

ABSTRAK

Syahrul Alphiyan Rachman. 2026. “Pengaruh Motivasi Kerja dan Kompetensi Terhadap Kinerja Pegawai di Universitas Perjuangan Tasikmalaya”.

Penelitian ini dilatarbelakangi oleh belum optimalnya kinerja pegawai di Universitas Perjuangan Tasikmalaya, yang diduga dipengaruhi oleh belum optimalnya motivasi kerja pegawai, khususnya pada aspek pengakuan atas kinerja dan prestasi kerja, serta belum optimalnya kompetensi pegawai terutama pada aspek keterampilan dan minat dalam melaksanakan pekerjaan. Penelitian ini bertujuan untuk mengetahui dan menganalisis: (1) pengaruh motivasi kerja terhadap kinerja pegawai; (2) pengaruh kompetensi terhadap kinerja pegawai; dan (3) pengaruh motivasi kerja dan kompetensi secara simultan terhadap kinerja pegawai di Universitas Perjuangan Tasikmalaya.

Penelitian ini menggunakan metode kuantitatif dengan desain explanatory survey. Populasi penelitian adalah seluruh tenaga kependidikan di Universitas Perjuangan Tasikmalaya sebanyak 77 orang, dan seluruh populasi dijadikan sampel penelitian. Analisis data dilakukan melalui uji validitas, reliabilitas, korelasi, serta analisis regresi linear berganda, dengan pengujian hipotesis menggunakan uji t dan uji F. Hasil penelitian menunjukkan bahwa: (1) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dengan koefisien korelasi sebesar 0,692 (kategori kuat) dan kontribusi sebesar 47,9%, dibuktikan dengan nilai t hitung (8,302) > t tabel (1,992); (2) kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai dengan koefisien korelasi sebesar 0,525 (kategori cukup kuat) dan kontribusi sebesar 27,6%, dibuktikan dengan nilai t hitung (5,342) > t tabel (1,992); dan (3) motivasi kerja dan kompetensi secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai dengan koefisien korelasi berganda sebesar 0,917 (kategori sangat kuat) dan kontribusi sebesar 84,0%, dibuktikan dengan nilai F hitung (194,250) > F tabel (3,120), dengan persamaan regresi $\hat{Y} = 85,816 + 0,243 X_1 + 0,339 X_2$.

Implikasi praktis dari penelitian ini menunjukkan bahwa peningkatan kinerja pegawai di Universitas Perjuangan Tasikmalaya dapat dilakukan melalui optimalisasi motivasi kerja, khususnya melalui penerapan sistem pengakuan dan penghargaan yang adil, transparan, dan konsisten, serta peningkatan kompetensi pegawai secara berkelanjutan melalui program pelatihan dan pengembangan yang mencakup aspek pengetahuan, keterampilan, sikap, nilai, dan minat. Dengan demikian, organisasi diharapkan mampu meningkatkan motivasi, kompetensi, dan kinerja pegawai secara berkelanjutan dalam mendukung penyelenggaraan pendidikan yang berkualitas.

Kata Kunci: Motivasi Kerja, Kompetensi, Kinerja Pegawai

ABSTRACT

Syahrul Alphiyan Rachman. 2026. “The Influence of Work Motivation and Competence on Employee Performance at University of Perjuangan Tasikmalaya.”.

This research is motivated by the suboptimal performance of employees at the University of Struggle, Tasikmalaya. This is suspected to be influenced by suboptimal employee work motivation, particularly in terms of recognition for performance and accomplishments, as well as suboptimal employee competency, particularly in terms of skills and interest in carrying out their work. This study aims to determine and analyze: (1) the effect of work motivation on employee performance; (2) the effect of competency on employee performance; and (3) the simultaneous effect of work motivation and competency on employee performance at the University of Struggle, Tasikmalaya.

This study used a quantitative method with an explanatory survey design. The study population was all 77 educational staff at the University of Struggle, and the entire population served as the research sample. Data analysis was conducted through validity, reliability, correlation, and multiple linear regression analysis, with hypothesis testing using the t test and F test. The results of the study showed that: (1) work motivation has a positive and significant effect on employee performance with a correlation coefficient of 0.692 (strong category) and a contribution of 47.9%, evidenced by the calculated t value (8.302) > t table (1.992); (2) competence has a positive and significant effect on employee performance with a correlation coefficient of 0.525 (quite strong category) and a contribution of 27.6%, evidenced by the calculated t value (5.342) > t table (1.992); and (3) work motivation and competence simultaneously have a positive and significant effect on employee performance, with a multiple correlation coefficient of 0.917 (very strong category) and a contribution of 84.0%, as evidenced by the calculated F value (194.250) > F table (3.120), with a regression equation of $\hat{Y} = 85.816 + 0.243 X_1 + 0.339 X_2$.

The practical implications of this study indicate that improving employee performance at the University of Struggle (PT Perjuangan) Tasikmalaya can be achieved through optimizing work motivation, specifically through the implementation of a fair, transparent, and consistent recognition and reward system, as well as continuously improving employee competence through training and development programs that cover aspects of knowledge, skills, attitudes, values, and interests. Thus, organizations are expected to be able to continuously improve employee motivation, competence, and performance to support the provision of quality education.

Keywords: Work Motivation, Competence, Employee Performance