

PENGARUH IKLIM ORGANISASI, MOTIVASI DAN KEMAMPUAN KERJA TERHADAP KINERJA PEGAWAI PADA KANTOR DESA SOBANGAN, KECAMATAN MENGWI, KABUPATEN BADUNG

Abstract

The Sobangan Village Office is one of the offices that stands in the working area of the lurah as a regency or city regional apparatus. However, several problems began to be encountered from the organizational climate, motivation and work ability that were not optimal, causing employee performance to be less than optimal. This study aims to test and obtain empirical evidence of the effect of organizational climate, motivation and work ability on the performance of employees at the Sobangan Village Office. The population of this study were all employees at the Sobangan Village Office, Mengwi District, Badung Regency with a total sample of 53 people in this study. Sample collection was carried out by using saturated sample technique. Then the data were analyzed using multiple linear regression analysis techniques using the SPSS for Windows data processing program. The results show that organizational climate has no effect on employee performance at the Sobangan Village Office, and motivation has a positive and significant effect on employee performance at the Sobangan Village Office, while work ability has a positive and significant effect on employee performance at the Sobangan Village Office.

Keywords: *Organizational Climate, Motivation, Work Ability, Employee Performance*

Abstrak

Kantor Desa Sobangan adalah salah satu kantor yang berdiri di wilayah kerja lurah sebagai perangkat daerah kabupaten atau kota. Tetapi beberapa permasalahan mulai dihadapi dari iklim organisasi, motivasi dan kemampuan kerja yang belum optimal sehingga menyebabkan kinerja pegawai kurang maksimal. Penelitian ini bertujuan untuk menguji dan memperoleh bukti empiris pengaruh iklim organisasi, motivasi dan kemampuan kerja terhadap kinerja pegawai pada Kantor Desa Sobangan. Populasi penelitian ini adalah seluruh pegawai pada Kantor Desa Sobangan, Kecamatan Mengwi, Kabupaten Badung dengan jumlah sampel dalam penelitian ini sebanyak 53 orang. Pengumpulan sampel dilakukan dengan teknik sampel jenuh. Kemudian data dianalisis menggunakan teknik analisis regresi linier berganda menggunakan program pengolahan data SPSS for Windows. Hasil menunjukkan bahwa iklim organisasi tidak berpengaruh terhadap kinerja pegawai pada Kantor Desa Sobangan, serta motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai pada Kantor Desa Sobangan, sedangkan kemampuan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada Kantor Desa Sobangan.

Kata Kunci: *Iklim Organisasi, Motivasi, Kemampuan Kerja, Kinerja Pegawai*