

RINGKASAN**PENGARUH MOTIVASI TERHADAP
PRESTASI KERJA PEGAWAI PADA SEKRETARIAT
DAERAH KABUPATEN JEMBRANA****KADEK AGUS ARIANTA**

Dalam rangka meningkatkan prestasi kerja pegawai, Pemerintah Kabupaten Jembrana telah melakukan berbagai terobosan-terobosan dalam meningkatkan kualitas sumber daya manusia yang ada sekarang ini. Oleh karena itu Pemerintah Kabupaten Jembrana perlu memperhatikan motivasi kerja pegawai dalam hal ini insentif dan kondisi tempat kerja pegawai yang dapat berpengaruh terhadap prestasi kerja pegawai.

Penelitian ini dilakukan dengan tujuan, untuk mengetahui secara signifikan secara bersama-sama dan parsial insentif dan kondisi tempat kerja pegawai terhadap prestasi kerja pegawai di Sekretariat Daerah Kabupaten Jembrana. Penelitian ini mengambil sampel secara acak sebanyak 30 responden di lingkungan Sekretariat Daerah Kabupaten Jembrana.

Selanjutnya untuk menguji hipotesis dilakukan dengan Statistik yaitu menggunakan uji $p < \alpha$ dengan $\alpha = 5\%$ (0,05).

Berdasarkan hasil penelitian yang dianalisis dengan regresi linier berganda maka dapat disimpulkan bahwa secara bersama-sama atau simultan seluruh variabel yaitu faktor Insentif (X_1), Kondisi tempat kerja (X_2) berpengaruh signifikan terhadap Prestasi Kerja Pegawai pada Sekretariat Daerah Kabupaten Jembrana, dan Secara parsial faktor Insentif (X_1), Kondisi tempat kerja (X_2) berpengaruh nyata dan positif terhadap Prestasi Kerja Pegawai pada Sekretariat Daerah Kabupaten Jembrana.

Berdasarkan hasil penelitian ini menunjukkan bahwa pengaruh motivasi yaitu Insentif (prekwensi pemberian, besarnya dan jenis) dan Kondisi Tempat Kerja (kebersihan, sirkulasi udara, sarana peralatan kerja) mempunyai pengaruh yang signifikan dan parsial terhadap prestasi kerja pegawai pada Sekretariat Daerah Kabupaten Jembrana. Selain itu variabel-variabel tersebut perlu dioptimalkan lagi terutama dalam memacu motivasi pegawai untuk mencapai hasil kerja seperti yang diharapkan.

SUMMARY

THE INFLUENCE OF MOTIVATION TOWARD ACHIEVEMENT OF WORK OF THE STAFF AT REGIONAL SECRETARIAT OF JEMBRANA REGENCY

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In developing the work achievement of staff, the Government of Jembrana Regency has many innovations in the quality of its human resources. The Government of Jembrana Regency should pay attention to motivation of work of the staff are incentive and condition of work place. These to influence the achievement of the staff.

This research is aimed at finding significantly, collectively, and partially the incentive and condition of work place of the staff toward their work achievement at Regional Secretariat of Jembrana Regency. This research takes random sample of 30 respondents in the area of the Secretariat.

Then, the hypothesis is tested by statistic that is $p < \alpha$ with $\alpha = 5\% (0,05)$.

Base on the result of research that is analyzed by multi linier regression, it is concluded that collectively or simultaneously all variable that are incentive factor (X_1), work place condition (X_2), have a significant influence to the work achievement of staff at the Secretariat. And partially those two factor have factual and positive influence to the achievement of the staff.

The result of this research indicates that the influence of motivation that are incentive (frequency of distribution, amount, and type), and condition of place of working (cleanness, air circulation, work facilities) have significant and partial influence to the work achievement of the staff at Regional Secretariat of Jembrana Regency. Besides that, the variables should be more optimized especially in encouraging the motivation of staff to achieve the expected result of work.

ABSTRACT

THE INFLUENCE OF MOTIVATION TOWARD ACHIEVEMENT OF WORK OF THE STAFF AT REGIONAL SECRETARIAT OF JEMBRANA REGENCY

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In the era of development and reformation in Indonesia now days, all institutions both government and non government are faced to the crisis of economic, law, and politic that influence one another. Thus, governance that intends to improve its participation in development should have qualified human resources.

A continuous problem that is often found by the head of working units at the Regional Secretariat of Jembrana Regency is why the achievement of work of some staff are lower than the others. They might be not finished the work assigned, but they also might be have no motivation to work well.

Based on the fact above, it is required a policy of the leader in the effort of motivating the staff in order to work better, in accord with the plan that has been decided. Thus, each leader of organization should know the basic meaning of motivation, and the factors that able to appear the working motivation of the staff in order to improve their achievement of working.

The result of this research indicates that motivation that are incentive (frequency of distribution, amount, and type), and condition of place of working (cleanness, air circulation, work facilities) have influence toward the achievement of staff at the Regional Secretariat of Jembrana Regency, so those could encourage motivation of the staff to achieve the optimal result of work as the plan that decided.

Key word : incentive, condition of place of working , and achievement of work of staff.