

## RINGKASAN

**Pengaruh kecerdasan *adversity* dan motivasi berprestasi terhadap kinerja pejabat daerah di Pemerintah Kabupaten Tulungagung**

Agus Pamungkas

Penilaian kinerja pejabat daerah yang fokus pada efektivitas dan efisiensi pelaksanaan kegiatan/ program/ kebijakan adalah makin penting di era *good governance*. Berbagai karakteristik pribadi yang dibawa pejabat daerah sangat mempengaruhi hasil penilaian tersebut. Karakteristik tersebut akan mempengaruhi cara pejabat daerah dalam menghadapi segala hambatan/ kesulitan dalam melaksanakan tugasnya. Dan juga motivasi yang dibawa ketika pejabat daerah menerima wewenang dan tanggungjawab.

Pejabat daerah sebagai orang yang ditunjuk untuk melaksanakan suatu wewenang dan tanggungjawab tertentu dimaksudkan agar segala macam urusan dapat berjalan lancar dan dapat dipertanggungjawabkan. Sehingga tampak kedudukan pejabat-pejabat tersebut sebagai unsur sentral pada Pemerintah Daerah memiliki posisi strategis dalam memainkan perannya. Berkaitan dengan hal tersebut di atas, maka sangat penting dilakukan penelitian mengenai pengaruh kecerdasan *adversity* dan motivasi berprestasi terhadap kinerja pejabat daerah

Berdasarkan latar belakang dan rumusan masalah, maka tujuan penelitian ini adalah untuk menganalisis pengaruh kecerdasan *adversity* dan motivasi berprestasi terhadap kinerja pejabat daerah di Kabupaten Tulungagung.

Penelitian ini menggunakan rancangan penelitian survey dan jenis penelitian adalah penelitian eksplanatif (*explanatory research*) yang menjelaskan hubungan kausal antara variabel bebas (*independent variable*) dan variabel terikat (*dependent variable*) melalui pengujian hipotesis. Populasi dalam penelitian ini adalah pejabat daerah, eselon II, III dan IV di Pemerintah Kabupaten Tulungagung dengan jumlah 741 orang. Ukuran sampel yang dipakai dalam penelitian ini adalah 10% populasi atau sebesar 74 orang dan dengan teknik *Proporsional Stratified Random Sampling*. Analisis data menggunakan model linear berganda.

Hasil penelitian membuktikan bahwa variabel kecerdasan *adversity* ( $X_1$ ) dan motivasi berprestasi ( $X_2$ ) secara simultan berpengaruh terhadap variabel kinerja pejabat daerah di Pemerintah Kabupaten Tulungagung, hal tersebut ditunjukkan hasil uji hipotesis secara simultan yang menunjukkan tingkat signifikansi uji F 0.01 ( $p < 0.05$ ).

Pengujian hipotesis secara parsial menunjukkan variabel kecerdasan *adversity* ( $X_1$ ) mempunyai pengaruh yang signifikan terhadap variabel kinerja pejabat daerah dengan tingkat signifikansi variabel kecerdasan *adversity* sebesar 0.016 ( $p < 0.05$ ). Tingkat signifikansi variabel motivasi berprestasi ( $X_2$ ) sebesar 0.049 ( $p < 0.05$ ) menunjukkan juga bahwa variabel motivasi berprestasi mempunyai pengaruh yang signifikan terhadap kinerja pejabat daerah di Pemerintah Kabupaten Tulungagung.

Kesimpulan dari penelitian ini adalah variabel kecerdasan adversity dan motivasi berprestasi berpengaruh terhadap kinerja pejabat daerah di Pemerintah Kabupaten Tulungagung. Variabel yang pengaruhnya lebih besar terhadap kinerja pejabat daerah adalah variabel motivasi berprestasi. Saran yang diajukan adalah penyempurnaan penelitian bagi peneliti selanjutnya hendaknya dapat melengkapinya dengan variabel-variabel lain untuk menyempurnakan hasil penelitian mengenai kinerja pejabat daerah yang efektif dan efisien serta dalam lingkup yang lebih luas, terutama dalam pelaksanaan tugas sehari-hari dan pada semua pegawai.

## SUMMARY

### The Influence of Adversity Intelligence and Achievement Motivation on Performance of Local State Functionary at Sub-Province Of Tulungagung

Agus Pamungkas

The assessment of local functionary performance which focus on the effectiveness and efficiency of activity/ program/ policy implementation is more important in good governance times. Various individual characteristics which brought by the local functionary influence the result of assessment. The characteristics will influence the way of local functionary in facing of all resistances/ difficulties in managing his duty. And also motivation brought by the local state functionary when he accepted the authority and responsibility.

The local functionary as a person who pointed to manage certain authority and responsibility in order all kinds of duties go well and be justified. So it is clear that domicile of the local functionaries mentioned as the central element at local government have strategic position in playing his role. In relation it is very important to research concerning the influence of adversity intelligence and achievement motivation of local state functionary at Sub- Province of Tulungagung.

Base on the background and formula of the problem, hence this research is aim to analyze the influence of adversity intelligence and achievement motivation of local state functionary at Sub- Province of Tulungagung.

This Research was explanatory research, explaining causal relationship between independent variable and dependent variable by testing the hypothesis. The population in this research is local functionary, echelon of II, III and of IV at Sub-Province of Tulungagung with 741 people. The measurement of the sample is 10% population or equal to 74 people and with Proportional Stratified Random Sampling technique. Analysis Data use multiple linear models.

The research proves that adversity intelligence variable ( X1) and achievement motivation ( X2) simultaneously influence on local state functionary at Sub- Province of Tulungagung variable, it is showed by the hypothesis result on significant test F 0.001 (p<0.05)

The hypothesis test partially shown that the adversity intelligence (X1) have significant influence on Local Functionary with significant level of adversity intelligence variable 0.016 (p<0.05). The significant level of achievement motivation (X2) 0.049 (p<0.05) also shown that achievement motivation have significant influence on local state functionary at Sub- Province of Tulungagung

The conclusion of this research is that the adversity intelligence variable and the achievement motivation have an influence on local state functionary at Sub- Province of Tulungagung. The dominant variable which have influenced the performance of local functionary is achievement motivation variable. The suggestion of this reseach is completion of research to the next researchers by completing other variables to complete the result of local functionary effectively and efficiently in further scope, especially for the implementation in everyday duties to all apparatus.

## ABSTRACT

### **The Influence of Adversity Intelligence and Achievement Motivation on Performance of Local State Functionary at Sub-Province Of Tulungagung**

**Agus Pamungkas.**

This research is aim to analyze the influence of adversity intelligence and achievement motivation of local state functionary at Sub-Province of Tulungagung.

This Research was explanatory research, explaining causal relationship between independent variable and dependent variable by testing the hypothesis. The population in this research is local functionary, cchclon of II, III and of IV at Sub-Province of Tulungagung with 741 people. The measurement of the sample is 10% population or equal to 74 people and with Proportional Stratified Random Sampling technique. Analysis Data use multiple linear models.

The research proves that adversity intelligence variable ( X1) and achievement motivation ( X2) simultaneously influence on local state functionary at Sub- Province of Tulungagung variable, it is showed by the hypothesis result on significant test F 0.001 ( $p < 0.05$ ). The hypothesis test partially shown that the adversity intelligence (X1) have significant influence on Local Functionary with significant level of adversity intelligence variable 0.016 ( $p < 0.05$ ). The significant level of achievement motivation (X2) 0.049 ( $p < 0.05$ ) also shown that achievement motivation have significant influence on local state functionary at Sub- Province of Tulungagung

The suggestion of this reseach is completion of rseach to the next researchers by completing other variables to complete the result of local functionary effectively and efficiently in further scope, especially for the implementation in everyday duties to all apparatus.

**Keywords: adversity intelligence, achievement motivation and performance**