

Intan Kartika Sari, 12.311.079, **Pengaruh Kompetensi, Motivasi, Budaya kerja dan Kompensasi terhadap Kinerja Pegawai Badan Perpustakaan Dan Arsip Daerah Kabupaten Lamongan**, Manajemen, Fakultas Ekonomi, Universitas Muhammadiyah Gresik, Mei 2017.

ABSTRAK

Penelitian ini dilatarbelakangi kegiatan dalam memberikan pelayanan pada masyarakat kabupaten lamongan serta akurasi dalam menyelesaikan pekerjaan sehingga dapat dilakukan dengan cepat, tepat dan sesuai dengan keinginan masyarakat kabupaten lamongan. Adapun masalah dalam penelitian ini adalah Pengaruh Kompetensi, Motivasi, Budaya kerja dan Kompensasi terhadap Kinerja Pegawai Badan Perpustakaan Dan Arsip Daerah Kabupaten Lamongan. Tujuan penelitian ini untuk menganalisis pengaruh masing-masing variabel, Kompetensi (X1), Motivasi (X2), Budaya kerja (X3) dan Kompensasi (X4) terhadap Kinerja Pegawai (Y).

Dalam penelitian ini data dikumpulkan melalui metode kuosioner terhadap 44 orang responden yang bekerja di Badan Perpustakaan Dan Arsip Daerah Kabupaten Lamongan, dengan menggunakan metode teknik *Probability Sampling* Untuk mengetahui tanggapan masing-masing variabel. Kemudian analisis data diperoleh berupa analisis kuantitatif. Analisis kuantitatif meliputi uji validitas, uji realibilitas, uji asumsi klasik, uji hipotesis lewat uji t dan uji F serta uji analisis koefisien determinasi (R²). Teknik analisa data menggunakan analisis regresi linear berganda yang berfungsi membuktikan hipotesis penelitian. Data diolah telah memenuhi uji validitas, uji realibilitas, uji asumsi klasik menghasilkan persamaan regresi sebagai berikut :

$$Y = 1,885 + 0,349X1 + 0,532X2 + 0,417X3 + 0,462X4 + e$$

Hasil analisis mendapatkan bahwa keempat factor Kompetensi, Motivasi, Budaya kerja dan Kompensasi memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Pengujian hipotesis menggunakan uji t menunjukkan keempat variabel independent telah terbukti secara signifikan mempengaruhi variabel dependent. Kemudian melalui uji F diketahui variabel Kompetensi, Motivasi, Budaya kerja dan Kompensasi berpengaruh signifikan secara bersama-sama dengan Kinerja pegawai. Adjusted R Square sebesar 0,534 menunjukkan bahwa 53,4 % variabel, R Square sebesar 0,577 menunjukkan 57,7 %, R² sebesar 0,760 artinya sebesar 76,0%. Kinerja pegawai bisa dijelaskan oleh keempat variabel independent yang digunakan dalam persamaan regresi.

Kata Kunci : Kompetensi, Motivasi, Budaya kerja, Kompensasi, Kinerja pegawai.

Intan Kartika Sari, 12,311,079, *Influence of Competency, Motivation, Work Culture and Compensation for Employee Performance of Library and Regional Archives Lamongan, Management, Faculty of Economics, University of Muhammadiyah Gresik, May 2017.*

ABSTRACT

This research is motivated activities in providing services to the community Lamongan district and accuracy in completing the work that can be done quickly, accurately and in accordance with wishes of the people Lamongan district. The problem in this research is the Influence of Competency, Motivation, Culture and Compensation for Employee Performance of Library and Archives of Regency Lamongan. Tujuan this study was to analyze the effect of each variable, Competence (X1), motivation (X2), work culture (X3) and Compensation (X4) on employee performance (Y).

In this study, data were collected through a method kuosioner against 44 respondents who work in the Library and Regional Archives Lamongan, using the technique of Probability Sampling To determine the response of each variable. Later analysis of the data obtained in the form of quantitative analysis. Quantitative analysis includes the validity, reliability test, classic assumption test, test hypotheses by t test and analysis test F and the coefficient of determination (R2). Data analysis technique using multiple regression analysis linear which serves to prove the hypothesis of the study. The data is processed in compliance with the validity, reliability test, classic assumption test resulted in the regression equation as follows:

$$Y = 1,885 + 0,349X1 + 0,532X2 + 0,417X3 + 0,462X4 + e$$

The results of the analysis found that the fourth factor Competency, Motivation, Culture and Compensation has a positive and significant impact on employee performance. Hypothesis testing using t test showed the four independent variables have been shown to significantly affect the dependent variable. Then through the F test known variables Competency, Motivation, Culture and Compensation significant effect together with employee performance. Adjusted R Square of 0.534 indicates that 53.4% of the variable, R Square of 0.577, indicating 57.7%, R2 of 0.760 means that at 76.0%. Employee performance can be explained by four independent variables used in the regression equation.

Keywords: Competence, motivation, work culture, compensation, employee performance.