

# Analisis Pengaruh Public Service Motivation, Perceived Authentic Leadership dan Work Engagement terhadap Kinerja Pegawai (Studi pada Kantor Pusat BPKP) = Analysis of the Effect of Public Service Motivation, Perceived Authentic Leadership and Work Engagement on Employee Performance (Study at BPKP Headquarters)

Silitonga, Eka Winda, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20501476&lokasi=lokal>

---

## Abstrak

Kinerja pegawai negeri menggambarkan layanan publik dari lembaga pemerintah. Untuk mewujudkan pelayanan publik yang optimal, pemerintah perlu meningkatkan kinerja pegawai yang bekerja pada instansi pemerintah. Beberapa faktor yang dapat mempengaruhi kinerja pegawai negeri adalah motivasi, peran pemimpin dan *work engagement*. Penelitian ini menggunakan variabel *public service motivation* untuk mengukur motivasi pegawai negeri, sedangkan peran pemimpin dilihat berdasarkan gaya kepemimpinan *authentic leadership*. Kuesioner yang digunakan adalah skala Likert 6 poin. Penelitian dilakukan pada instansi Badan Pengawasan Keuangan dan Pembangunan (BPKP). Sampel terdiri dari 276 orang. Data diolah menggunakan aplikasi SPSS dan SEM LISREL. Penelitian ini mencoba menjelaskan faktor-faktor apa yang dapat meningkatkan kinerja pegawai negeri. Hasil penelitian ini menemukan bahwa *public service motivation*, *authentic leadership* dan *work engagement* mempengaruhi kinerja pegawai secara signifikan dan *work engagement* memediasi hubungan antara *public service motivation* dan *authentic leadership* terhadap kinerja pegawai.

.....The performance of civil servants illustrates the public services from government agencies. To realize optimal public services, the government needs to improve the performance of employees government. Several factors that can affect the performance of civil servants are motivation, the role of leaders and work engagement. This study uses public service motivation variables to measure the motivation of civil servants, while the role of leaders is seen based on authentic leadership styles. The questionnaire used was a 6-point Likert scale. The study was conducted at the Financial and Development Supervisory Board (BPKP). The sample consisted of 276 respondents. Data is processed by using SPSS and SEM LISREL applications. This study tries to explain what factors can improve the performance of civil servants. The results shows that public service motivation, authentic leadership and work engagement significantly affect employee performance and work engagement mediates the relationship between public service motivation and authentic leadership on employee performance.