Hubungan kemampuan dan motivasi kerja dengan performance (kinerja) pegawai pusdiklat Departemen Kehakiman dan HAM = The relation between the competence and the work motivation to the performance of the employee of the education and training center at Department of Justice and Human Rights

Kiswan, author

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Abstrak

The main duties and functions of Employee's Education and Training Center (ETC) of Department Justice and Human Rights are to conduct, to coordinate and to organize especially related with the field of employee's education and training center to all human resources of Department Justice and Human Rights which divided in to 10 units of Echelon I, 59 Echelon II, 203 Echelon III, 549 Echelon IV, also 30 provincial office with total employees consists of 52.188 people.

The factual problems is the existence of phenomenon that the performance level of employees of Education and Training Center isn't optimal. Meanwhile the conceptual problems is if the employees have high quality, so the performance level is also high.

Davis (1993: 227) explain that one's performance is influenced by competence and motivation one has, the competence is influenced by knowledge and skill, meanwhile motivation is influenced by attitude and situation, next the performance of employee and resource will influence the organization's achievements.

The objective of this research is to know and to prove how strong is the performance of employee. This research uses survey sampling or "census" by taking population of all employees of ETC at Department Justice and Human Right especially those who are at staff level consists of 80 people. Meanwhile the instrument that is used to collect variable data of competence is using statement essay form questioner which consists of 17 questions, meanwhile the statement for work motivation variable consists of 9 questions, each score uses liken scale 1 to 5.

Meanwhile performance variable data collecting is by direct scoring to staff performance by each direct superior (Head of subsection or head of sub field). Around 95 % of all performance evaluation at low and mid level of organization is conducted by direct superior of that employee (Robbins, 2001: 260), the scoring instrument that is used is the evaluation design model which developed by James E. Neal (2004 : 25 - 51) with scoring scale 1 to 5.

The data analysis technique uses correlation analysis Spearman rho, the result of finding in the research shows:
1. There is positive and significant relations between competence variable and performance variable, with correlation coefficient (r) is 0.430 with significance level is 0.027, and this relations means that the higher the competence level one has, so the higher the performance level.

2. There is positive and significant relations between work motivation variable and performance variable, with correlation coefficient (r) is 0.445 and significance level is 0.021, and this relations means that the higher an employee is motivated, the higher the performance level.

In order to deal. with Reform Era Nowadays which result a lot of implication especially about strong demand of community to public organization performance especially with changing is service sector, so it is urgent to be balanced with the improvement of human resource quality through education and training way so the knowledge improvements, because along with the improvement of human resource quality will also increase the individual performance, and so on will also influence the organization performance. Result of this research will show that the competence and work motivation of employee has positive and significant relations with employee's performance. So the two factors have big advantage to employee individually.

The performance improvement of employee will be better and will give bigger advantage if started with increasing employees work motivation first, then followed by improving employee competence, because based on result of statistical test, work motivation variable, shows the relation which stronger if compared with the competence variable even the score differences is not too big. The policy directs to the improvement of employee work motivation should orient the valent factor, hope and instrumentality. Meanwhile, the improvement of employee's competence should be by giving education and training based on competence which is suited organizational needs.