melalui analisis jalur. Hasil penelitian mengindikasikan: (1) kompetensi memberikan pengaruh pada kinerja pengurus, (2) motivasi memberikan pengaruh pada kinerja pengurus, (3) kompetensi memberi pengaruh pada motivasi pengurus dan (4) motivasi berhasil memediasi pengaruh kompetensi terhadap kinerja.

Kata kunci: kinerja pengurus, kompetensi, motivasi

ABSTRACT

The research aimed to obtain an explanatory findings were tested on the effect of (1) competence on management performance, (2) motivation on management performance, (3) competence on motivation of administrators in BUMDesa in Banjar District, and (4) motivation mediates the influence of competence on performance. The research design used in this study was causal quantitative. The subject of this research is the core board of BUMDesa in Banjar District. The object of this research focuses on the variables of competence, motivation, and job performance. The population used in this study amounted to 48 people. The Data were collected by questionnaire then analyzed by path analysis. The result of this research (1)

competence has effect on performance, (2) motivation has effect on performance, (3) competence has effect on performance, and (4) motivation successfully mediates the influence of competence on performance.

Keywords: performance, competence, motivation

