

ABSTRAK

Tesis ini berjudul **Pengaruh Kompetensi Pegawai, Budaya Organisasi Dan Fasilitas Kerja Terhadap Kinerja Pegawai Di Kantor Kecamatan Cipaku Kabupaten Ciamis, Jajang Hermawan, NIM. 82342223010, di bawah bimbingan, Dr. H. Yat Rospia Brata, Drs., M.Si. (Pembimbing I), H. Aan Anwar Sihabudin, S.H., S.IP., M.Si. (Pembimbing II)**. Kinerja pegawai belum optimal disebabkan tingkat integritas, kompetensi yang dimiliki, disiplin kerja yang belum optimal dan belum optimalnya orientasi pelayanan. Kinerja pegawai ini dipengaruhi oleh kompetensi, budaya kerja dan fasilitas kerja belum optimal. Kompetensi belum optimal disebabkan pegawai yang ditempatkan tidak sesuai dengan latar belakang pendidikan yang dimiliki dan pengetahuan dan keahlian yang dimiliki pegawai untuk mencapai hasil yang diharapkan belum optimal. selanjutnya budaya organisasi belum optimal disebabkan inisiatif pegawai masih rendah hal ini terlihat dari sikap pegawai yang masih menunggu perintah dari atasan dan kejelasan sasaran dan harapan organisasi belum optimal hal ini terlihat dari masih banyaknya aparatur yang belum mampu melaksanakan tugas pokok dan fungsi (Tupoksi) dengan baik. Fasilitas kerja belum optimal disebabkan perlengkapan kerja seperti almari tidak dimanfaatkan dengan baik, terlihat dari beberapa berkas diletakkan dibawah meja dan perawatan fasilitas sosial seperti kendaraan inventaris yang tidak optimal. Penelitian dilakukan dengan metode kuantitatif survei eksplanasi (*explanatory survey*). Teknis analisis data yang digunakan adalah menggunakan program SPSS menggunakan analisis deskriptif dan regresi. Hasil penelitian menginformasikan bahwa (1) Kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Kecamatan Cipaku Kabupaten Ciamis. Artinya bahwa semakin tinggi kompetensi maka kinerja pegawai di Kantor Kecamatan Cipaku Kabupaten Ciamis semakin tinggi. (2) Budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Kecamatan Cipaku Kabupaten Ciamis. Artinya bahwa semakin baik budaya organisasi maka kinerja pegawai di Kantor Kecamatan Cipaku Kabupaten Ciamis semakin tinggi. (3) Fasilitas kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Kecamatan Cipaku Kabupaten Ciamis. Artinya bahwa semakin baik fasilitas kerja maka kinerja pegawai di Kantor Kecamatan Cipaku Kabupaten Ciamis semakin tinggi. (4) Kompetensi, budaya organisasi dan fasilitas kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Kecamatan Cipaku Kabupaten Ciamis. Artinya bahwa semakin tinggi kompetensi dan semakin baik budaya organisasi dan fasilitas kerja maka kinerja pegawai di Kantor Kecamatan Cipaku Kabupaten Ciamis semakin tinggi.

Kata kunci: Kompetensi, Budaya Organisasi, Fasilitas Kerja, Kinerja pegawai

ABSTRACT

*This thesis is entitled **The Influence of Employee Competence, Organizational Culture and Work Facilities on Employee Performance at the Cipaku District Office, Ciamis Regency, Jajang Hermawan, NIM. 82342223010, under the guidance of, Dr. H. Yat Rospia Brata, Drs., M.Sc. (Supervisor I), H. Aan Anwar Sihabudin, S.H., S.IP., M.Sc. (Supervisor II).** Employee performance is not yet optimal due to the level of integrity, competency, work discipline that is not optimal and service orientation that is not yet optimal. This employee's performance is influenced by competence, work culture and work facilities that are not optimal. Competence is not optimal because the employees who are placed do not match the educational background they have and the knowledge and skills possessed by the employees to achieve the expected results are not optimal. Furthermore, the organizational culture is not yet optimal because employee initiative is still low, this can be seen from the attitude of employees who are still waiting for orders from superiors and the clarity of the organization's targets and expectations is not yet optimal. This can be seen from the large number of officers who are not yet able to carry out their main duties and functions (Tupoksi) well. . Work facilities are not optimal because work equipment such as cupboards are not used properly, as can be seen from several files placed under the table and maintenance of social facilities such as vehicle inventory is not optimal. The research was conducted using a quantitative explanatory survey method. The data analysis technique used is the SPSS program using descriptive and regression analysis. The research results inform that (1) Competency has a positive and significant effect on employee performance at the Cipaku District Office, Ciamis Regency. This means that the higher the competency, the higher the performance of employees at the Cipaku District Office, Ciamis Regency. (2) Organizational culture has a positive and significant effect on employee performance at the Cipaku District Office, Ciamis Regency. This means that the better the organizational culture, the higher the performance of employees at the Cipaku District Office, Ciamis Regency. (3) Work facilities have a positive and significant effect on employee performance at the Cipaku District Office, Ciamis Regency. This means that the better the work facilities, the higher the performance of employees at the Cipaku District Office, Ciamis Regency. (4) Competence, organizational culture and work facilities have a positive and significant effect on employee performance at the Cipaku District Office, Ciamis Regency. This means that the higher the competency and the better the organizational culture and work facilities, the higher the performance of employees at the Cipaku District Office, Ciamis Regency.*

Keywords: *Competence, Organizational Culture, Work Facilities, Employee Performance*