

RINGKASAN

Pengaruh Nilai Kebersamaan Budaya Lokal, Motivasi Dan Lingkungan Kerja Terhadap Kreativitas Kerja Pegawai Di Badan Kepegawaian Daerah Kabupaten Sidoarjo

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Kreativitas merupakan konsep yang sangat abstrak, karena keabstrakannya orang merasa kesulitan mendefinisikannya. Akhirnya beberapa pakar sependapat bahwa untuk mendefinisikan kreativitas tergantung dari mana orang memandang. Dalam penelitian ini mengkaji tentang kreativitas kerja pegawai. Kreativitas kerja pegawai dapat dilihat dari kemampuan pegawai menciptakan ide, menghasilkan cara baru dalam bekerja serta dapat berhasil guna bagi pegawai maupun organisasi. Untuk dapat mewujudkan kreativitas kerja pegawai dibutuhkan motivasi yang kuat dan dukungan dari lingkungan kerja. Sedangkan proses internalisasi pegawai dalam mempersepsikan stimulus yang diberikan organisasi dalam hal ini nilai kebersamaan budaya lokal akan sangat menentukan terbentuknya motivasi serta warna lingkungan kerja yang ada.

Badan Kepegawaian Daerah dibentuk untuk kelancaran pelaksanaan manajemen PNS Daerah. Sebagai unsur pelaksana tugas kepegawaian Daerah, BKD mempunyai volume tugas dan fungsi yang amat vital mencakup seluruh proses pengembangan PNS di Daerah, mulai dari tahap seleksi, pengembangan serta pensiun pegawai. Keberhasilan pelaksanaan tugas tersebut sangat tergantung dari kinerja pegawai BKD. Berkaitan dengan hal tersebut di atas, maka sangat penting dilakukan penelitian mengenai pengaruh nilai kebersamaan budaya lokal, motivasi dan lingkungan kerja terhadap kreativitas kerja pegawai.

Berdasarkan latar belakang masalah dan rumusan masalah, maka tujuan penelitian ini adalah untuk menganalisis pengaruh nilai kebersamaan budaya lokal, motivasi dan lingkungan kerja terhadap kreativitas kerja pegawai di Badan Kepegawaian Daerah Kabupaten Sidoarjo.

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*) yang di dahului dengan variabel anteseden melalui pengujian hipotesis. Populasi dalam penelitian ini adalah Pegawai Negeri Sipil (PNS) di Badan Kepegawaian Daerah Kabupaten Sidoarjo dengan jumlah 51 orang dan sampel yang digunakan dalam penelitian ini adalah seluruh total populasi. Analisis data menggunakan model path analysis.

Hasil penelitian membuktikan bahwa variabel nilai kebersamaan budaya lokal berpengaruh terhadap lingkungan kerja di Badan Kepegawaian Daerah Kabupaten Sidoarjo, hal tersebut ditunjukkan melalui uji hipotesis dengan tingkat signifikansi sebesar 0,000 ($p < 0,05$). Variabel nilai kebersamaan (W) mempunyai pengaruh terhadap motivasi (X) dengan tingkat signifikansi sebesar 0,000 ($p < 0,05$). Variabel motivasi (X)

tidak mempunyai pengaruh secara signifikan terhadap kreativitas kerja sebesar 0,325 ($p > 0,05$). Sedangkan variabel lingkungan kerja (Y) mempunyai pengaruh terhadap kreativitas kerja dengan tingkat signifikansi sebesar 0,002 ($p < 0,05$).



SUMMARY

Influence of Local Culture Togetherness Value, Motivation And Work Environment on The Employee Work Creativity In Local Government Personnel Management Office of Sidoarjo Regency

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Creativity is a very abstract concept so as to be quite difficult to define it. Ultimately some experts have an agreement to define creativity depending on any views. This research examine employee work creativity from the perspectives of ability of employee's to create idea, produce a new way to accomplish work, and create both individual and organizational effectiveness. To produce work creativity, organization needs strong motivation dan work environment support. Meanwhile, employee internalization process to perceive stimulus provided by organization, that is local culture togetherness value, will be a factor that determines motivation and work enviroment.

Local Government Personal Management Office was established to provide with management implementation of all personnel in local goverenment. As a task force element, Local Government Personal Managemen Office have a pivota! task and function embracing processes of official government development ranging from selection phase, traing and development, to employee retirement. The effectiveness of task execution heavily rely on Local Government Personal Management Office employee's performance. Due to this phenomenon, it is strongly recommended to examine the influence of local culture togetherness value , motivation, and work environment on employee work creativity.

The purpose of this research is to analyse influence of local culture togetherness value , motivation, and work environment on employee work creativity in Local government personnel Management Office of Sidoarjo Regency.

This is a survey research design and explanatory research explaining causal relationship between independent variable and dependent variable with an antesedent variable through hypothesis examination. The population of this research is all sstaffs in Local Government Personnel Management Office of Sidoarjo Regency. There are 51 persons as total population of this research. Data is analyzed by path analysis model.

Results of this research show that variable of local culture togetherness value has a significance influence on work environment by 0.000 ($p < 0.05$). This variable (W) has an influence on motivation (X) by 0,000 ($p < 0,05$). However, motivation have no influence on work creativity by 0.325 ($p > 0.05$). Another result show that work enviornment (Y) has a significance influence on work creativity by 0.002 ($p < 0.05$).

In conclusion, based on this study, the local culture togetherness value developed by LPGO of Sidoarjo regency had proven to shepe a conducive work environment. The local culture togetherness value had also significant influence on motivation, due to employee's good internalization process so that it can enhance employee's work motivation. Meanwhile, the motivation given by LPGO to its employees, had no

significant influence on employee's creativity because a motivation should emerge from within each individual internally although the work environment at LPGO could enhance employee's creativity.

Based on the result of this study, recommendations could be presented to LPGO to motivate its employee intensively, not extrinsically, but also intrinsically about the importance of personal creativity. The creativity in work accomplishment is valuable for personal as well as for organization's goals.



ABSTRACT

Influence Local Cultere Togetherness Value, Motivation, Work Environment The Employee Work Creativity In Local Government Personal Management Office of Sidoarjo Regency

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The aim of the research is to identify and prove the influence of local culture togetherness value, motivation and work environment on employee work creativity of Local Government Personal Office of Sidoarjo Regency

This study was explanative research, explaining causal relationship between variables by testing the hypothesis. Populatin in this study was all staffs in Local Government Personal Office of Sidoarjo Regency as many as 51 individuals were taken as samples. Instrument used in this study was questionnaire. Mesurement on the variables was elaborated in question items with score ranging from 0 to 4. Variables obsered were antecedent variable (W) loval culture togetherness value, independent variables (X) motivation and (Y) work environment. The dependent Variables was work creativity. Data were analyzsed using Path Analyzis model.

Result proved that variable of local culture togetherness value has a significance influence to work environment which is shown by CR = 10,894 and significant probability (p) = 0.000 (p<0.05). This variable local culture tugetherness value has an influence to motivation shown by CR = 9,583 and probability (p) = 0,000 (p<0,05). However, motivation have no influence on work creativity, shown by CR = 0,984 and probability (p) = 0.325 (p>0.05). Another result show that work enviornment (Y) has a significance influence on work creativity shown by CR = 3,131 and probability (p) = 0.002 (p<0.05).

In conclusion, the local culture togetherness value developed by LPGO of Sidoarjo Regency had proven to shape a conducive work environment. The local culture togetherness value had also a significant influence on motivation, due to employee's good internalization process so that it can enhance employee's work motivation. Meanwhile, the motivation given by LPGO to its employees, had no significant influence on employee's creativity because a motivayion should emerge from within each individual internally although the work environment at LPGO could enhance employee's creativity.

Keywords : Lacial Culture Togetherness Value, Motivatin, Work environment, Work Creativity