

Pengaruh kompetensi terhadap kinerja pegawai dengan iklim organisasi sebagai variabel mediasi pada sekretariat kabinet = The influence of competence on employee performance with organizational climate as variable mediation at cabinet secretariat

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Abstrak

Penelitian ini bertujuan menguji pengaruh kompetensi terhadap kinerja pegawai dengan mempertimbangkan iklim organisasi sebagai variabel mediasi. Kompetensi diukur menggunakan dimensi dan indikator dari Daya Dimensi Indonesia yang terdiri dari 4 dimensi yang terdiri dari kemampuan berpikir, mengelola diri, mengelola orang lain, dan mengelola tugas. Variabel kinerja diukur dengan sasaran kerja pegawai yang terdiri dari dimensi output, kualitas, waktu, orientasi pelayanan, integritas, komitmen, disiplin, kerjasama sedangkan iklim organisasi diukur menggunakan teori Stringer yang terdiri dari struktur, standar, tanggung jawab, pengakuan, dukungan dan komitmen. Penelitian menggunakan pendekatan kuantitatif, data penelitian dikumpulkan dengan pengisian kuesioner (skala likert) dengan sampel 130 pegawai di Sekretariat Kabinet dan didistribusikan secara *online* melalui *google form*.

Hasil analisis regresi mengindikasikan bahwa kompetensi berpengaruh terhadap kinerja pegawai, serta terdapat pengaruh antara kompetensi terhadap iklim organisasi, dan terdapat pengaruh antara iklim organisasi terhadap kinerja pegawai. Pada analisis jalur menghasilkan bahwa terdapat pengaruh kompetensi terhadap kinerja pegawai dengan iklim organisasi sebagai variabel mediasi di Sekretariat Kabinet.

.....This study aims to examine the effect of competency on employee performance by considering organizational climate as a mediating variable. Competency is measured using the dimensions and indicators of Daya Dimensions Indonesia which consists of 4 dimensions consisting of the ability to think, manage themselves, manage others, and manage tasks. Performance variables are measured by employee work goals consisting of dimensions of output, quality, time, service orientation, integrity, commitment, discipline, cooperation while the organizational climate is measured using Stringer's theory consisting of structure, standards, responsibility, recognition, support and commitment. Research uses a quantitative approach, research data is collected by filling out questionnaires (Likert scale) with a sample of 130 employees in the Cabinet Secretariat and distributed online through the google form.

The results of the regression analysis indicate that competence influences employee performance, and there is an influence between competency on organizational climate, and there is an influence between organizational climate on employee performance. In the path analysis it was found that there was an influence of competence on employee performance with organizational climate as a mediating variable in the Cabinet Secretariat.