

Muhammad Ilham Sukma, 15312051, Pengaruh Karakteristik Individu, Motivasi Kerja dan Dukungan Organisasi Terhadap Kinerja Pegawai (Staf Pns) Pada Dinas Kependudukan dan Pencatatan Sipil Kabupaten Gresik. Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Gresik, Januari, 2019.

ABSTRAKSI

Penelitian ini bertujuan untuk mengetahui pengaruh Karakteristik Individu, Motivasi Kerja dan Dukungan Organisasi Terhadap Kinerja Pegawai (Staf Pns) Pada Kantor Dinas Kependudukan dan Pencatatan Sipil Kabupaten Gresik, Provinsi Jawa Timur. Penelitian ini mengambil sampel sebanyak 30 orang dengan menggunakan teknik pengambilan sampel jenuh sedangkan pengukuran data dengan menggunakan skala likert. Teknik analisis menggunakan uji instrument (uji validitas dan uji reliabilitas) untuk menguji kualitas dan konsistensi alat ukur, uji model / uji asumsi klasik (uji normalitas, uji multikolinieritas dan uji heterokedastisitas). Hasil penelitian menyatakan bahwa Karakteristik Individu, Motivasi Kerja dan Dukungan Organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai (staf pns) Pada Dinas Kependudukan dan Pencatatan Sipil Kabupaten Gresik, Provinsi Jawa Timur. Berdasarkan hasil uji t ketiga variabel independen secara parsial berpengaruh dengan taraf signifikansi $< 0,05$, dan besarnya pengaruh ketiga variabel independen terhadap variabel dependen (koefisien determinasi R^2) Adjusted R Square = 0,850 dapat dikatakan bahwa perubahan variabel dependen Kinerja Pegawai (Y) sebesar 85,0% disebabkan oleh variabel Karakteristik Individu (X_1), Motivasi Kerja (X_2), serta Dukungan Organisasi (X_3), sedangkan sisanya 15,0 % dapat dijelaskan oleh faktor-faktor lain diluar variabel tersebut.

Kata Kunci : Karakteristik Individu, Motivasi Kerja, Organisasi, Kinerja Pegawai

Muhammad Ilham Sukma, 15312051, *Individual Characteristics, Work Motivation and Organizational Support for Employee Performance (Civil Servant Staff) at the Gresik Regency Population and Civil Registration Service. Management, Faculty of Economics and Business, Muhammadiyah Gresik University, January, 2019.*

ABSTRACT

This study aims to determine the effect of Individual Characteristics, Work Motivation and Organizational Support on Employee Performance (Staff Pns) at the Office of Population and Civil Registration of Gresik Regency, East Java Province. This study took a sample of 30 people using saturated sampling techniques while measuring data using a Likert scale. Technical analysis using instrument test (validity test and reliability test) to test the quality and consistency of measuring instruments, test models / classic assumption tests (normality test, multicollinearity test and heterocedasticity test). The results of the study stated that the Individual Characteristics, Work Motivation and Organizational Support had a positive and significant effect on the performance of employees (civil servant staff) at the Gresik Regency Population and Civil Registration Service, East Java Province. Based on the t-test results of the three independent variables partially influential with a significance level of <0.05 , and the magnitude of the influence of the three independent variables on the dependent variable (coefficient of determination R^2) Adjusted R Square = 0.850 it can be said that the change in dependent variable Employee Performance (Y) is 85, 0% is caused by Individual Characteristics variables (X1), Work Motivation (X2), and Organizational Support (X3), while the remaining 15.0% can be explained by other factors outside of these variables.

Keywords: Individual Characteristics, Work Motivation, Organization, Employee Performance