

Pengaruh Persepsi Pengembangan Karir terhadap Kinerja Aparatur Sipil Negara yang Dimediasi oleh Motivasi Kerja: Pemberian Intervensi Career Coaching pada Pejabat Fungsional Di Instansi X = The Effect of Perceived Career Development Towards Performance of Government Employee Mediated by Work Motivation: Career Coaching Intervention for Functional Officers in Organization X

Luxmaning Hutaki Widiastari, author

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Abstrak

Penyederhanaan birokrasi dilakukan untuk mengurangi panjangnya birokrasi pemerintah dan meningkatkan kinerja pegawai. Alih-alih meningkatkan kinerja pegawai, penyederhanaan birokrasi yang menyebabkan perubahan pada jenjang karir pegawai aparatur ini, memiliki dampak resistensi, kebingungan, kesulitan, dan kekhawatiran mengenai masa depan karir jabatan fungsional. Penelitian ini terdiri dari dua studi dan dilakukan di Instansi X di Provinsi Lampung. Studi satu bertujuan untuk melihat hubungan persepsi pengembangan karir terhadap kinerja yang dimediasi motivasi kerja pada pegawai negeri sipil di instansi X. Penelitian ini merupakan penelitian kuantitatif korelasional yang menggunakan kuesioner self-report yaitu kuesioner kinerja, kuesioner persepsi pengembangan karir dan kuesioner motivasi kerja. Jawaban dari 136 partisipan dianalisis menggunakan analisis statistik Process Macro 4.0 dari Hayes pada aplikasi SPSS ver.26 menunjukkan terjadi mediasi signifikan (indirect effect $p < 0,05$) oleh variabel motivasi pada pengaruh persepsi pengembangan karir terhadap kinerja aparatur sipil negara. Kemudian dilanjutkan dengan studi dua yaitu intervensi yang bertujuan untuk meningkatkan persepsi pengembangan karir dalam upaya untuk meningkatkan kinerja pegawai negeri sipil. Intervensi career coaching kemudian diberikan kepada partisipan survei yang memiliki skor rendah pada ketiga variabel yang diteliti. Hasil analisis statistik menunjukkan kegiatan coaching ini tidak berpengaruh secara signifikan pada skor survey antara sebelum dan sesudah intervensi dilakukan ($p > 0,05$).

.....The bureaucracy is simplified to reduce the length of the government bureaucracy and improve employee performance. Instead of improving employee performance, the simplification of the bureaucracy that causes changes in the career path of this apparatus has the impact of resistance, confusion, difficulties, and concerns about the future career of functional positions. This research consisted of two studies and was conducted at Institution X in Lampung Province. Study one aims to see the relationship between perceptions of career development and performance mediated by work motivation of civil servants in agency X. This research is a quantitative correlational study that uses self-report questionnaires, namely performance questionnaires, career development perceptions questionnaires and work motivation questionnaires. The answers of 136 participants were analyzed using the Statistical analysis Process Macro 4.0 from Hayes on the SPSS ver.26 application indicating that there was a significant mediation (indirect effect $p < 0.05$) by the motivation variable on the perceived influence of career development on the performance of the state civil apparatus. Then proceed with the second study, namely the intervention that aims to increase the perception of career development in an effort to improve the performance of civil servants. Career coaching interventions were then given to survey participants who had low scores on the three variables studied. The results of statistical analysis showed that this coaching activity did not significantly affect the survey score

between before and after the intervention was carried out ($p > 0.05$).