

RINGKASAN

Pemerintah Daerah Kabupaten Sorong dalam melaksanakan pertanggungjawaban Anggaran Pendapatan dan Belanja Daerah, telah berupaya menjalankan prinsip-prinsip pengelolaan dan pertanggungjawaban keuangan sesuai dengan Undang-Undang dan peraturan pemerintah yang berlaku. Tujuan penelitian ini adalah untuk menganalisis pengaruh kepemimpinan, pelatihan dan kompetensi terhadap motivasi kerja dan kinerja bendahara Satuan Kerja Perangkat Daerah (SKPD) di Kabupaten Sorong.

Rancangan penelitian yang dilakukan adalah jenis penelitian kuantitatif. Penelitian kuantitatif merupakan penelitian ilmiah yang sistematis terhadap bagian-bagian dan fenomena serta hubungannya. Populasi dalam penelitian ini adalah Bendahara SKPD di Kabupaten Sorong berjumlah 153 pegawai yang berasal dari 67 SKPD. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik pengambilan sampel keseluruhan dari anggota populasi yang disebut teknik sensus atau pengambilan sampel jenuh. Sehingga jumlah sampel yang digunakan dalam penelitian ini adalah seluruh anggota populasi yaitu sejumlah 153 pegawai. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah dengan menggunakan kuesioner, yaitu sejumlah pertanyaan tertulis yang digunakan untuk memperoleh informasi dari responden dalam hal laporan tentang pribadi responden, atau hal-hal yang dirasakan dan ketahui oleh responden tentang variabel yang diteliti. Teknik analisis data dengan menggunakan analisis SEM (*Structural Equation Modeling*).

Hasil penelitian menunjukkan bahwa kepemimpinan berpengaruh terhadap motivasi kerja. Kepemimpinan yang baik, yang diberikan pimpinan kepada bendahara akan meningkatkan motivasi kerja yang ada pada diri bendahara SKPD di Kabupaten Sorong. Kepemimpinan tidak berpengaruh terhadap kinerja bendahara SKPD di Kabupaten Sorong, hal ini terjadi karena karakter bendahara SKPD di Kabupaten Sorong relatif unik karena pegawai bekerja tidak peduli dengan gaya kepemimpinan yang diberikan pimpinannya, dan beranggapan pekerjaan yang dilakukan merupakan kegiatan harian biasa. Pelatihan berpengaruh terhadap motivasi kerja bendahara SKPD di Kabupaten Sorong. Banyaknya pelatihan yang diikuti akan memberikan dampak semakin tingginya motivasi yang ada pada bendahara SKPD di Kabupaten Sorong. Pelatihan berpengaruh terhadap kinerja bendahara SKPD di Kabupaten Sorong. Semakin banyaknya pelatihan yang diikuti, maka akan meningkatkan kinerja yang akan diperolehnya. Kompetensi berpengaruh terhadap motivasi kerja bendahara SKPD di Kabupaten Sorong. Kompetensi tinggi yang dimiliki bendahara akan meningkatkan motivasi kerja yang ada pada bendahara tersebut. Kompetensi berpengaruh terhadap kinerja Bendahara SKPD di Kabupaten Sorong. Semakin tinggi kompetensi yang dimiliki bendahara, maka semakin tinggi pula kinerja yang akan dicapai Bendahara SKPD di Kabupaten Sorong. Motivasi kerja berpengaruh terhadap kinerja bendahara SKPD di Kabupaten Sorong. Tinggi motivasi kerja yang ada pada bendahara akan meningkatkan kinerja yang diperolehnya.

Kata Kunci: Kinerja, kepemimpinan, pelatihan, kompetensi, motivasi kerja

ABSTRACT

The Government of Sorong Regency has persued to implement principles of financial management and accountability for its regional budget and expenditur based on the governmental laws regulations. This study aimed to analyze the effect of leadership, training and competency on work motivation and performance of the treasurers of the Local Government Work Unit (SKPD) in Sorong Regency.

This study applied quantitative design of which systematic scientific research delineated a phenomenon and its relationships. The population of this study were treasurers of SKPD Sorong including 153 employees from 67 SKPD. As this study used saturated sampling or census technique. So the samples were considered all members of population, i.e. 153 treasures. Moreover, data of this study were collected trough questionnaires to obtain information about respondents personal perspectives towards variables of this study. The data were, then, analyzed using SEM (Structural Equation Modeling) analysis.

As the result, this study indicated that leadership affected work motivation. A leader's good leadership would increase the treasures' working motivation in SKPD of Sorong Regency. However, leadership did not affect the performance of treasurers in SKPD of Sorong Regency. Each treasurer possessed unique character so they worked with less attention on leadership style. The treasures assumed that their working performance were due to their normal daily activities. This study also found that training affected the work motivation of treasurers in SKPD of Sorong Regency. The training quantity had an impact on the treasurers higher work motivation. In turn, the training affected the treasurers performance SKPD of Sorong Regency. The more training developed higher performance of treasurers. In addition, this study showed that the competency affected work motivation. The higher competence would increase the treasurers work motivation in SKPD of Sorong Regency. Furthermore, work motivation incluced the performance treasurers in SKPD of Sorong Regency District.

Keywords: Performance, leadership, training, competence, work motivation

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I certify that this translation is true and accurate prepared by a professional translator. This translation is provided on this day.

A handwritten signature in black ink, appearing to read 'Nanis Setyorini'.

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