

RINGKASAN

Pengaruh Faktor Lingkungan Kerja Terhadap Motivasi Kerja Pegawai Pada Dinas Perindustrian, Perdagangan Dan Koperasi Kabupaten Jember

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Kebijakan desentralisasi dan otonomi daerah yang tertuang dalam Undang-undang nomor 22 tahun 1999, menandai dimulainya sebuah babak baru dalam pembangunan daerah. Sedangkan Good Governance merupakan salah satu cara membangun Indonesia baru sekaligus menjawab konsekuensi globalisasi.

Untuk merealisasikan kedua tuntutan tersebut diperlukan kesiapan daerah otonom, dalam arti kapasitasnya memadai untuk mengimplementasikan amanat Undang-undang otonomi daerah. Kapasitas daerah paling tidak dapat dilihat dari tiga tingkatan yaitu : tingkatan sistem, tingkatan institusional dan tingkatan individual. Pada tingkatan individual, peningkatan kualitas dan motivasi kerja aparatur merupakan salah satu agenda penting yang harus segera dilaksanakan mengingat ; 1). Seringnya terjadi sorotan dari masyarakat terhadap kualitas kerja aparatur, 2). Tingkat kepelikan administrasi modern menuntut keterampilan aparatur yang lebih tinggi, 3). Transparansi, demokratisasi dan akuntabilitas birokrasi menuntut perubahan sikap, perilaku dan tindakan aparatur, 4). Peningkatan kinerja pelayanan menuntut motivasi kerja yang tinggi.

Peningkatan motivasi kerja aparatur dapat dilakukan melalui beberapa langkah, salah satunya adalah melalui penciptaan lingkungan kerja yang kondusif. Untuk memecahkan permasalahan motivasi dari sisi lingkungan kerja, pembenahan pola pembinaan karier pegawai dan peningkatan efektivitas komunikasi dalam organisasi akan sangat membantu.

Tujuan penelitian ini adalah untuk mengetahui pengaruh faktor lingkungan kerja yang terdiri dari pembinaan karier pegawai dan komunikasi terhadap motivasi kerja pegawai pada Dinas Perindustrian, Perdagangan dan Koperasi Kabupaten Jember. Metode yang dipergunakan adalah observasional dengan pendekatan survei, dengan kuisioner sebagai alat pengumpul data primer.

Variabel penelitian terdiri dari tiga yaitu motivasi kerja (sebagai variabel terikat), pembinaan karier pegawai dan komunikasi masing-masing sebagai variabel bebas. Setiap variabel diujikan terhadap 72 orang responden. Respon atau pernyataan yang diberikan oleh responden terhadap setiap butir pertanyaan dalam kuisioner diolah dan selanjutnya dianalisis dengan model regresi linier berganda variabel dummy. Hal ini didasarkan pada pertimbangan bahwa data yang diperoleh untuk variabel bebas keduanya bersifat kategoris, sedangkan untuk variabel terikat jenis datanya adalah ratio.

Hasil penelitian menunjukkan bahwa variabel pembinaan karier pegawai dan variabel komunikasi memiliki pengaruh signifikan terhadap variabel motivasi kerja, baik secara bersamaan (simultan) maupun tersendiri. Dengan demikian penelitian ini telah menjawab rumusan masalah yang diajukan, dan sekaligus menguatkan hipotesis. Walaupun variasi variabel motivasi kerja yang dapat dijelaskan oleh variabel pembinaan karier pegawai dan komunikasi adalah hanya sebesar 60,9 %, dan terdapat 39,1 % yang dijelaskan oleh variabel lain yang pada kesempatan ini tidak diteliti, tetapi penelitian ini sudah cukup memuaskan

karena dalam penelitian sosial, menentukan sebuah variabel yang mampu menjelaskan sebuah fenomena secara sempurna adalah sangat sulit.

Disarankan kepada pihak lain yang tertarik dengan topik peningkatan motivasi kerja pegawai agar menyempurnakan hasil penelitian ini dengan jalan meneliti lebih lanjut faktor motivasi sehingga angka 39,1 % dapat dituntaskan.



SUMMARY

Influence of Work Environmental Factor To Work Officer Motivation at Board of Industry, Commerce And Co-Operation Jemberana Regency

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Decentralization Policy and Local Otonomy which was decanted in Law number 22 year 1999, marking started of a new chapter in Local development. While Good Governance represent one of the way to developing new Indonesia, at the same time reply globalization consequencey.

To be realising both of the demand, needed the readiness of otonomous Regence, in its adequate capacities meaning for implementing of Local autonomous commendation Law. Capacity building at least can be seen from three level that are : system level, institutional level and individual level. At individual level, make-up of motivation and quality work public servant represent one of the important agenda which must be immediately executed to remember ; 1). The frequently happened oblique accusation of society to quality of public servant performance, 2). Storey;level Absurdity of modern administration claim higher level skill of public servant, 3). Transparency, bureaucracy akuntability and democratization claim change of attitude, behavioral and public servant action, 4). Improving of service performance claim high job motivation.

To improve work motivation of public servant can through some step, one of them is through a condusive environmental of work creation. To solve problems motivate from environmental side , correction of construction pattern officer career and improvement of communications effectiveness in organization will be very assisting.

The objectives of this research is to know environmental factor influences of work which consist of construction officer career and communications to motivation work officer at board of Industry, Commerce And Co-Operation Jemberana Regency. Utilized by Method was observasional with the survey approach, with kuisisioner as a means of primary data compiler.

Research variable consist of three that was job motivation (as tied variable), construction of officer career and each communications as free variable. Each;Every variable tested to 72 responder people. The statement or Respon given by responder to each;every question in kuisisioner processed and hereinafter analysed with doubled linear regresi model of dummy variable. This matter was relied on consideration that data obtained for free variable both having the kategoris character , while for the variable of tied its data type was ratio.

Result of this research indicate that variable construction of officer career and communications variable have signifikan influence to job motivation variable, either through at the same time (simultan) and also was separated. Thereby this research have answered problem formula which was raised , and at the same time strengthen hypothesis. Although job motivation variable

variation able to be explained by construction of officer career and communications variable was only equal to 60,9 %, and there are 39,1 % variation explaining by other variable which was not to be check in this study, but this research have well enough because in social research, determining a variable capable to explain a phenomenon perfectly was very difficult.

Suggested to other party which interest with this topic especially to make-up of motivation job officer to completing result of this research furthermore by way of checking motivation factor so that number 39,1 % earning is complete.

ABSTRACT

Influence of Work Environmental Factor To Officer Work Motivation At Board of Industry, Commerce And Co-Operation Jembrana Regency. I WAYAN PARWATA

Job motivation represent one of the strategic aspect which determine to reaching of maximal performance in organization. Therefore motivation have to always grew and owned by each;every individual in organization. Grow the officer work motivation cannot be discharged from condition of environment where them work. Environmental factor directly and also was indirectly anticipated to hold responsible to be formed its attitude, organizational job culture and character which was on finally give glimpse at willingness of individual job officer. Starting from the phenomenon hence at this opportunity the research to know influence of job environmental factor which consist of officer career construction and communications to officer work motivation was conducted.

The objectives of this research is to know do construction of officer career and communications variable have influence to officer work motivation, either through at the same time (simultan) and also separately (parsial). Applied by method was observasional with survey approach. Big of utilized population as responder was 72 one who represent officer On Board of Industry, Commerce and Co-Operation Jembrana Regency especially fourth echelon, functional functionary and staff. Pursuant to obtained data type and target of specified research, hence utilized by analysis model was dummy variable of doubled linear regresion.

Result of this research indicate that construction of officer career and communications, either through together (simultan) and also is separate (parsial) have an effect on by signifikan to work motivation. The variation of work motivation Variable able to be explained by variation of officer career construction and communications variable was equal to 69,9%. There are 39,1 % variation of which was possibility caused by other variable outside this research.

Conclusion able to be taken is to grow high work motivation at x'self each;every officer hence officer career construction and communications have to be managed effectively

Keyword: Environmental of work , career construction and communications, work motivation.