

ABSTRAK

Tesis ini berjudul **PENGARUH MOTIVASI, KOMPETENSI, DAN DISIPLIN KERJA DI ERA PENYEDERHANAAN BIROKRASI TERHADAP KINERJA APARATUR SIPIL NEGARA DI PEMERINTAH DAERAH KABUPATEN CILACAP (Studi Kasus Kantor Sekretariat Daerah Kabupaten Cilacap)**. Reformasi birokrasi melalui dialihkannya jabatan struktural ke fungsional telah menciptakan tantangan dan dinamika baru dalam tatanan pemerintahan. Permasalahan yang muncul di Kabupaten Cilacap terkait transformasi jabatan ini berdampak pada perubahan pola kerja, tanggung jawab, dan sistem penilaian kinerja pegawai. Sementara itu, motivasi kerja menjadi faktor krusial sebagai penggerak utama dalam mengoptimalkan kinerja dan memberikan kontribusi maksimal bagi pencapaian sasaran organisasi. Penelitian ini bertujuan menganalisis sejauh mana motivasi, kompetensi dan disiplin kerja, baik secara parsial maupun simultan, memengaruhi kinerja PNS di lingkungan Pemerintah Kabupaten Cilacap. Hasil penelitian diharapkan dapat menjadi landasan bagi pengembangan kebijakan manajemen sumber daya aparatur yang lebih efektif dalam konteks reformasi birokrasi, serta mendorong peningkatan kualitas pelayanan publik di Kabupaten Cilacap. Penelitian ini menggunakan metode penelitian kuantitatif. Sebagaimana hasil penelitian, dapat disimpulkan bahwa variabel motivasi, kompetensi dan disiplin kerja berpengaruh positif terhadap Kinerja Aparatur Sipil Negara Pada Pemerintah Daerah Kabupaten Cilacap.

Kata Kunci: Motivasi Kerja, Kompetensi Kerja, Disiplin Kerja, Kinerja Pegawai

ABSTRACT

This thesis is entitled "THE INFLUENCE OF MOTIVATION, COMPETENCE, AND WORK DISCIPLINE IN THE ERA OF BUREAUCRATIC SIMPLIFICATION ON THE PERFORMANCE OF CIVIL APPARATUS IN THE CILACAP REGENCY GOVERNMENT." Bureaucratic reform, through the transfer of structural to functional positions, has created new challenges and dynamics within the government system. The problems that have arisen in Cilacap Regency related to this job transformation have impacted work patterns, responsibilities, and employee performance appraisal systems. Meanwhile, work motivation is a crucial factor as a primary driver in optimizing performance and maximizing contribution to achieving organizational goals. This study aims to analyze the extent to which motivation, competence, and work discipline, both partially and simultaneously, influence the performance of civil servants within the Cilacap Regency Government. The results are expected to serve as a foundation for developing more effective civil servant resource management policies within the context of bureaucratic reform, as well as encouraging improvements in the quality of public services in Cilacap Regency. This study uses quantitative research methods. Based on the research results, it can be concluded that the variables of motivation, competence, and work discipline have a positive influence on the performance of civil servants in the Cilacap Regency Government.

Keywords: *Work Motivation, Work Competence, Work Discipline, Employee Performance*